

1. Equity Team
  - a. Launch email draft
  - b. Survey will begin with question to gauge interest (was in invite email)
    - i. If interested, will email Terrence
    - ii. If not, will skip right to Readiness Survey
  - c. Paper survey's will be available where needed (Operation's quarterly meetings)
  - d. Eric to reply to email 1 week after email is sent to remind staff take survey
  
2. Equity Team Timeline
  - December-Get with Eric to look over email and survey. Get with Lisa to see how we can show video/survey to Ops team
  - Mid January-Get with Tori to finalize launch plan
  - Jan 22-Feb 5-Invite email/Readiness Survey
  - Feb 6-26-Document Services enter paper surveys (must submit work order)
  - Feb 27-Mar 2-Confirm interested candidates & welcome email
  - Mar 12-23-Launch meeting
  - April 2018-Start monthly meetings
  
3. Pick 3 screening questions for interested candidates after survey closes

Please provide a short (**1 paragraph max**) but descriptive response to the following questions:

- a. Why do you want to join the Equity Team?
- b. What does a racially diverse and inclusive workplace mean to you?
- c. How would you advocate for racial equity and social justice initiatives with individuals who don't see its value?
- d. What personal and/or professional skills and experience would you bring to the team?
- e. What identities and/or unique perspectives would you bring to the team?
- f. What does an equitable parks system look like to you?
- g. Explain what you believe to be an effective strategy to introduce racial equity to individuals who have only experienced a limited number of cultures?