



Park Equity Policy Incubator

Session 2 - December 4, 2024

Park Equity Policy Incubator Session Overview

SESSION 1
Oct. 2

SESSION 2
Dec. 4

SESSION 3
Feb. 5

SESSION 4
Apr. 2

SESSION 5
Jun. 4

REVIEW

What is the 10-Minute Walk Policy Framework and Scan?

ASSESS

What policy area do you want to advance locally?

What is a 'technical' vs. 'adaptive' challenge?

ACTIVITY: Present local policy challenge and workshop with peer city.

EXPLORE

How can policy change serve as a collaborative model to advance park equity?

*Case study on **park needs assessments and community engagement.***

EXPLORE

How can policy change serve as a collaborative model to advance park equity?

*Case study on **public funding and land use.***

APPLY

How can you build your roadmap for policy change?

Session 1: What We Heard

Opportunities to Embed Equity in Policy

- Bake equity into guiding documents, such as:
 - Comprehensive Plans
 - Master Plans
 - Strategic Plans
- Build community engagement into processes
- Ensure policy is combined with transparency and accountability for implementation
- Prioritize equitable hiring practices – decision-makers should look like their communities

Key Topics


- Land Use
- Housing
- Economic Vitality
- Finance & Budgeting
- Homelessness
- Maintenance

Park Equity Policy Incubator

Session 2 Agenda - 2:00 to 3:30pm ET

1. Session 1 Recap
2. Presentation: *Technical vs. Adaptive Challenges*
3. Peer city workshops
4. Full group report out
5. Closing and next steps






Technical vs. Adaptive Challenges

Sophie Neuhaus

Learning Objectives

By the time we wrap today, you will have:

- Explored a new framework for understanding your policy challenge
- Applied this framework to identify blind spots and opportunities in a peer's policy challenge
- Received constructive feedback from peers
- Applied best practices to strengthen your strategy



**Have you ever been mid-way
through a project and realized
you were solving the wrong
problem?**

Technical vs. Adaptive Challenges

Technical Challenge

- Technical challenges may be very complex and critically important, but they have known solutions that can be implemented by current know-how. They don't require much learning to define the problem or to solve it, just the will and capacity to execute.

Adaptive Challenge

- Adaptive challenges require learning in order to both define the problem and to find a solution. They can only be addressed through changes in people's priorities, habits, and loyalties. Making progress often requires shedding old beliefs or ways of doing something.

Source: *The Practice of Adaptive Leadership*, Heifetz, Grashow & Linsky

**We often think policy
change is purely technical,
but it's not.**

**Where are technical challenges showing up?
Where are adaptive challenges showing up?**

Identifying Technical vs. Adaptive Challenges

How It Works

1. In pairs, you'll have a **Presenter** group and **Listener** group.
2. Presenters will have **8 minutes** to share their policy challenge. During that time, Listeners will use the worksheet to note where technical challenges and/or adaptive challenges are showing up.
3. Listeners will have **5 minutes** to share their takeaways and observations with the Presenters.
4. The group will then have **5 minutes** to debrief together.
5. Switch Presenter and Listener groups, and repeat.

Identifying Technical vs. Adaptive Challenges

**If you can't find the worksheet in your email, please message Christina Jang!*

Identifying Technical vs. Adaptive Challenges
Community of Practice: Policy Incubator - December 4, 2024

Reviewer Name & City: _____

Presenting City: _____

Summarize the policy challenge you heard articulated.

Technical Challenges <small>Require existing knowledge, will, or capacity</small>	Adaptive Challenges <small>Require changes in beliefs, priorities, or habits.</small>
_____	_____

Please share any questions, suggestions, or observations.



Peer City Workshops

Break out rooms

Connecting everyone to the outdoors™

Peer Cities: Policy Categories & Local Challenges

Benchmarking

*Honolulu, HI
Oakland, CA*

**PARK NEEDS
& COMMUNITY
ENGAGEMENT**

Prioritization Schemes

*Atlanta, GA
Boston, MA
Detroit, MI*

Funding and Developer Requirements

*Lexington, KY
Mecklenburg County, NC*

**LAND USE &
PUBLIC
FUNDING**

Infill Development & Developer Requirements


*Lewisville, TX
Tempe, AZ*

Sustainability & Affordable Housing


*Denver, CO
Missoula, MT*

Group report out





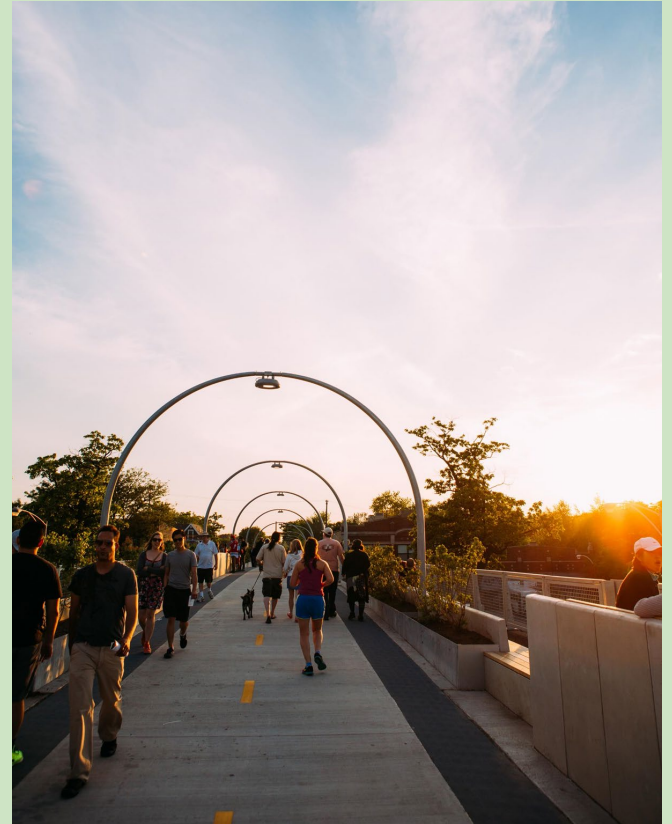
How did that feel?
What surprised you?
What will you take away?



**What will you change
tomorrow?**

Sessions

- ❑ **Oct 2:** 10-Minute Walk Park Equity Policy Framework
- ❑ **Dec 4:** Local Policy Challenges
- ❑ **Feb 5:** Community Engagement for Park Needs
- ❑ **Apr. 2:** Levers for Funding and Land Use Policy
- ❑ **Jun. 4:** Roadmap for Policy Change



Exit ticket

Please take a moment to share your feedback with us.



Follow-up

Team leaders- Collect your team's worksheets and share with Christina.





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Thank you!

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