

## PEAR Team Meeting 1 – MEETING NOTES – May 8, 2023, 12-2 pm

### **Welcome from Parks Director Dupuis – Diana 12:03 pm**

- Diana welcomed the PEAR Team and introduced herself.
- DEI is a priority in our agency's strategic plan. Diana shared that as the first woman and openly gay Director of Washington State Parks, representation does indeed matter and has made an impact on her as a human being. Diana has a biracial daughter and has learned in understanding her journey.
- The PEAR Team is very important to the agency and to its leadership.
- The Executive Leadership Team (ELT) will join PEAR meetings throughout the year and support the team leads (ongoing).

### **Introductions & Icebreaker - Melinda**

- Name
- Pronouns
- Your role (agency staff role, community member and/or how you identify?)
- Area you are calling from?
- How are you feeling today?

### **Facilitators Present:**

Melinda Posner, she/her, State Parks DEI Consultant, Olympia

Janette Chien, she/her, State Parks DEI Director, Ellensburg

### **PEAR Team Present:**

Hobbes Barber, he/him, State Parks Interpretive Specialist

Cecilia Black, she/her, community member, Seattle

Cha Cha Sawyer, she/her, Coalition Coordinator, Seattle

Clare Delong, she/her, Communications Director, Olympia

Denice Rochelle, she/her, Bronze Chapter

Michael Hankinson, he/him, State Parks Planning Program Manager

Kristi Hamilton, she/her, Advisory Committee King County Regional Housing Authority.

Mary Brown, she/her, Seattle, Guide Manager

Megan Grisso, she/her, community member, Spokane

Michelle "Mickey" Tussey, she/her, Jerrells Cove State Park, Camp Host

MJ Sampang, she/her, Washington Trails Association, Tacoma

Reco Bembry, he/him, BOE-TIE BIPOC emphasis unapologetically Black, Indigenous, South King County Resident, Youth worker, Community advocate

Rosis Lugo, she/her, Compassion and Hope Consultant, Richland

Jeff Vassallo, he/him, State Parks Area Manager

Sophia Swenson, she/her, Customer Service Specialist, Cascade Foothills Area

Jessi Pitts, she/her/any, State Park Aide at Dash Point State Park for one more week before I start at Penrose Point State Park

### **Observers Present:**

Diana Dupuis, she/her, State Parks Director, Spokane

Heidi Olmstead, she/her, community member, Olympia

Keri Murphy, State Parks Visitor Services Manager

Alyssa Smith, She/her, State Parks Boating Program, Millersylvania

Michelle Burke, she/her, State Parks Real Estate Program Property & Acquisition Specialist

Tonna Jensen Sigler, she/her, State Parks Administrative Assistant

### **Who we are/Where we are coming from – Janette/Melinda**

Janette and Melinda introduced themselves and shared their role as facilitators. The goal is to coordinate and connect all these moving parts, synthesize feedback, and work to collectively move the work forward. This team is part of **Dreaming and Shaping** a future for Parks – bringing to life a vision of Pro-Equity and Anti-racism... engaging in the process of social justice, social change. This is a process that takes time... it's a humanizing process and at times requires some imagination and dreaming! To change ourselves and the world around us. For some, this work is different if it is tied to our identities and history.

### **Overview of PEAR Team - Melinda**

- **Quick Logistics Q:** Notetaking & Recording
  - We will be taking detailed notes for those who are unable to make it.
  - We had a request for the meeting to be recorded – how do folks feel about that?
    - **POLL: Should we record PEAR team meetings? Yes 15, No 4**
- Melinda shared an overview of the PEAR Team, including who makes up our PEAR Team, what the PEAR team will do, the Equity Impact Review (EIR) strategy and the meeting structure. After today's meeting, we will alternate between EIR Presentations and Diversity, Equity, and Inclusion (DEI) learning. (Review PowerPoint for details)
- This work is evolving. Note that the DEI team are facilitators – we are learning, growing, open to feedback and the group structure evolving. We will always stay on for a few mins afterwards for folks who have feedback and questions.



- 1. Speak for yourself
  - 2. Balance speaking and listening
  - 3. Take care of yourself
  - 4. Acknowledge intent, assess impact
- The DEI team will combine the ideas from the jamboard into a list of proposed community norms for the PEAR Team’s review.
- We can revisit these norms at each meeting.

**[5 mins bio break]**

### **Hopes & Fears Activity- Janette**

Why we talk about Hopes & Fears... This work is hard! It requires emotional labor, learning and leaning into discomfort. It requires challenging conversations. For many – particularly those with marginalized identities – this work is intensely personal and tied to lived experience and histories.

We are starting with some prompts to help us think about, dream, and imagine the future! This can be a part of our hopes AND our fears with this work.

#### ***Envisioning our team...***

*Close your eyes or soften your gaze. Take a moment to imagine this PEAR team...1 year from now. What’s changed? What is some of the meaningful work we are doing? That we’ve done together? How does it feel to be a part of this team?*

*Open your eyes, and take 1-2 minutes to journal words phrases, sentences, or images that come to mind for you.*

(time to journal)

#### ***Envisioning Parks...***

*Now close your eyes again or soften your gaze. Take a moment to imagine... **5 years** from now. How is State Parks different from before? What’s changed? Are we still meeting every month?? How are the staff different? How are our visitors different? How have experiences changed? Shifted? How are you different? How is the ecosystem of Parks, the outdoors, the natural resource agencies...different?*

*Open your eyes, and take 1-2 minutes to journal words phrases, sentences, or images that come to mind for you.*

(time to journal)

- Small group breakouts: In your small group, generate a list of hopes and fears together in the jamboard.
- Each group will have their own page. Put your names on your page. Choose a blank page from the top. You will have about 15 minutes in your group – and then we will bring you back to share out.
- Each group had a one-minute opportunity to share out their hopes and fears.

## HOPES

Name:  
MaRoom 5

See a more diverse visitors at parks. See a more diverse number of employees at parks.

connecting with nature helps you connect with other things in life...in 5 years we should be welcoming more people.

5 years - see more racial diversity staff and visitor-ship. welcoming and comfortable - connecting with nature connects us with everything else, nature, or activity, heal

Understanding why there is a lack of diversity internally and externally...

[1:34 PM] Reco Bemby (Guest)Megan-Spokane - Social Worker, Older Adults and Individuals with Disabilities - Stay at Home Mom. Excited Advocacy work and P

## FEARS

Legislative support to have a PEAR team year after year. ROSE Racism, oppression,

More outreach to communities with most people need more advertising of state parks...missed opportunity.

5 years we need policy changes that reflect what the PEAR team is dreaming. My worst fear is that we will not get there because of inertia

## HOPES

Name: Room One (Cha Cha, Amber, Jeff, & Jessi)

work demographic matching community demographic

Creating and nourishing safe work environments for employees of color

Bravery to participate in a group like this

Community based & led

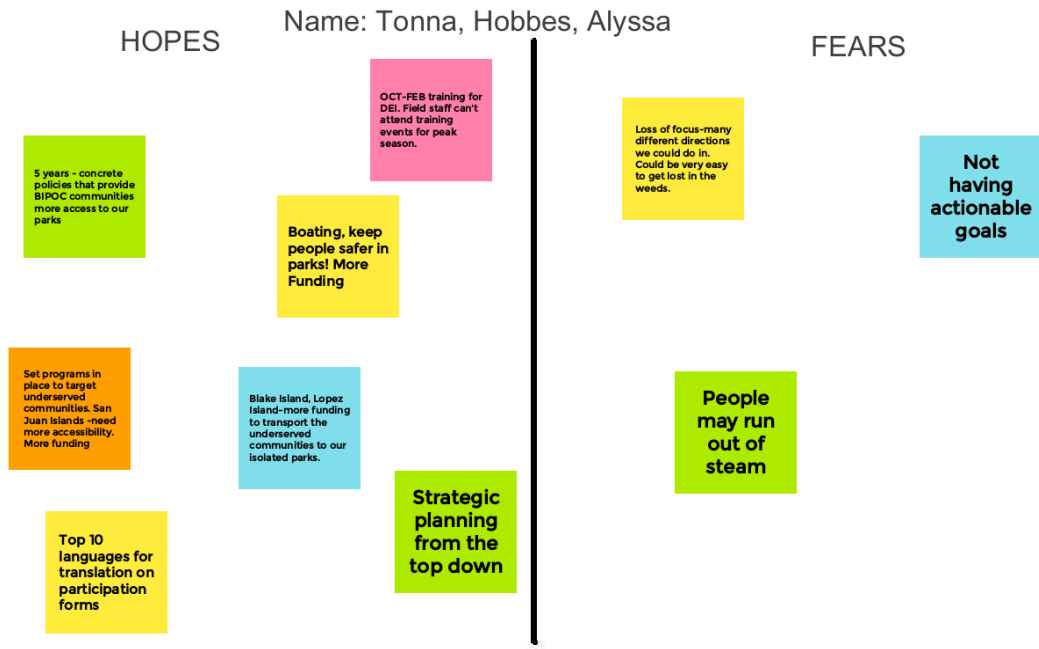
## FEARS

Too much talking and not enough results "All talk no action"

Things becoming too bureaucratic

Too many roadblocks to accomplish goals

Burnout, commitment to additional work and being stretched too thin



Name: Team Hope!

### HOPES

Something concrete and tangible comes out of the process and we make a tangible change in WA Parks.

Tolerance, acceptance

Diversity in staffing in WA Parks

Requirements for partnering with WA State Parks. Organizations need to be representative of the communities they are serving.

The Team continues to feel meaningful a year from now. Momentum, trust, and we are bringing more people in.

PEAR is a work in progress that continues not just a checklist.

Networking, new connections, new friends.

Curious of impact / meaning of some of the projects we'll be working on.

### FEARS

Being able to fit two meetings a month into schedule.

Technology will impact access for members

Nothing tangible to show at the end of the process

Difficulty of 24 members coming together.

The challenges of creating systemic change.

How to shift the culture at WA Parks.

**Logistics - Melinda**

- Scheduling – What day works best for a monthly PEAR Team meeting?
  - POLL: Mondays 12-2pm 50%, Tuesdays 12-2pm 25%, Wednesdays 12-2pm 25%
- PEAR Agreement Forms – submit to [dei@parks.wa.gov](mailto:dei@parks.wa.gov) to confirm your participation in PEAR if you haven't already.
- Community Compensation

- Let us know if you need support for Statewide Vendor Number
- Melinda will send out sample A-19

**Closing question- Melinda:** In a word/phrase, what are you leaving this space with?

- Great work team leaders! # Appreciation. Great Launch
- Excited!
- Hopeful
- Energized
- Feeling hopeful!
- Excited!
- Grateful
- Energized
- Appreciative
- Happy. Informed
- Gratitude
- Included!
- appreciative and excited

**Meeting adjourned 2:03 pm**