

Recreation Access Competencies

	Core Competency	Entry Level	Full-Performance Level	Expert Level
7	Accessibility Laws and Principles: Understand and apply accessibility laws within recreation program management. Support compliance with applicable legal standards and principles such as independence, integration and equal opportunity.	Understand accessibility laws, guidelines and operational practices relevant to recreation management.	Integrate accessibility requirements and organizational policies into recreation planning and management. Ensure recreation operations align with accessibility laws and principles.	Provide guidance and recommendations within your organization on accessibility laws and policies. Identify policies for planning and management to improve all forms of accessibility in outdoor recreation spaces. Identify best practices for operations based on accessibility laws and principles.
8	Information Access: Provide information and education that supports users' ability to recreate outdoors. Information is accurate, relevant, easily understandable, and provided through multiple accessible formats and languages.	Describe the existing information and education approaches your organization uses.	Provide accurate and relevant information and education to different user groups. Identify new opportunities and technologies to facilitate access to information and education.	Engage a broad set of affected parties/communities through multiple communications strategies to further community understanding and support for recreation planning and management. Understand and implement best practices for universal information access.
9	Physical Access: Understand and apply universal design principles and management of physical spaces to ensure that individuals of all abilities can safely engage in outdoor recreation.	Understand design and management principles to best support safe and welcoming physical access.	Apply universal design principles into recreation planning and management. Identify strategies to improve accessibility in physical spaces and create safe and welcoming outdoor spaces for people of all abilities. Seek to understand the needs of different user groups for safe physical access.	Provide guidance and recommendations within your organization on physical accessibility. Conduct research and/or identify policies in planning and management to identify and address barriers to recreation facilities and opportunities.
10	Socioeconomic Access: Identify and implement strategies to support users' ability to recreate outdoors regardless of socioeconomic status.	Identify the socioeconomic profiles of current and potential recreation users. Understand barriers to accessing outdoor recreation related to socioeconomic status.	Identify and implement strategies to remove or reduce barriers related to socioeconomic status. Work with partners to implement strategies that improve socioeconomic access.	Provide guidance and recommendations within your organization on socioeconomic access. Apply existing research, and/or identify policies in planning and management to identify and address barriers to socioeconomic access.

11	Welcoming and Belonging: Foster an environment where all people feel safe, can be authentic, and have shared trust and respect for cultural and social identities.	Describe cultural and social identities of current and potential recreation users for your organization or unit.	Identify and apply strategies to provide and foster safe and welcoming outdoor spaces for people of different cultural and social identities.	Lead efforts with agencies, communities, and partners to identify needs for safety, access, and belonging among varying current and potential recreation users. Conduct research and/or identify policies in planning and management to create and provide safe and welcoming outdoor spaces for people of different cultural and social identities.
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