

DEI PARKS AND FACILITIES PERFORMANCE ASSESSMENT



What does it feel like to be in a park?



DEI Performance Assessment

The DEI Performance Assessment evaluates the performance of Tempe’s parks and recreation facilities through an equity lens, specifically considering diversity, equity, and inclusion.

The observations and responses guide city park and recreation staff and partners in discovering the performance of these public spaces to identify why some spaces and programs serve our community members better than others. The evaluations consider personal experiences, backgrounds, knowledge, bias, identity and perceptions that all factor into how locations are scored regarding DEI.

The (4) categories of the assessment include:

- Social Mixing + Activation (S)
- Program Diversity (P)
- Feeling of Safety (F)
- Access + Amenities (A)

Full details on the Performance Assessment scoring results are included in Appendix C.

The following summarizes findings from the DEI Performance Assessment conducted by parks staff, the consultant team, and Community Navigators. Community Navigators are community members that the City of Tempe hired to help bridge gaps in outreach between the Parks and Recreation

Department and the community.

This summary builds on previous analyses conducted in the Making Space project. Most specifically, parks that fall within areas identified as "Equity Zones" are mapped and analyzed distinctly from those not within Equity Zones. Equity Zones are areas of the city that have been identified as being at risk of socioeconomic and/or health vulnerabilities. These areas may be seen as areas in which to focus efforts in the future, and therefore understanding the DEI Performance Assessment results of parks within Equity Zones is a helpful tool for identifying future efforts.

Overall Rankings Score

The City of Tempe and community navigators evaluated 42 parks and recreation facilities. Of the 42 locations evaluated, 16 parks and 4 recreation centers are in an equity Zone. There are a total of 24 parks and recreation centers (evaluated and not evaluated) within an equity zone.

Table 13 displays the parks categorized by equity zone priority of Very High, High and Medium priority. The table highlights each park location by the Overall DEI assessment Score from Very Low to Very High.

Table 13 DEI Assessment Parks within Equity Zones

Rankings from DEI Performance Assessment	Very High Equity Priority	High Equity Priority	Medium Equity Priority	
	Alegre Park Escalante Park Parque de Soza Escalante Multi-Generational Center	Esquer Park Celaya Park Jaycee Park Indian Bend Park Rio - Giuliano Tempe Beach Arts North Tempe Multi-Generational Center Westside Multi-Generational Center	Creamery Park Arredondo Park Dwight Park Svob Park Benedict Sports Complex	Palmer Park Kiwanis North Kiwanis Fiesta Kiwanis Park Recreation Center

Description of the four (4) categories of the assessment

Social Mixing + Activation (S): refers to the interaction of park and recreation users and presence of a diverse population. This includes people of different ages, economic backgrounds, abilities, racial and ethnic groups, gender identities and more. The mixing of diverse groups and positive interactions increases one’s tolerance of others, a sense of collective civic identity, and overall cohesion. Activation provides features and activities of interest to entice people to visit, use, socialize, take part in group activities, volunteer, be active or engaged, relax and/or find reasons to linger.

Program Diversity (P): refers to the variety of park offerings that cater to many people or the flexible use of space. Parks and recreation features and design that contribute to active use, social gatherings, or opportunities for relaxation (such as playgrounds, sports courts, water bodies, picnic tables, community gardens, ADA pathways, and wildlife viewing) and programs (including events, social gatherings, and sports programs) may vary by park type and in response to local needs and interests. Program diversity attracts diverse people and makes for a more inclusive parks and recreation system.

Feeling of Safety (F): Unsafe feelings may come from a perception of danger or sense of personal security, unease in situations, threats from disorder, or crime occurrences. There are a variety of factors that cause people to feel unsafe in a public space. They include poor park conditions and/or maintenance issues (such as litter), design that makes users uncomfortable or feel vulnerable (such as lack of lighting), reports of discriminatory experiences, a place’s reputation for occurrences of crime, discomfort in space that may attract or harbor anti-social behavior, or negligent behavior that puts others’ personal safety at risk. People must feel a space is safe before they use it, yet the presence of people in a space is an important indicator of safety. A welcoming environment can aid in overcoming many of this issues.

Access + Amenities (A): Access examines how easily people can get to and move around in a park or recreation facility. A highly accessible space considers how easy it is to travel to (safe sidewalks, transit, parking, and more), how easy it is to find, and how welcome or vulnerable people feel to enter it. Amenities, such as park furnishings or services, are contributors to the comfort of using a space or extending visitation.



Equity Assessment Tool

The following shows the DEI Performance Assessment for the 42 parks and recreation facilities. There are 20 parks and recreation facilities within an equity zone and 22 not within an equity zone. 28 parks and recreation facilities were not evaluated.

It is important to note that Kiwanis Park and Papago Preserve were evaluated twice in two different locations.

Rio Arts Park, Rio Giuliano Park and Rio Tempe Beach Park were evaluated and scored as one park with Rio Arts Park within an equity zone.

Takeaways

Total parks & recreation centers evaluated within an equity zone: 20

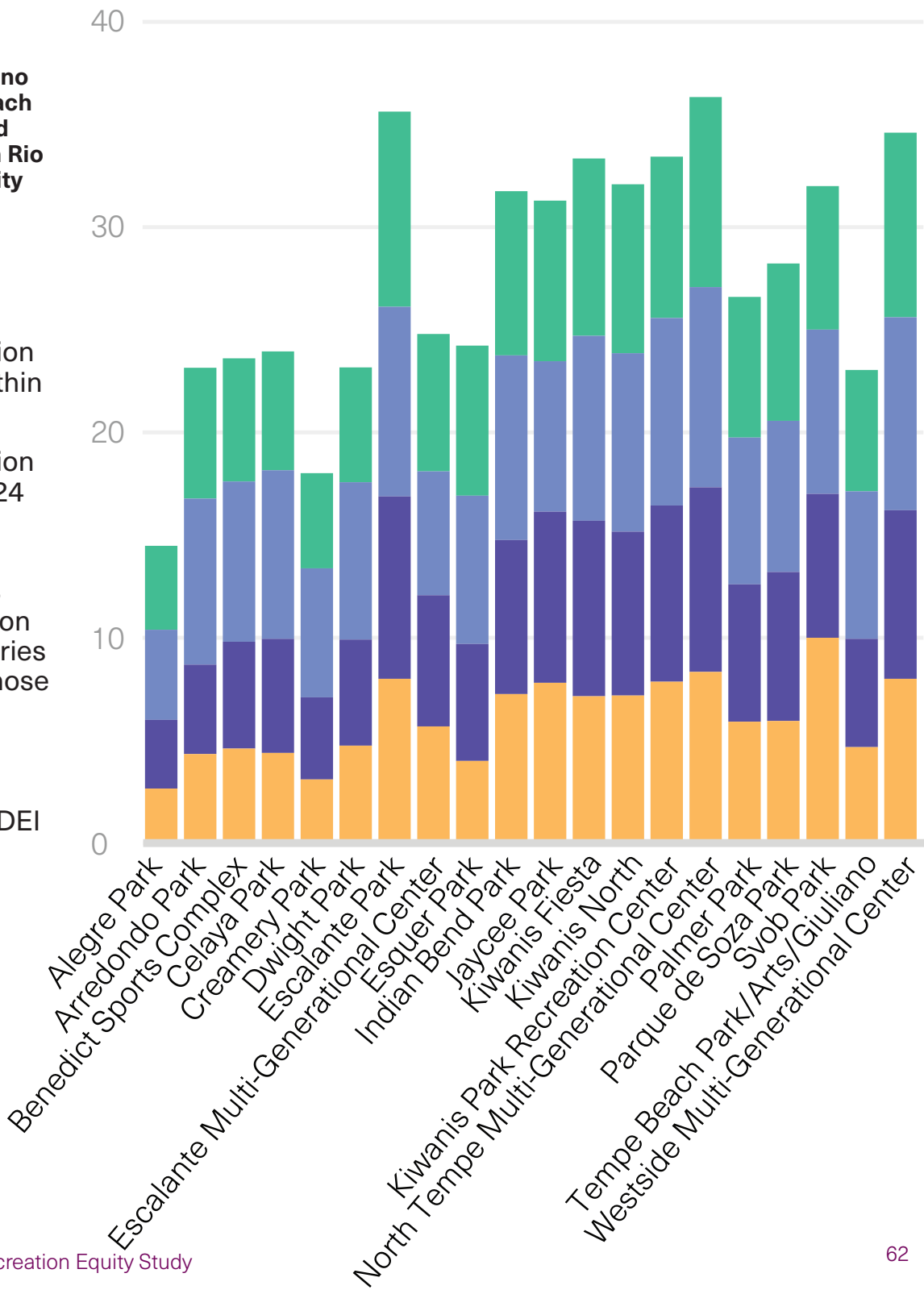
Total parks & recreation within equity zones: 24

Average score: 26

Parks in equity zones score 1 point higher, on average, in all categories when compared to those not in equity zones

4 recreation centers are located in Equity Zones, score high in DEI Assessment tool

Within an Equity Zone



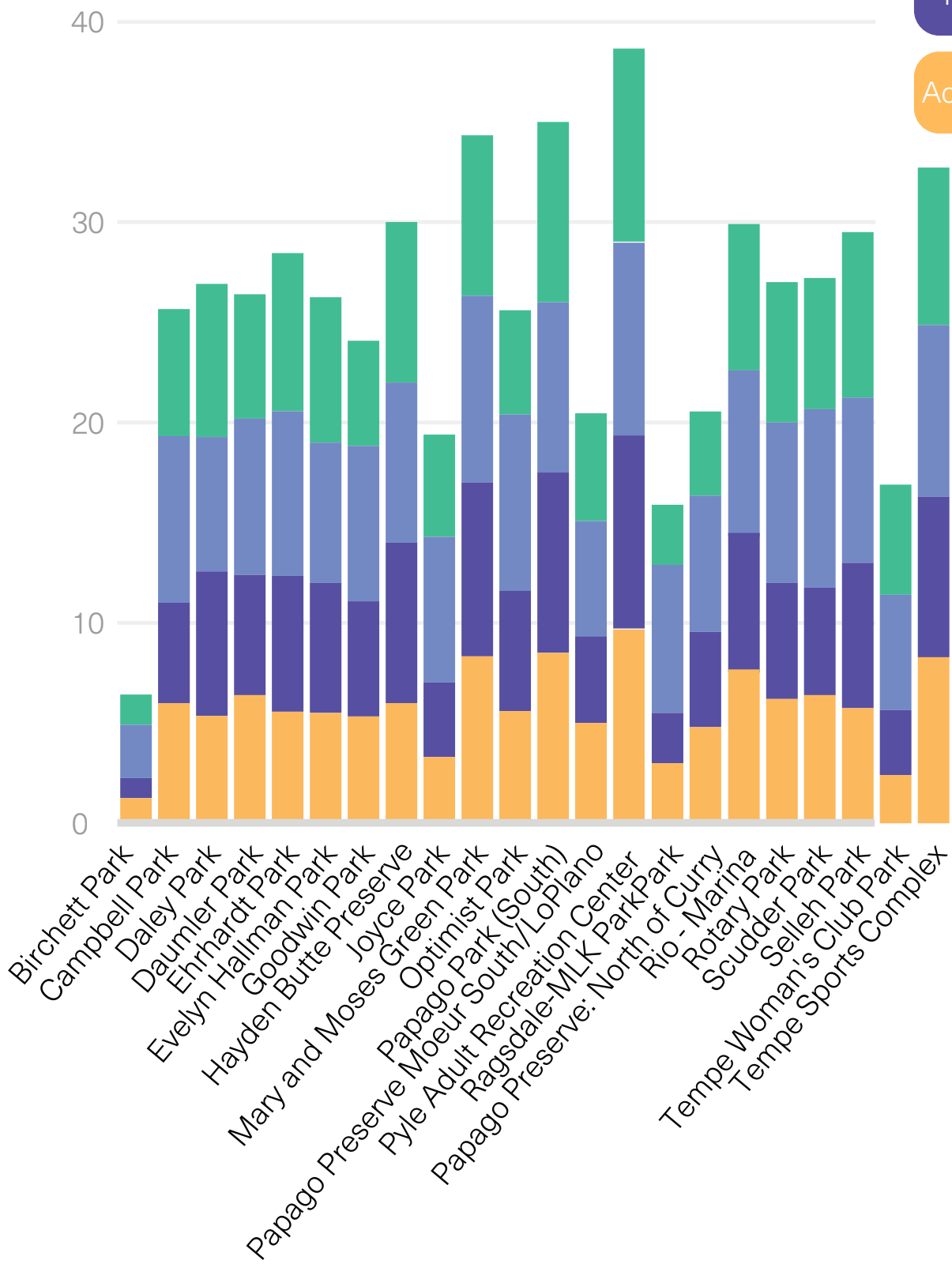
Social Mixing + Activation (S)

Program Diversity (P)

Feeling of Safety (F)

Access + Amenities (A)

Not Within an Equity Zone



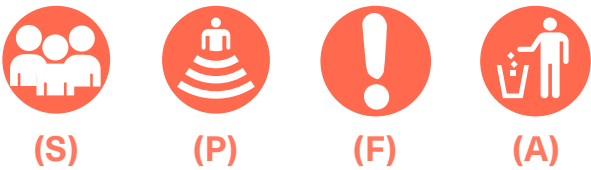
Takeaways

Total parks & recreation centers evaluated not within an equity zone: 22

Total parks & recreation NOT in equity zones: 41

Average score: 25

DEI PERFORMANCE ASSESSMENT



Overall Assessment within Equity Zones

This summary looks at the final overall rankings score from the DEI Recreation Facilities Assessment Results with the Equity Zones to better understand how community member perceptions surrounding park spaces relate to neighborhood vulnerabilities.

Map 22 shows the equity zones overlayed with the Parks DEI Assessment Overall Score. The overall score highlighted in orange combines the average score from Very Low to Very High Score for Social Mixing + Activation (S), Program Diversity (P, Feeling of Safety (F) and Access + Amenities (A).

Key Takeaways:

- Most parks within the very high equity zones and University Heights area scored very low or low.
 - » Very Low: Alegre Park and Creamery Park
 - » Low: Escalante Park
 - » Medium: Parque de Soza
- All recreational facilities evaluated scored Very high or high.
- Escalante Multi-Generational Center scored Very High but Escalante Park scored low.
 - » Opportunity to enhance the park spaces around the recreation center.
- There are no parks scored Very High within an equity Zone.
- Papago Park was the only park within or not within an equity zone to score Very High (not including recreation centers).
- While not in an equity zone, parks assessed near the university are scored Very Low (Birchett Park and Ragsdale-MLK Park).
- Potential opportunity for partnerships.
- Area to the north is not within an equity zone but has a high density of parks scored Very Low to Medium
 - » Tempe Woman's Club Park
 - » Papago Preserve North and South
 - » Evelyn Hallman Park



Equity Zones Composite

- Not an Equity Priority Area
- Medium Equity Priority
- High Equity Priority
- Very High Equity Priority

Recreation Centers DEI Assessment

- Overall Score
- 30 - 34 High
 - ≥ 34 Very High
 - Not Evaluated

Parks DEI Assessment

- Overall Score
- ≤ 20 Very Low
 - 20 - 25 Low
 - 25 - 29 Medium
 - 30 - 34 High
 - ≥ 34 Very High

Parks Not Evaluated

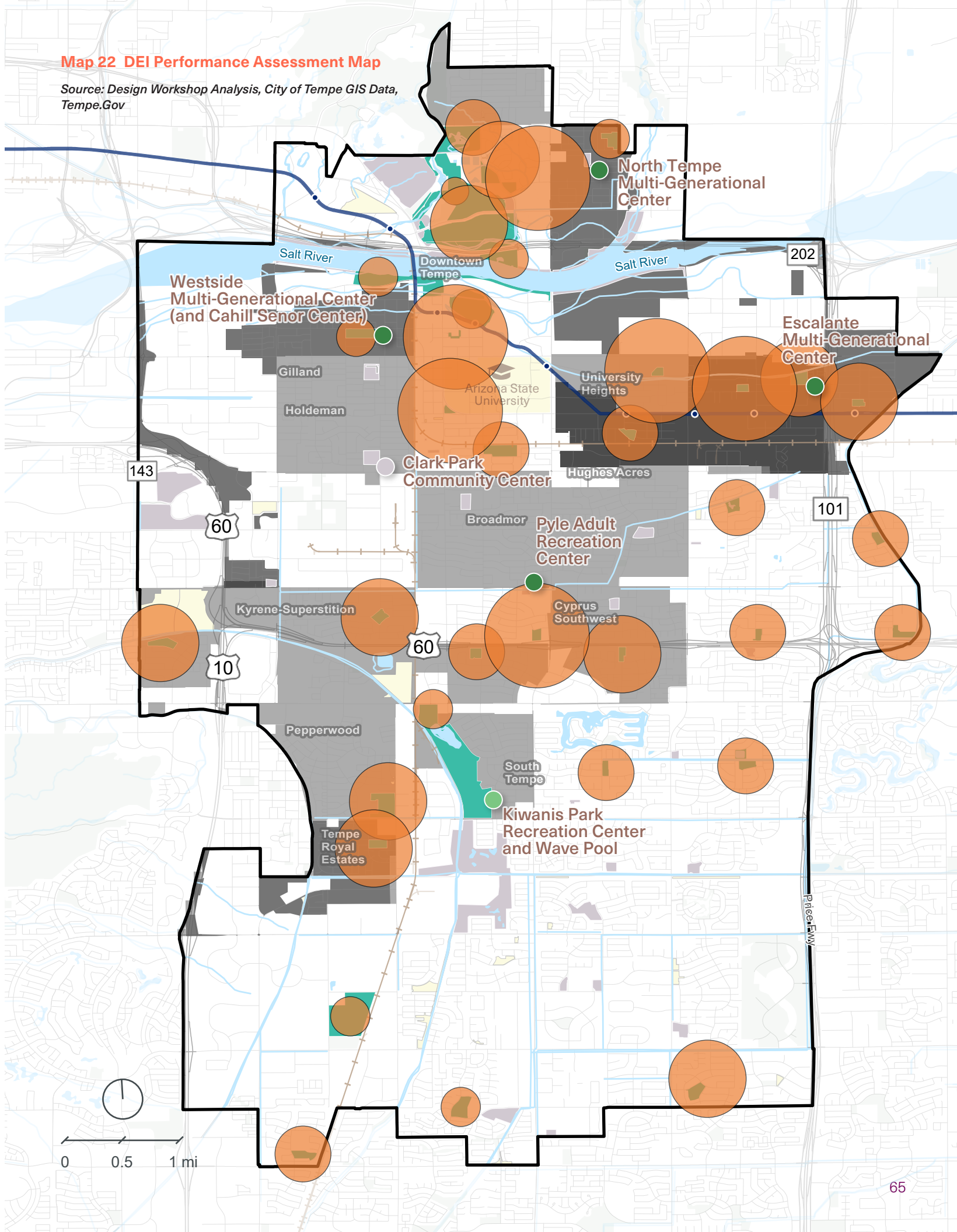
Legend

- HOA/Private Parks
- Other County Parks and Open Space
- Valley Metro Light Rail Stations
- Valley Metro Rail Line
- City of Tempe
- Arizona State University

Source: Design Workshop Analysis, City of Tempe GIS Data, Tempe.Gov

Map 22 DEI Performance Assessment Map

Source: Design Workshop Analysis, City of Tempe GIS Data, Tempe.Gov



DEI PERFORMANCE ASSESSMENT



Social Mixing + Activation Assessment within Equity Zones

Map 23 shows the equity zones overlayed with the Social Mixing + Activation (S) Assessment. The scores highlighted in orange combines the average score from Very Low to Very High Score for Social Mixing + Activation (S).

Key Takeaways:

- Pyle Adult Recreation Center scored Very High
- All recreation centers scored high
- Rio - Arts Park was the only park that scored Very High
- The majority of parks scored Medium



Equity Zones Composite

- Not an Equity Priority Area
- Medium Equity Priority
- High Equity Priority
- Very High Equity Priority

Recreation Centers DEI Assessment

Overall Score

- 30 - 34 High
- ≥ 34 Very High
- Not Evaluated

Parks DEI Assessment

Social Mixing + Activation (S)

- ≤ 4 Very Low
- 4 - 5 Low
- 5 - 7 Medium
- 7 - 9 High
- ≥ 9 Very High

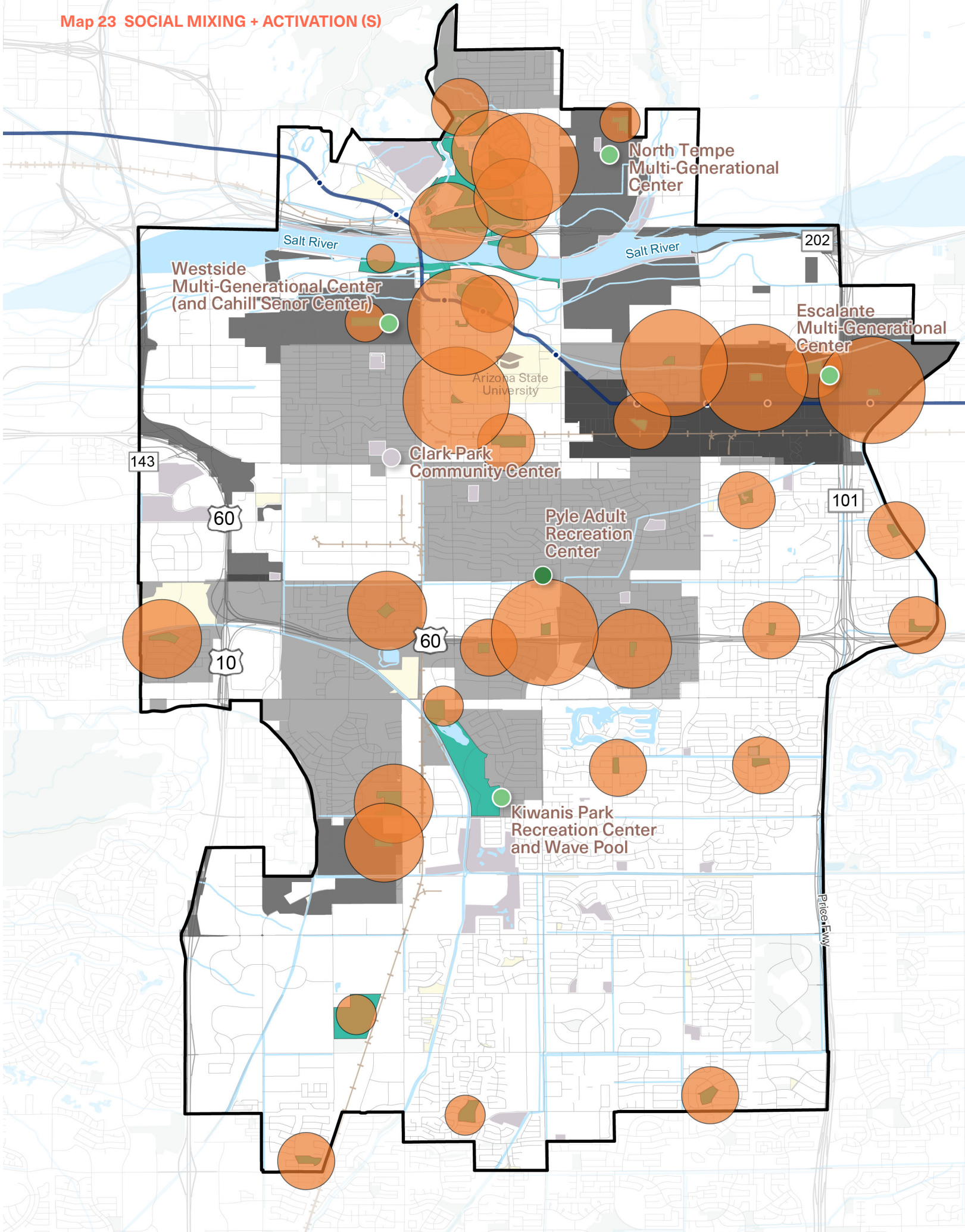
Parks Not Evaluated

Legend

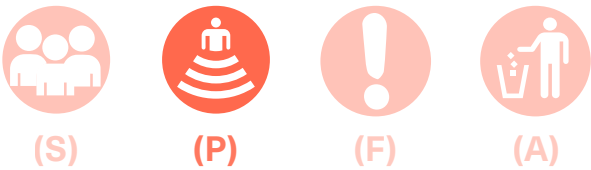
- HOA/Private Parks
- Other County Parks and Open Space
- Valley Metro Light Rail Stations
- Valley Metro Rail Line
- City of Tempe
- Arizona State University

Source: Design Workshop Analysis, City of Tempe
GIS Data, Tempe.Gov

Map 23 SOCIAL MIXING + ACTIVATION (S)



DEI PERFORMANCE ASSESSMENT



Program Diversity (P) Assessment within Equity Zones

Map 24 shows the equity zones overlayed with the Program Diversity (P) Assessment. The scores highlighted in orange combines the average score from Very Low to Very High Score for Program Diversity (P).

Key Takeaways:

- Pyle Adult Recreation Center scored Very High
- All other recreation centers scored High
- Most parks scored Medium or High
- There were no parks scored Very High



Equity Zones Composite

- Not an Equity Priority Area
- Medium Equity Priority
- High Equity Priority
- Very High Equity Priority

Recreation Centers DEI Assessment

Overall Score

- 30 - 34 High
- ≥ 34 Very High
- Not Evaluated

Parks DEI Assessment

Program Diversity (P)

- ≤ 4 Very Low
- 4 - 5 Low
- 5 - 7 Medium
- 7 - 9 High
- ≥ 9 Very High

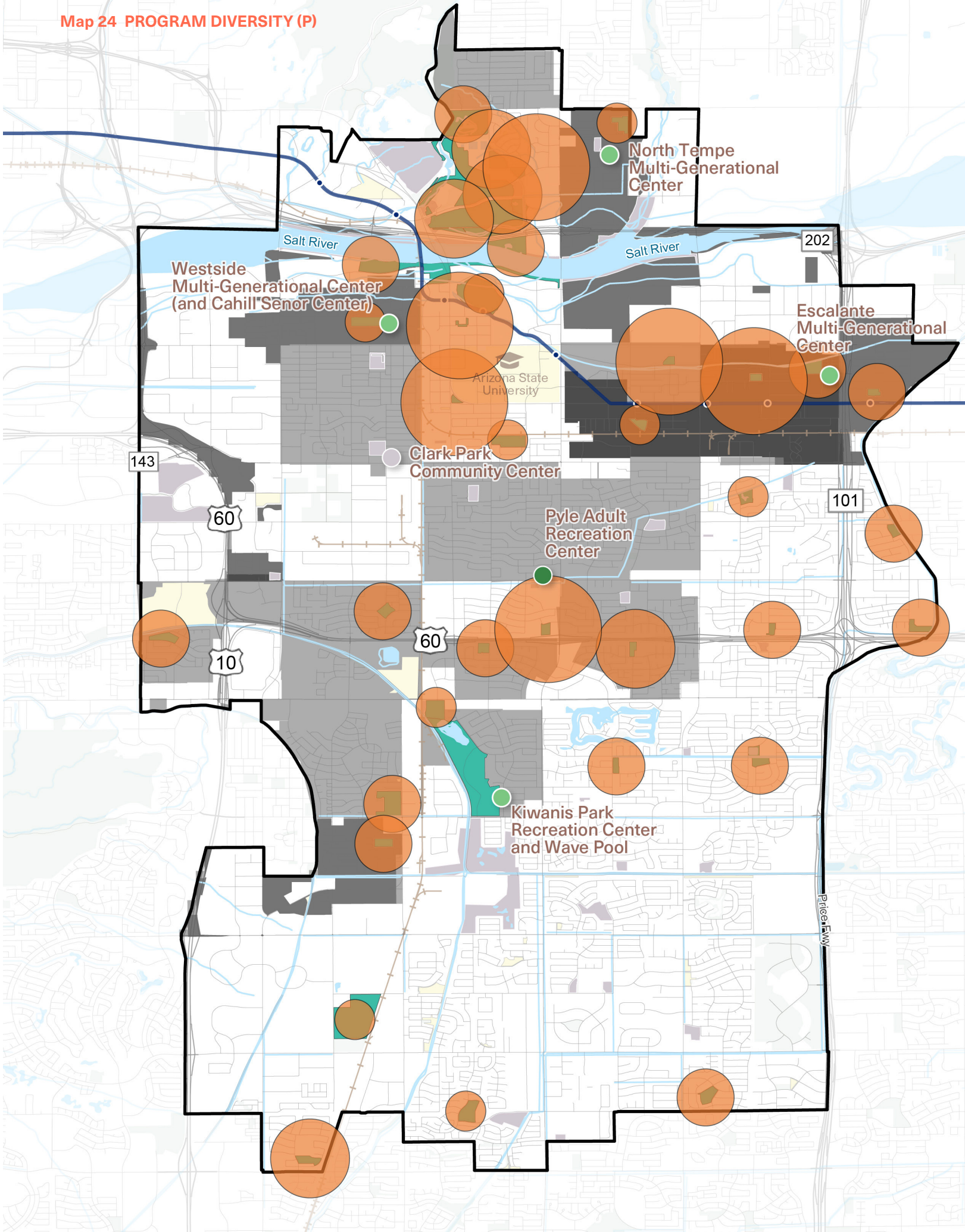
- Parks Not Evaluated

Legend

- HOA/Private Parks
- Other County Parks and Open Space
- Valley Metro Light Rail Stations
- Valley Metro Rail Line
- City of Tempe
- Arizona State University

Source: Design Workshop Analysis, City of Tempe
GIS Data, Tempe.Gov

Map 24 PROGRAM DIVERSITY (P)



DEI PERFORMANCE ASSESSMENT



Feeling of Safety (F) Assessment within Equity Zones

Map 25 shows the equity zones overlayed with the Feeling of Safety (F) Assessment. The scores highlighted in orange combines the average score from Very Low to Very High Score for Feeling of Safety (F).

Key Takeaways:

- All evaluated recreation centers scored Very High
- Birchett Park was the only park that scored Very Low
- Alegre Park was the only park that scored Low
- Mary and Moses Green Park was the only park that scored Very High
- The majority of parks scored High



Equity Zones Composite

- Not an Equity Priority Area
- Medium Equity Priority
- High Equity Priority
- Very High Equity Priority

Recreation Centers DEI Assessment

Overall Score

- 30 - 34 High
- ≥ 34 Very High
- Not Evaluated

Parks DEI Assessment

Feeling of Safety (F)

- ≤ 4 Very Low
- 4 - 5 Low
- 5 - 7 Medium
- 7 - 9 High
- ≥ 9 Very High

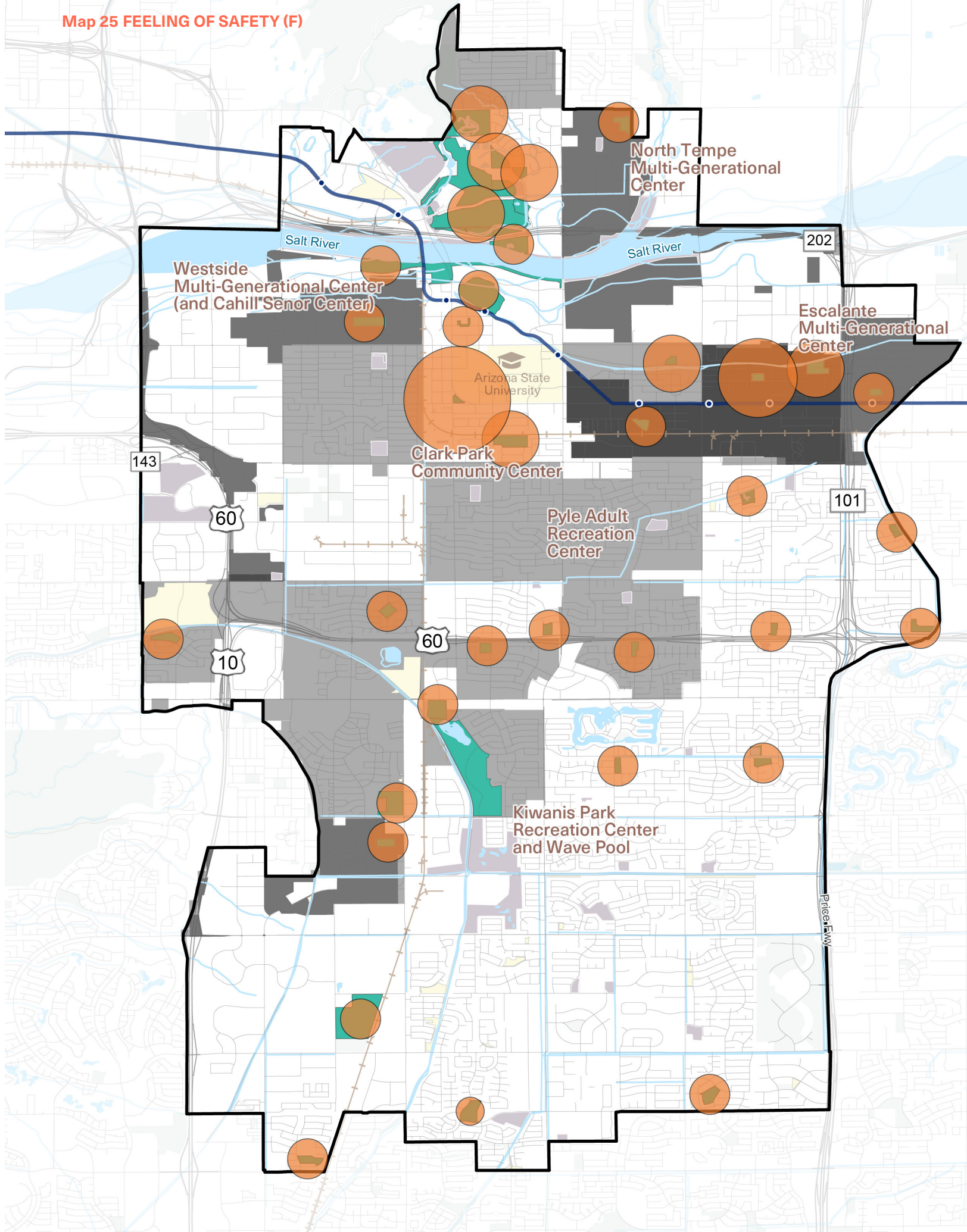
Parks Not Evaluated

Legend

- HOA/Private Parks
- Other County Parks and Open Space
- Valley Metro Light Rail Stations
- Valley Metro Rail Line
- City of Tempe
- Arizona State University

Source: Design Workshop Analysis, City of Tempe
GIS Data, Tempe.Gov

Map 25 FEELING OF SAFETY (F)



DEI PERFORMANCE ASSESSMENT



Access + Amenities (A) Assessment within Equity Zones

Map 26 shows the equity zones overlayed with the Access + Amenities (A) Assessment. The scores highlighted in orange combines the average score from Very Low to Very High Score for Access + Amenities (A).

Key Takeaways:

- All evaluated recreation centers scored Very High
- The majority of parks scored Medium or High
- Ragsdale-MLK Park and Birchett Park were the only park that scored Very Low
- There were no parks scored Very High



Equity Zones Composite

- Not an Equity Priority Area
- Medium Equity Priority
- High Equity Priority
- Very High Equity Priority

Recreation Centers DEI Assessment

- Overall Score
- 30 - 34 High
 - ≥ 34 Very High
 - Not Evaluated

Parks DEI Assessment

- Access + Amenities (A)
- ≤ 4 Very Low
 - 4 - 5 Low
 - 5 - 7 Medium
 - 7 - 9 High
 - ≥ 9 Very High

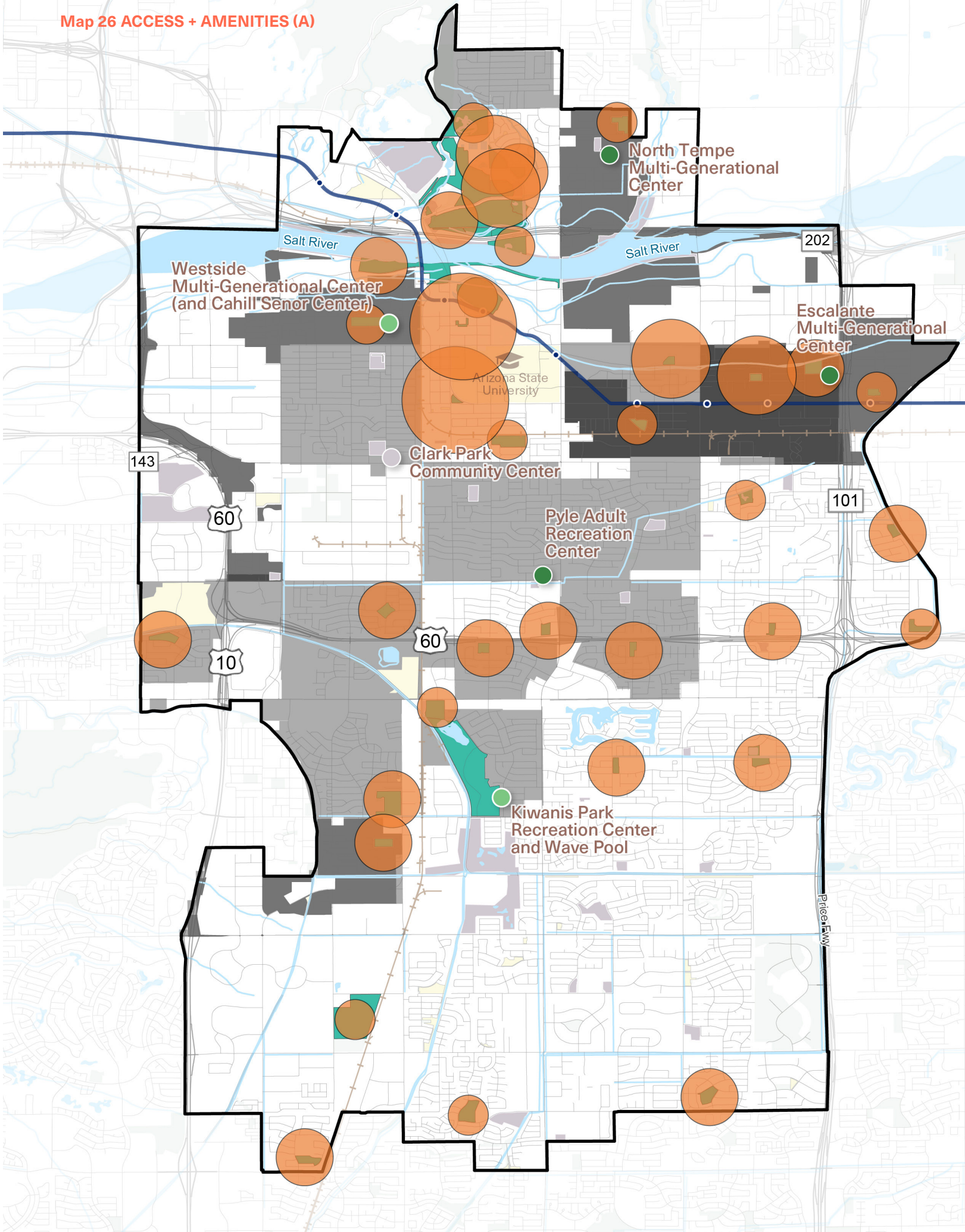
Parks Not Evaluated

Legend

- HOA/Private Parks
- Other County Parks and Open Space
- Valley Metro Light Rail Stations
- Valley Metro Rail Line
- City of Tempe
- Arizona State University

Source: Design Workshop Analysis, City of Tempe
GIS Data, Tempe.Gov

Map 26 ACCESS + AMENITIES (A)



An illustration of a hand in a light orange color, holding a yellow rectangular object. The hand is positioned on the right side of the page, with the thumb and index finger gripping the object. The object is a solid yellow rectangle with rounded corners. The background is a solid purple color.

making space:

AN EQUITY STUDY FOR PARKS
AND RECREATION

Tempe Parks and Recreation Equity Memo

Prepared for the City of Tempe, Arizona