



Washington Recreation  
& Park Association

## Core Values and Cultural Competency

**INNOVATION - WRPA WILL WORK TO PROVIDE BOTH TRADITIONAL AND NON-TRADITIONAL SOLUTIONS TO CHALLENGES FACING OUR MEMBERS INVOLVED IN PARKS AND RECREATION.**

Service - The Association's leadership and staff will initiate contact and respond to requests from its members and the public in an accurate, timely and responsive manner.

Professional Development - WRPA will provide its members with opportunities for professional and personal growth through participation in education, networking, and advocacy and leadership activities.

Integrity - The Association will be straightforward, honest and truthful in all its dealings with the public, our members and each other.

Collaboration - WRPA actively supports and will facilitate the sharing of concepts, ideas, trends, resources, programs and services to benefit the public and our members.

Dedication - The Association's staff, leadership and members are committed to devoting time, resources and expertise to advance the mission and goals of WRPA.

Advocacy - WRPA will advocate for our members, their agencies and for the profession through our legislative platform; our interactions with business, local government and the public; and through the media.

Diversity – WRPA is committed and will demonstrate its diversity value by working together with focus and commitment to improve inclusiveness and access to its services and programs and among diverse staff and volunteers.

### **Why Cultural Competency?**

Maximize WRPA's cultural competence to serve diverse populations.

#### Goals:

Position the WRPA for statewide and national best practices and training to work with various cultures and abilities.

Provide recommendation on how the WRPA can increase and sustain knowledge, awareness and understanding of cultural competence.

Provide a SharePoint site/electronic library to store information/communication about cultural competence resources.

Examples include:

Provide a draft WRPA cultural competence (diversity and inclusion) policy.

Provide a set of cultural competence standards (guiding principles) that the WRPA promotes to all individual and organizational members that creates the framework for sustainability.

Provide examples of evaluations the WRPA can use to measure it's cultural competency.

### **Definition of Cultural Competency**

Cultural Competence refers to the process by which individuals and systems respond respectfully and effectively to people of all cultures, languages, classes, races, ethnic backgrounds, disabilities, age, religions, genders, sexual orientation and other diversity factors. (Department of Human Services, Oregon)

Cultural competence recognizes, affirms, fosters, and values the strengths of individuals, families, and communities and protects and preserves the worth and dignity of each. Operationally defined, cultural competence is the integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services, thereby producing better outcomes.