

PEAR Team Meeting 14 – Meeting Notes– August 14, 2024, 12-2 pm

Welcome & Icebreaker – Janette 12:04 pm

Icebreaker asking the group to respond to the prompt below.

- Name
- Pronouns
- Role(s) if you like
- Visual Description
 - Race and/or skin color
 - Hair (cut or style)
 - What you are wearing (glasses, jewelry, color of your shirt)
- What energy are you bringing today? Or
- When did you first feel like an adult?

Facilitators Present:

Janette Chien, she/her, Parks DEI Director

Yelley Taylor, they/them, Parks DEI Consultant

PEAR Team Present:

Lynn Makowsky, she/her, Community Member

Stacey Coltrain, she/her, Ranger Sequim Bay State Park

Robin Waldroop, she/they, Community Member

Mary Brown, she/her, Guide Manager at Alpine Events International

Denise Rochelle, she/her, Founder of The Bronze Chapter

Suzanne Kagen, she/her, Program Specialist 2 at Lake Sammamish State Park

Jeff Vassallo, he/him, Tahoma Gateway Area Manager, NW Region

Nick Miron, he/him, Community Member

Angela Smith, she/her, Recreation Professional and Community Builder

Anisa Proda, Parks ADA Coordinator

Cassandra Alarcon, she/her, Program Specialist Operations

Observers Present

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

Angelic Friday, she/her, Emerging Leaders Program Coordinator, Washington Trails Association

Heather Carrington, Central Lakes Area Administrator

Chris Carlson, Parks Construction Project Coordinator

Michelle Burke, she/her, Real Estate Program

Wendy Vandall, she/her, Human Resources Consultant

Edmon Lee, retired from State Government,

Agenda

Janette welcomed the group at 12:04 pm and reminded the team of our community norms that we came up with as a group. We can work to support one another to be accountable for these norms. Please reach out if you would like to make any adjustments to these community norms.

Janette started the meeting with the ice breaker and shared the agenda

- Welcome new members & staff
- Check in
- EIR Topic: Career Pathways (Emerging Leaders Program)
- General updates
- Closing

Janette welcomed Yelley Taylor our new DEI Consultant. Yelley shared that they are really excited to be here and meet everyone. They use they/them pronouns and comes to Parks from the nonprofit world particularly in music. They are a parent of a 14-year-old child and a sibling parent to their college aged brother. They also have three black cats.

Janette welcomed our new PEAR members and invited them to introduce themselves Angela Smith a Recreation Professional and Community builder. Angela uses she/her pronouns and works for Seattle Park and Recreation. She considers herself a community builder with immigrants and refugees. Loves eating, traveling and building community.

Anisa Proda, Parks ADA Coordinator. Anisa shared that she started about three months ago and learned about PEAR just last week. Anisa was working in diversity, equity and accessibility. As a person with a disability and a recent refugee this work is very important to her.

Yelley then guided the group through our check in.

Equity Impact Review (EIR) Career pathways

Janette shared the Career Pathways & Partnerships for Black Indigenous People of Color (BIPOC) Early Professionals presentation, we presented a version of this at the 2024 National Outdoor Recreation Conference in May.

Janette welcomed Angelic and invited her to introduce herself. Angelic (she/her) is the Emerging Leaders Program Coordinator for Washington Trails Association. They coordinate the mentorship and trail work of this program along side MJ Sampang.

Grounding prompt

Janette prompted the group to close their eyes and think of what connects you to the outdoor world. Describe your connection to the outdoors in a word or phrase, write it in the chat.

- Ever changing
- Awe
- Connection
- Grounding
- Healing
- Yead work and golf
- Spiritual
- Symbiotic
- Peace

Part of our work in developing a career pathway is to figure out what the pathway is between that connection to the outdoors through that whole journey and to make that a career in the outdoors which is something else entirely. On the left we have the word connection and on the right, we have the word career and in-between is a squiggly line. Often not very straight forward. Part of supporting career pathways is developing programs specifically that support this journey. Today we're going to learn about the Emerging Leaders Program (ELP) which is a partner program that we partner with the Washington Trails Association to run.

Emerging Leaders Program Overview

Angelic Shared that this program started in 2020-21 as a pilot. It was originally called the Leadership and Inclusion crew that focused on trail work. It has now developed into a 14-week program that runs mid-January to April. Fulltime pay is offered to the participants. The cohort includes 4 participants and 1 crew lead who identify as Black, Indigenous and People of Color (BIPOC) and other shared identities. ELP includes a variety of programming including days with State Parks and Community Partners, professional development and trail work.

Program goals

Angelic shared that the goals of this program are to:

- Increase entry points to the outdoor industry for under-represented communities

- Connect with community partners
- Build leadership skills to support future career interests in natural resources and outdoor industry

Angelic shared that at the heart and center of the Emerging Leaders Program is the BIPOC community. These three things really harness and help shape the community that we're able to build between leadership skills, trail maintenance, and professional development.

How the Program Evolved

Angelic shared how the program has evolved.

- 2020-21 - ELP's primary focus was trail maintenance skills
- 2022 - ELP added leadership skills and professional development components
- 2023 - WTA partnered with Washington State Parks to advocate for funding from the WA state legislature
- 2023-2025 - WTA & State Parks partnership continues!

How partnerships support ELP

Janette shared that Parks was able to partner with ELP to help get sustained funding, connect the cohort with a range of career opportunities, collaborate on program design, and connect State Parks with BIPOC leaders.

Angelic shared that with other community partnerships ELP has the opportunity to learn in an empowering community space, hear stories from leaders, develop facilitation skills and share joy through outdoor activities.

Janette shared about ELP partner days with State Parks. We had a day at State Parks Headquarters with the DEI team photographed in the left image on slide 16. On slide 16 in the right photo is Lorena Medina Dirksen an Interpretive Specialist in the Central Cascades Region. She got a chance to talk with the cohort about her journey to becoming an interpretive specialist at State Parks. She was an archaeologist in Mexico City and she's a poet, writer and is new to Washington and working for state government. Currently Lorena is our only bilingual interpreter. The cohort really loved meeting with her and learning about her experiences. They were also able to see themselves in her and her journey.

Janette shared more photos from our 2023 field day at Dash Point State Park and Saltwater State Park. Jeff shared that this was a fun time for him. He's always excited to meet young people that are excited about the outdoors. Jeff shared about his experience as a child of an immigrant and growing up in this area way back in the early 1970s and how he's seen the area change over the years. Jeff has worked for state parks for about 30 years. He was able to provide perspective about how the job has

changed and how different career paths have come about to where we are now with being able to provide different job offerings.

Janette shared more photos from 2024 field day. Janette provided an overview of all the 2024 State Parks partners days.

- ELP Orientation WTA staff with Parks staff participating (Virtual)
- State Parks Headquarters Day: Meet DEI & Tribal Relations team, Mission & Vision, Tour
- Interpretation with Interpretive Specialist Lorena Medina-Dirksen (Virtual) Dash Point State Park Field Day: Operations at the park, Stewardship Walk, Folk & Traditional Arts, Trails, Legislative & Governmental Affairs, Director Walk & talk
- HR Recruitment & Meet a Ranger: Learn about the agency demographics and job openings, hear from a staff experience from Park Aide to Ranger (Virtual)
- Meet Parks Executive Leadership Team: ELP present Independent Projects at Executive Leadership Team meeting and have conversation (Virtual)

Janette also shared that ELP has a lot of champions. On slide 20 photographed on the left is the 2024 ELP Cohort with Senator T'wina Nobles from the 28th legislative district. Pictured on the right is the 2023 cohort meeting with some of our commissioners after legislative session.

Angelic shared about the other community partners the cohort was able to connect with. Slide 21 includes a photo from the 2024 BIPOC community partner hike at Point Defiance.

- Leadership panel
- Communities for a Healthy Bay – environmental policy, Young Women Empowered Marra Farm – youth program.
- BIPOC Wilderness First Aid Course
- WTA's Outdoor Leadership Training Program
- BIPOC community partner hike.

Angelic shared slide 21 includes a photo from the 2024 BIPOC community partner hike at Point Defiance. Janette shared the cohort was also able to connect with Denise Rochelle Founder of The Bronze Chapter

Angelic shared that the cohort also focused on trail work which includes, tool identification, new trail construction, drainage, crosscut and axe work, rock work and scouting. The cohort worked on a variety of trail work at Dosewallips State Park, Moss Lake, Glendale Community Forest. They also learned to build box steps at Solstice Park. By the end of the program each cohort member is given the opportunity to receive their crosscut sawyer A certification.

Hopes for the future

Where are the ELP alumx now?

- 2 full time staff for WTA
- 4 full time staff in 2022
- 2 furthering educations
- 4 partner organizations
- 1 community mentoring space
- 3 joined WTA's Lost Trails Found crew

Angelic shared the hope to strengthen ELP community through alumni network. MJ and Angelic currently send quarterly emails. They host a spring BIPOC luncheon event and a fall ELP alumx gathering. They want to continue to share opportunities, continue to grow and provide support. A goal is to improve ELP and State Park partner days.

Janette shared a chart on slide 27 detailing workforce diversity in natural resources and the percentage of BIPOC Employees by fiscal year. For 2023 the State average of BIPOC employees was 22.8% at Parks it was 13.4%.

Janette shared some feedback from the cohort:

What went well:

- Meeting with DEI & Tribal Relations
- Reflecting on mission, vision, complex land management issues
- Conversation with BIPOC Interpretive Specialist
- Trail work parties

What didn't go so well for you?

- HQ office tour
- Field Day: Too many presentations

What do you want to see next?

- Working on a project together (e.g. accessible trails analysis)
- Connections through working together and problem solving, meaningful conversations
- More in-depth involvement

Janette reflected that she didn't think the HQ office tour went very well because ELP is such an intentionally designed BIPOC community space and Parks is still very white so it may have been a little jarring for the cohort.

Challenges & Opportunities

Janette shared some challenges and opportunities for the program.

- State Parks is a predominantly white agency – partnering to facilitate a BIPOC career pathways program is complex

- State government entity & natural resources – offers different work than community-based organization
- So many divisions!!
- 14-week program – limited ability to provide in-depth professional development opportunities
- Relationship building, In-person is better than virtual

Questions

Janette invited the team to ask questions and share comments

- Cassandra shared, that she recently moved into managing the WCC coordination and there are so many projects at State Parks on the back burner and see if this is something WTA might be interested in. This could be an opportunity for a more hands on interaction.
- Angela asked, about compensation for the program. Angelic shared that people are compensated hourly \$20, provided a monthly health stipend and per diem for overnight trips.
- Cassandra asked, how far in advance we start planning projects for ELP cohorts. Janette shared for the professional development days we plan about 6 months in advance. Angelic shared that for trail work we start planning between October and December.
- Robin asked, when asked what they didn't like did they have any roadblocks about being able to participate. Angelic shared that they ask cohort members to be available for the entire 14 weeks to attend all events.

10-minute break

Break until 1:12 pm

Janette welcomed the group back and shared that we will spend time in breakout rooms for 10 minutes. Have one person in your breakout room take notes.

What ideas do you have for State Parks partner days with the Emerging Leaders?

For example...

- ELP connects with PEAR Team and do a project together
- ELP connects with a specific program (e.g. Folk & Traditional Arts, Trails, etc.)

Janette asked one person from each group to share out.

- One of the first things that came up was having a conversation with the ELP cohort and Director Dupuis regarding what her goals are and provide an opportunity for her to hear voices within the program.

- BIPOC employees in Parks and other Natural Resource agencies to provide advice and lived support
- Provide mock interviews, a lot of people have wonderful skillsets but need some support in communicating that to an interview panel.
- More hands-on project work. Less presentations. More two-way conversations. Find out what they are interested in ahead of time to let our Parks programs have more opportunities to connect to the work hands on.
- Coordinate with skill bridge to see if they can be involved in some way
- Take them to projects or jobsites in progress. For example, rerouting a stream. Make connections to stewardship and protecting the resources. Identify and communicate that there is so much computer work to get to the cool helicopter jobs.
- Working with recruiters on the hiring process. Get perspective from ELP
- Projects that invite bigger questions.
- Connect ELP with PEAR or our affinity groups.
- Provide topics and icebreakers to lead to more organic conversations.
- Working with WCC
- Working with the cohort to provide context of State Parks as an agency
- Addressing the importance of this work with our Parks staff. Creating an honest and safe space.
- Invasive species removal could be a good project that a lot of people have. More scientific projects instead of just labor focused project. Bringing a project to completion.
- On the Eastside especially there are likely smaller sections of the trail that could be projects for ELP. There is room for creativity in these projects.
- How we we build community between people in this industry and those that are trying to enter it. A camp out would be a good opportunity.
- It is important not to forget about local park offices.

Janette thanked Angelic for presenting today.

General updates

- September PEAR Meeting– about the WA State Parks and Recreation Commission and Commissioner Danenberg will join us
- 2025 PEAR Team calendar invites went out
- Rain shadow Outdoor Adventure Retreat (ROAR) at the Ramblewood Retreat Center.
 - The grant was written to approve ages 11-18 or families with children.
 - Available trip August 26-29th, Connect with Stacey Coltrain for more details.
- Everyone Outdoors pilot program going well

First application cycle (3/5 - 3/22)

Received 52 applications from groups/orgs, requesting 1390 total passes

Awarded 14 applicants (130 passes total), Denied 15, Rollover 23

Second application cycle (3/22 - 4/19)

Rollover 23 (priority), New applications 18, requesting 1026 total passes.

Awarded 16 applications (172 passes total), Denied 3, Rollover 17, Pending 5

Third application cycle (4/20 - 5/23)

Rollover 17 (priority), New applications 13, requesting 974 total passes.

Awarded 12 applications (121 passes total), Denied 6, Rollover 12

Fourth application cycle (5/24 - 6/21)

Rollover 12 (priority), New applications 12, requesting 676 total passes.

Awarded 15 applications (208 passes total), Denied 2, Rollover 7

Fifth application cycle (6/22 - 7/19)

Rollover 7 (priority) New applications 10, requesting 634 passes.

Awarded 7 applications (131 passes total), Denied 3, Rollover 7

Yelley shared some of the challenges of the Everyone Outdoors program is the high demand, making determinations, limited staff capacity and making refinements. We have gotten some individual applications that we cannot support right now. We are trying to support structured programming.

Hopes for the future include, refining the process to manage growth. Get sustainable funding. Create partnerships with applying groups. We also need data to better understand the barriers to outdoor access and how people enjoy public lands.

Closing

Janette asked the group to type something are excited about in the chat and closed the meeting at 2:00 pm.



PEAR Team Meeting 14

Career Pathways for BIPOC Professionals

August 14, 2024



Community Norms	Practices
GOAL ORIENTED & STRUCTURED MEETINGS	<ul style="list-style-type: none"> • Facilitators provide agenda, meeting notes, and organization • Time checks – limit tangents to keep us on track • PEAR Team meetings recorded during presentation portions
THOUGHTFUL PARTICIPATION	<ul style="list-style-type: none"> • Center PEAR goals to empower discussions • Raise your virtual hand • Balance speaking and active listening • Open-minded observations and feedback, lean into curiosity, ask questions before assuming, seek to understand • Use accessible language (explain acronyms, terms, etc.) • Practice compassion, patience, and understanding • Trust the process; be open to feedback • Trust that we are stronger together than alone
RECOGNIZE EACH PERSON HAS UNIQUE EXPERIENCES	<ul style="list-style-type: none"> • Speak your truth • Appreciate everyone’s differences and commonalities • Awareness of diversity within BIPOC (Black, Indigenous, People of Color) community • Awareness of privilege (white, able-bodied, education, etc.) • Notice and re-consider blanket statements
SUPPORT PSYCHOLOGICAL SAFETY	<ul style="list-style-type: none"> • Judgment-free zone • Recognize this is an intergenerational space • Consider the role(s) of silence and its impact in our space • Take care of yourself • Acknowledge intent, assess impact • Honor confidentiality for the group’s contributions

Agenda

- Welcome new members & staff
- Check in
- **EIR Topic: Career Pathways
(Emerging Leaders Program)**
- General updates
- Closing



Welcome Yelley!



Welcome new members!

- Angela Smith, Recreation Professional and Community Builder
- Anisa Proda, Parks ADA Coordinator



Let's check in!

- Name
 - Pronouns
 - Role(s) if you like
 - Visual Description
 - Race and/ or skin color
 - Hair (cut or style)
 - What you are wearing (glasses, jewelry, color of your shirt)
 - What energy are you bringing today?
- OR
- When did you first feel like an adult?



Equity Impact Review (EIR)

Priorities	Review of Agency Business Lines <i>Agency products, services, projects, programs and processes</i>	Agency Teams
Community Building and Engagement	<ul style="list-style-type: none"> Partnerships Volunteers Friends groups Community organizations (affinity groups, schools, libraries, other) Advisory committees Commission, State Environmental Policy Act (SEPA), Classification and Management Planning (CAMP) processes Community events 	Boating Folk & Traditional Arts Planning Partnerships Government Affairs Tribal Relations Communications
Workforce Development	<ul style="list-style-type: none"> Policy review Recruitment, onboarding and retention Staff training Assessment Career pathways In-training programs and internships Park housing, signage and other operations topics 	Human Resources Operations
Visitor Experience	<ul style="list-style-type: none"> Park histories Discount passes and donation programs Americans with Disabilities Act (ADA) and Civil Rights Compliance Youth programming Eliminating barriers to participation 	Interpretation Tribal Relations Operations Capital Projects Visitor Services



Career Pathways & Partnerships for BIPOC Early Professionals

Presenters:

Angelic Friday (she/her)

Emerging Leaders Program Coordinator
Washington Trails Association

Janette Chien (she/her)

Diversity, Equity and Inclusion Director
Washington State Parks

Jeff Vassallo (he/him)

Tahoma Gateway Area Manager
Washington State Parks



Grounding Prompt

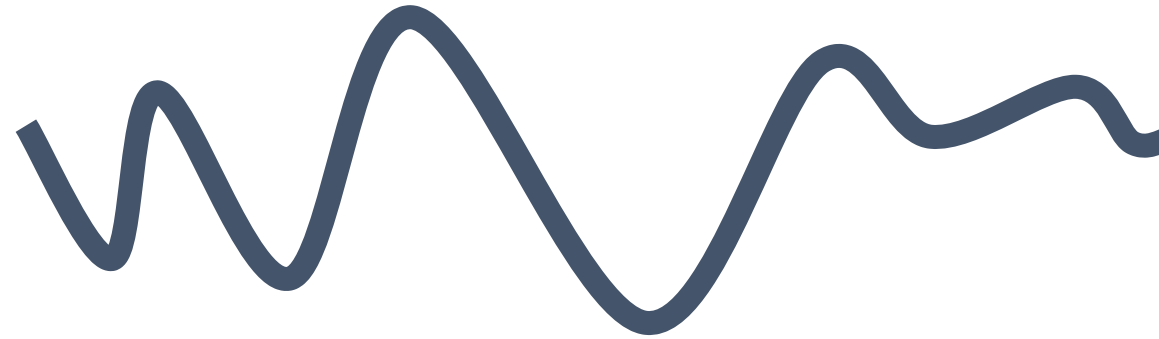


Describe your connection to the outdoors in a word or phrase.

The Pathway



Connection



Career

Emerging Leaders Program Overview



- Started in 2020-21 as a pilot (Leadership and Inclusion crew)
- 14-week program (mid-Jan to April)
- Full-time pay
- Cohort of 4 participants and 1 crew lead who identify as Black, Indigenous and People of Color (BIPOC) and other shared identities
- Program days with State Parks and Community Partners
- A variety of programming

Program Goals



- Increase entry points to the outdoor industry for under-represented communities
- Connect with community partners
- Build leadership skills to support future career interests in natural resources and outdoor industry

What Emerging Leaders Do



Leadership Skills



Trail Maintenance | Professional Development

How the Program Evolved



- 2020-21 - ELP's primary focus was trail maintenance skills
- 2022 - ELP added leadership skills and professional development components
- 2023 - WTA partnered with Washington State Parks to advocate for funding from the WA state legislature
- 2023-2025 - WTA & State Parks partnership continues!

How Partnerships Support ELP:



With Washington State Parks

- Sustained funding
- Connect with range of career opportunities
- Program design collaboration
- Connect with State Parks BIPOC Leaders

Community Partnerships

- Learning in a community space is empowering
- Hearing stories from leaders
- Developing facilitation skills
- Sharing joy through outdoor activities

ELP Partner Days with State Parks #1



State Parks Headquarters Day



Connect with Interpretive Rangers

ELP Partner Days with State Parks #2



2023 Field Day at Dash Point State Park and Saltwater State Park

ELP Partner Days with State Parks #3



2024 Field Day at Dash Point State Park

Overview State Parks 2024 Partner Days



- **ELP Orientation** WTA staff with Parks staff participating (Virtual)
- **State Parks Headquarters Day:** Meet DEI & Tribal Relations team, Mission & Vision, Tour
- **Interpretation** with Interpretive Specialist Lorena Medina-Dirksen (Virtual)
- **Dash Point State Park Field Day:** Operations at the park, Stewardship walk, Folk & Traditional Arts, Trails, Legislative & Governmental Affairs, Director walk & talk
- **HR Recruitment & Meet a Ranger:** Learn about the agency demographics and job openings, hear from a staff experience from Park Aide to Ranger (Virtual)
- **Meet Parks Executive Leadership Team:** ELP present Independent Projects at Executive Leadership Team meeting and have conversation (Virtual)

Champions for ELP



2024 ELP cohort with Senator T'wina Nobles
(28th legislative district - Fircrest)



2023 ELP cohort meeting WA State Parks
commissioners after legislative session

Learning with Community Partners



- Leadership panel
- Communities for a Healthy Bay - environmental policy, Young Women Empowered Marra Farm - youth program
- BIPOC Wilderness First Aid Course
- WTA's Outdoor Leadership Training program
- BIPOC community partner hike



Trail Skills



Tool I.D.



New Trail Construction



Drainage

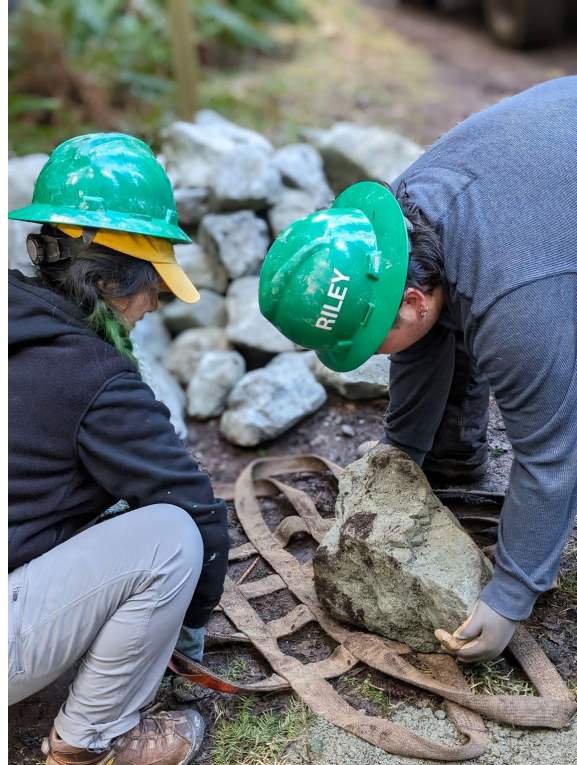


Crosscut

Trail Skills Continued



Axe work



Rock Work



Box Steps

And More....

Trail Eyes

Scouting

Totter

Kubota

Backcountry Skills

First BIPOC crosscut training

Before and After Trail Photos



Moss Lake



Glendale Community Forest



Solstice Park



Dosewallips State Park



Where are ELP alumnx now?



- 2 full time staff for WTA
- 4 full time staff in 2022
- 2 furthering education
- 4 partner organizations
- 1 community mentoring space
- 3 joined WTA's Lost Trails Found crew



Hopes for the future

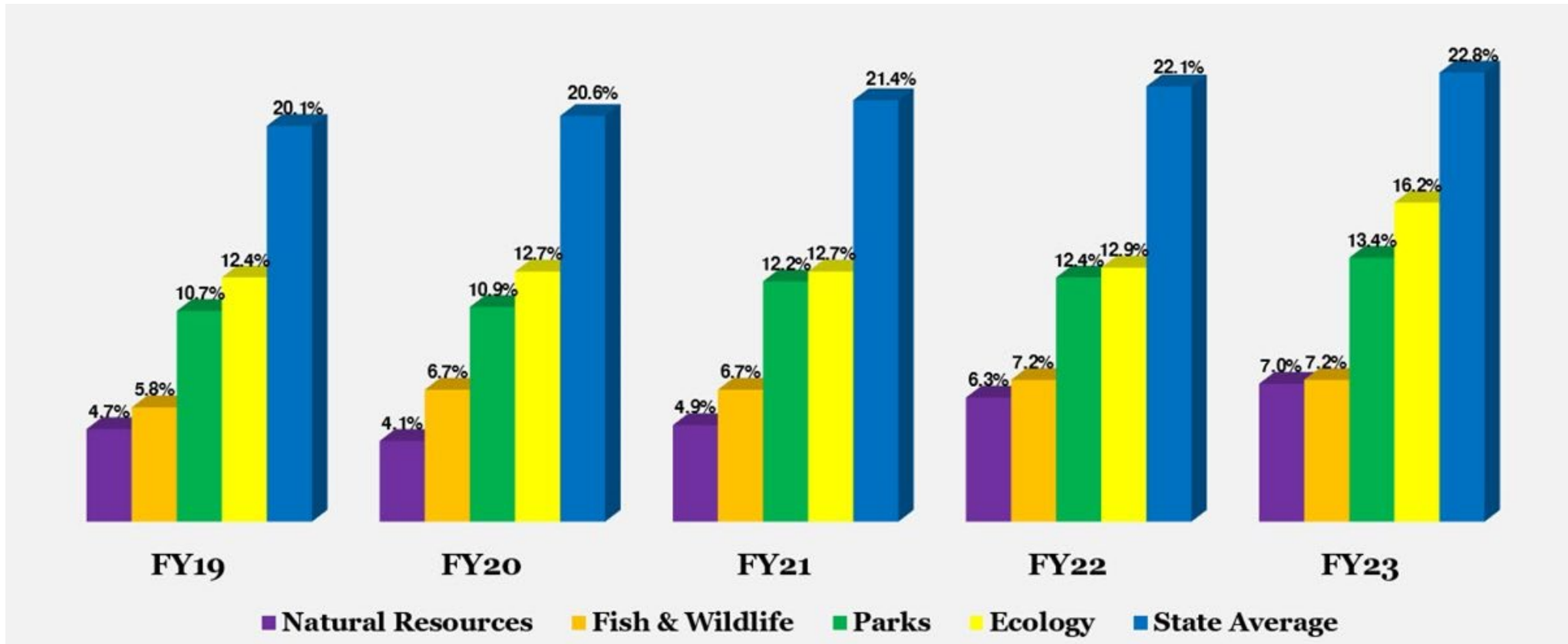


- Strengthen ELP community through alumni network
- Share opportunities
- Continuous growth, support and investment
- Improve State Parks partner days

Workforce Diversity in Natural Resources



BIPOC Employees by Fiscal Year (FY)



GOAL

Improve ELP & State Parks Partner Days



Feedback from cohort:

What went well:

- Meeting with DEI & Tribal Relations
- Reflecting on mission, vision, complex land management issues
- Conversation with BIPOC Interpretive Specialist
- Trail work parties

What didn't go so well for you?

- HQ office tour
- Field Day: Too many presentations

What do you want to see next?

- Working on a project together (e.g. accessible trails analysis)
- Connections through working together and problem solving, meaningful conversations
- More in-depth involvement



Challenges & Opportunities

- State Parks is a predominantly white agency – partnering to facilitate a BIPOC career pathways program is complex
- State government entity & natural resources – offers different work than community-based organization
- So many divisions!!
- 14-week program – limited ability to provide in-depth professional development opportunities
- Relationship building, In-person is better than virtual



**Questions?
Comments?**



As a PEAR Team, consider:

What ideas do you have for State Parks partner days with the Emerging Leaders?

For example...

- ELP connects with PEAR Team and do a project together
- ELP connects with a specific program (e.g. Folk & Traditional Arts, Trails, etc.)



Small group – share outs



Updates

- September PEAR Meeting– about the WA State Parks and Recreation Commission and Commissioner Danenberg will join us
- 2025 PEAR Team calendar invites went out
- ROAR program (Stacey)
- Everyone Outdoors pilot program going well



Everyone Outdoors Program Numbers

First application cycle (3/5 - 3/22)

- Received 52 applications from groups/orgs, requesting 1390 total passes
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Challenges

- High demand
- Making determinations
- Limited staff capacity
- Making refinements



Hopes for the future

- Refine processes to manage growth
- Sustainable funding
- Partnerships with applying groups
- Data to better understand:
 - Barriers to outdoor access
 - How people enjoy public lands
 - Demand across WA state



2024 PEAR Workplan and EIR

Date	EIR Topic	EIR Priority Category
Jan 17	Volunteer program	Visitor Experience / Community Engagement
Feb 7	HR Staff recruitment	Workforce Development
March 27	Interpretation	Visitor Experience / Community Engagement
April 24	Interpretation continued & DEI Roadshow Data	Workforce Development
May 15	Parks Planning public input process	Community Engagement
June 5	Partnerships program	Community Engagement
July	NO MEETING	
Aug 14	Emerging Leaders Program	Workforce Development
Sept 18	Conversation with Commissioner Danenberg	Community Engagement
Oct 16	Reservations program	Visitor Experience
Nov 20	TBD	
Dec 18	Discount Pass Program	Visitor Experience

Ongoing: DEI Learning, PEAR team feedback, reflection on PEAR team "roles in social change ecosystem"

Future Possibilities: PEAR team community building, participating in Parks events



