

## PEAR Team Meeting 2 – Meeting Notes– June 12, 2023, 12-2 pm

### Welcome & Icebreaker – Melinda 12:08 pm

Melinda put a welcome note in the chat asking the group to respond with their:

- name
- pronouns
- how you are feeling today on a scale of 1-5 with 1 being terrible and 5 being fantastic

Melinda and Janette each provided a quick introduction and Melinda provided an overview of today's agenda.

### Facilitators Present:

Janette Chien, she/her, State Parks DEI Director, 3

Melinda Posner, she/her, State Parks DEI Consultant, 3-5

### PEAR Team Present:

Lynn Makowsky, she/her, State Parks Mount Spokane Program Specialist 2, 4

Cha Cha Sawyer, she/her

Clare Delong, she/her, State Parks Communications Director, 3

Michael Hankinson, he/him, State Parks Planning Program Manager, 5

Kristi Hamilton, she/her, 3/5

Curtis Fackler, he/him, 4

Mary Brown, she/her, 5

Megan Grisso, she/her

Michelle "Mickey" Tussey, she/her

Cassandra, she/her, State Parks Administrative Assistant, 4-5

MJ Sampang, she/her, 3

Reco Bembry, he/him, 5

Rosis Lugo, she/her, 4

Kearstin Williams, she/her, 3

### Observers Present:

Tonna Jensen Sigler, she/her, State Parks Administrative Assistant, 3

Alyssa Smith, she/her, State Parks Boating Program Specialist, 3.5

Alan Robinson

Heidi Olmstead, she/her, 3

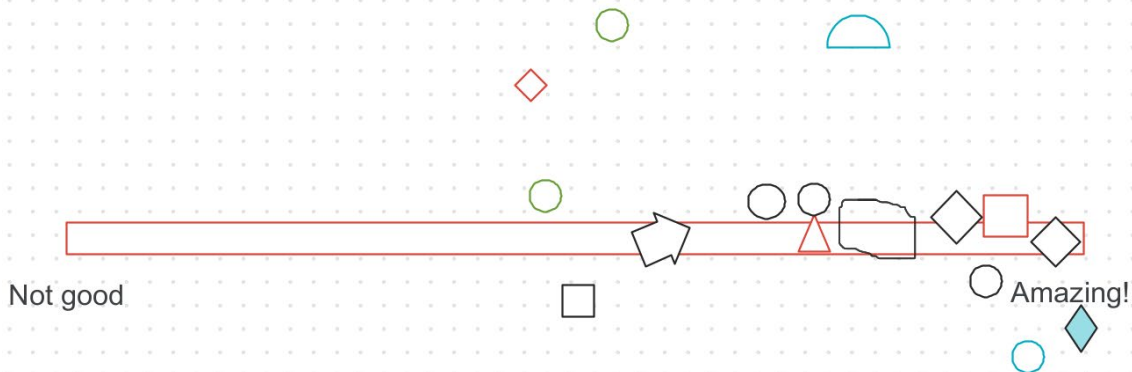
## Revisiting Community Norms

Janette/Melinda walked us through the list of compiled community norms and suggested protocols to achieve those norms.

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

The group was asked to go to the jamboard and rank how these community forms feel. The group provided feedback to the norms and suggested that we keep an open mind to adjust and review these norms as we get further into the work.

How do these community norms feel to you?



### State Parks Mission and Vision

Melinda reviewed Washington State Parks mission and vision. The group was then asked to highlight words that stand out, messages they see, what they relate to/not in this jamboard. Janette shared that the mission and vision is trying to be inclusive of our different divisions

#### Mission

The Washington State Parks and Recreation Commission cares for Washington's most treasured lands, waters, and historic places. State parks connect all Washingtonians to their diverse natural and cultural heritage and provide memorable recreational and educational experiences that enhance their lives.

#### Vision

Washington's state parks will be cherished destinations with natural, cultural, recreational, artistic, and interpretive experiences that all Washingtonians enjoy, appreciate, and proudly support.

Melinda reviewed the role and goals of the Commission. Washington State Parks and Recreation Commission is a board of seven citizen volunteers appointed by the governor. They hire the State Parks Director, who is accountable to them for actions and management of the agency. The 2023 Commission priorities were shared. Within the current commission priorities is the overarching goal of integrating DEI at all agency levels, including the PEAR work.

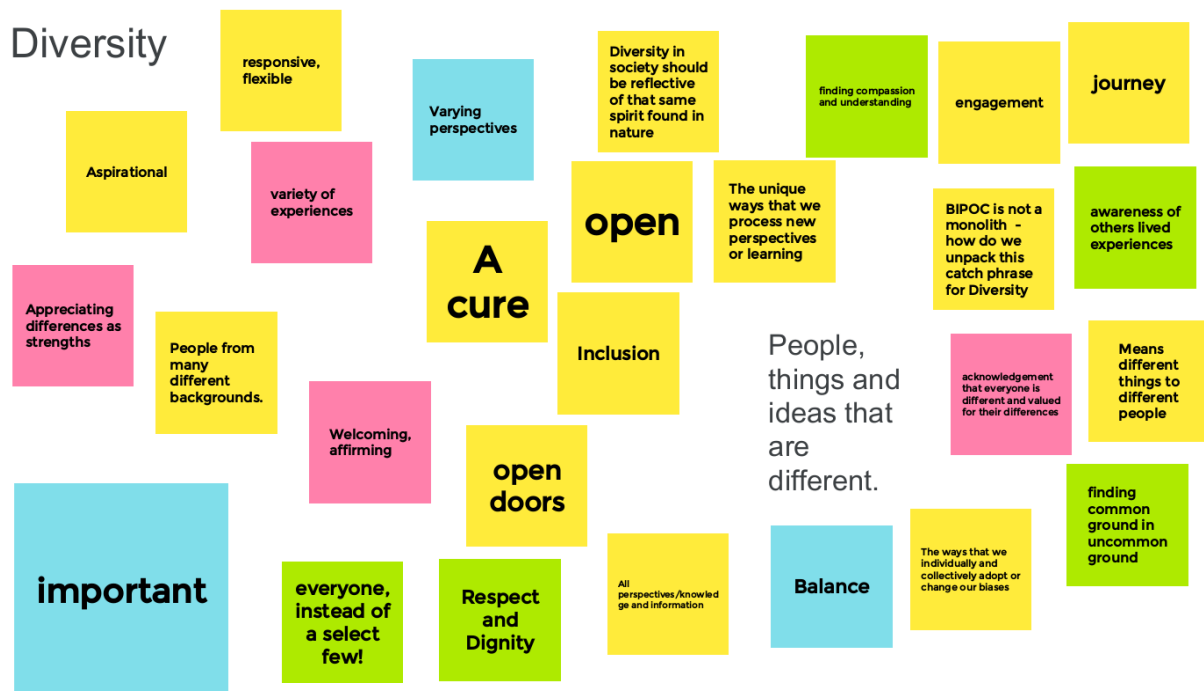
Melinda provided an overview of what makes up Washington State Parks (124 parks, 120,000 acres, 500 miles of trails, number of staff, divisions etc.) Many of our agency teams are run out of our headquarters office in Tumwater, Stewardship, Operations, Administrative Services, Human Resources, Communications, Policy and Governmental Affairs, Tribal Relations, and Diversity Equity and Inclusion.

Janette reviewed the DEI Program's areas of work. We are currently in the foundational stage of our work. Our goal is to create long term, sustainable, systemic change. The areas of work include Workplace Culture, Learning Opportunities, Community Engagement, Equity Frameworks.

### DEI Learning – Unpacking DEI: What's Next for Me?

Janette asked the group to participate in this workshop. This workshop is called Unpacking DEI because DEI has become a buzzword. How does DEI apply to you individually. The goals of this workshop are to work on building shared DEI language, practice DEI with a system lens, and reflect on how this applies to our role.

The group was asked to use the jamboard to record what words and phrases come to mind with the following words, diversity, inclusion, and equity.



# Inclusion what words, phrases, images come to mind?



# Equity



The groups were asked to journal or type in the chat in response to these questions:

Systemically, we ask...

- Who has been in this room historically?
- Who has access to this room? Who has not had access?

- What are the various systemic factors that have led to this group being in this room?
- Who has been excluded from the room?
- Who is this room designed for?

The group was then divided into breakout rooms for 8 minutes and were asked to discuss:

Systemically, we ask...

- Who has held the power and resources historically in this space?
- What have been the inherited effects of that power imbalance to current day?
- Whose needs are prioritized?
- What changes would need to happen to reconcile these power imbalances?

One person from each group was then asked to share out

- Something I'm noticing is...
- Something that resonates with me is...
- Something I'm feeling is...

Group Comments:

- Something I'm noticing is I still am very hesitant to speak my truth or speak from my heart. I still get nervous but the more I'm having these conversations with different people it feels safer and easier to speak truthfully. We feel that the same people have been in powerful positions, wealthy white men.
- State Parks has a good beginning however we will need to engage with communities outside of state parks to build comfort and understanding and a feel for safety. There were state parks that her coworkers at Seattle Parks didn't feel comfortable there.
- Something I'm noticing is the passion in making the parks more diverse for all. A passion to make change.
- Power Structure primarily white and male. Lack of multiplicity of diversity in the accommodations in parks, very few places for disabled spaced or wheelchair accessibility. There is a lack of human diversity, but the group is committed to seeing more diversity.
- Limited access in the parks, designed for white men. We would love to see various resources expanded. Such as getting a discover pass from your library. Use of public transit. How parks have grown culturally, doesn't recall cultural events in parks while growing up. Something I'm noticing is people are excited to make change. I am excited to see where this group goes.

The group watched the video [Cracking the Codes: Joy DeGruy, A Trip to the Grocery Store](#) and were divided into breakout rooms for five minutes to discuss:

- What feelings come up for you?
- What resonates with you?
- What systems do you see?

Each group was asked to share in the chat:

- Disgust, horrified
- Something that resonates with me is how much of a rule follower I am because of a fear of that kind of scenario coming up for me. I live in a white rural area and feel highly visible
- Recently it seems like discrimination is more openly practiced.
- I'm exhausted at the reality that we are still influenced by colors, genders, sexual orientations....so far from what really matters at the end of the day.
- As a planner, I recognize that I am in a position of power and that when I see instances to confront racism that I should do that publicly especially when I'm facilitating a public meeting.

Melinda shared that we have provided this workshop to our internal teams below and plan to make it through the entire agency.

- ELT
- NW Area Managers
- SW Area Managers
- Real Estate and Planning
- Administrators at the Field Admin Conference
- ER Area Managers
- Stewardship
- Communications
- And more!

### Future meeting dates

Melinda covered that there is no meeting in July. Can you make either of these meeting dates work for the rest of the year? The team was asked to respond in the chat.

2<sup>nd</sup> Wednesday of the month 12-2

2<sup>nd</sup> Thursday of the month 12-2

### Meeting Adjourned

Melinda thanked the group and adjourned meeting at 1:59 pm.



# Pro-Equity Anti-Racism Team - PEAR

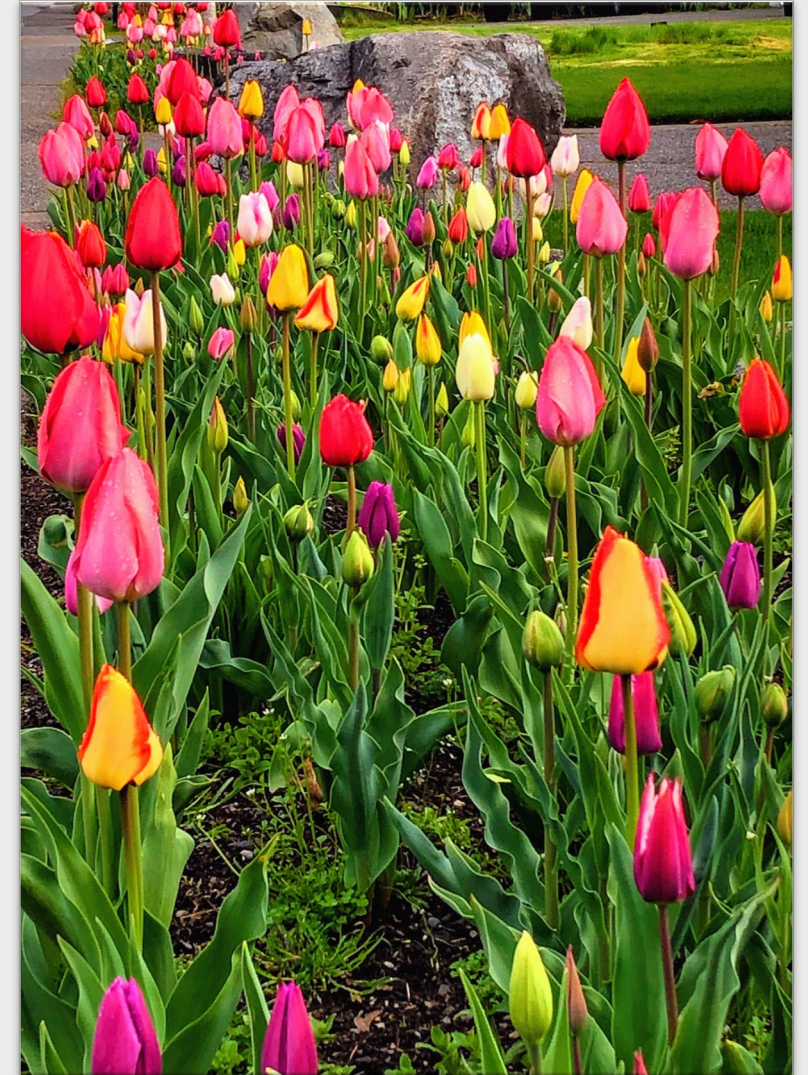
Meeting 2  
June 12, 2023





# AGENDA

- Welcome and introductions
- Revisiting Community Norms
- State Parks mission & vision
- DEI learning:  
"Unpacking DEI: What's Next for Me?"
- Future meeting dates



# REVISITING COMMUNITY NORMS

WE ASKED PEAR TEAM MEMBERS:  
WHAT DO WE WANT OUR PEAR SPACE TO FEEL LIKE?



Community Norms	Practices
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# MISSION

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# VISION

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# 2023 COMMISSION PRIORITIES

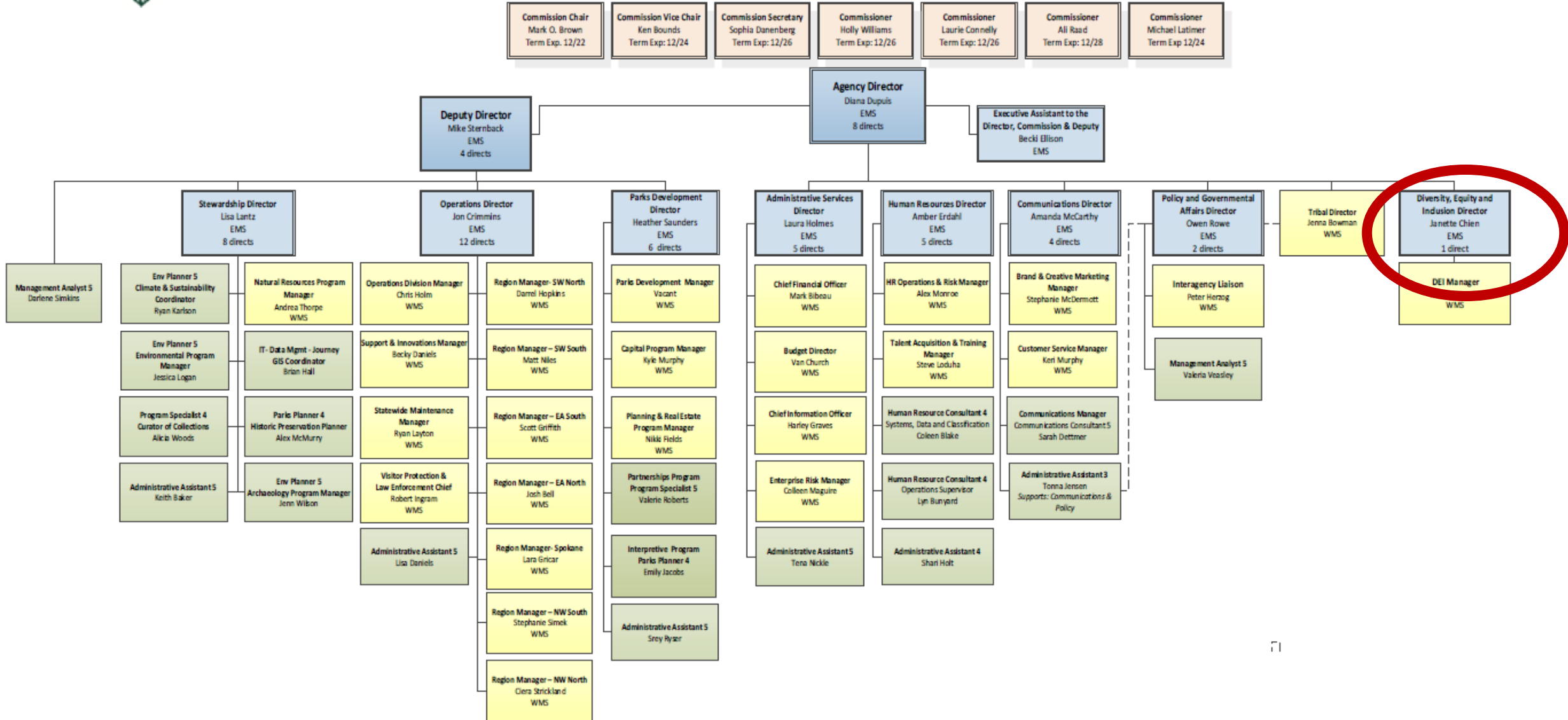
- Develop formal working relationships with tribes
- Complete agency website update
- Expand outdoor opportunities for everyone with intentional focus on underserved youth
- Advocate for consistent interpretation funding
- **Integrate DEI practices at all agency levels**
- Expand overnight accommodations on public lands
- Improve ability to deliver projects on time and budget
- Continue efforts to align staff to mission and priorities
- Address trail surface deficiencies
- Implement greenhouse gas reduction strategies

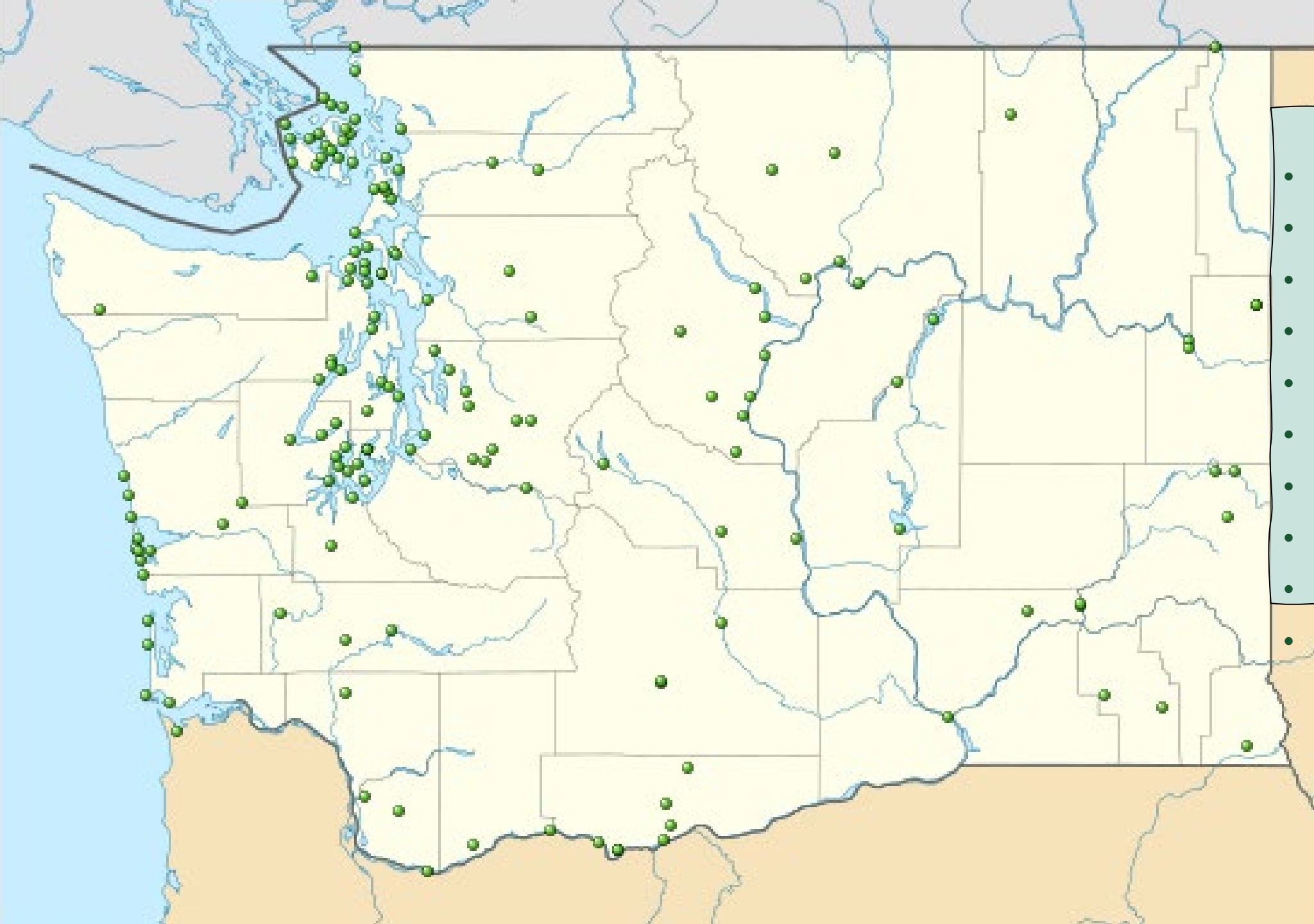




Washington State Parks and Recreation Commission  
Update January 2023

Blue – Exempt  
Yellow – Washington Management Service  
Green – program staff





- 124 Parks
- 120,000 acres
- 500 miles of trails
- marine parks
- heritage sites
- historical parks
- interpretive centers
- retreat centers
- ocean beaches
- 33M annual visits



# STAFFING LEVELS

- *500 field staff*
  - region managers
  - assistant region managers
  - park rangers
  - maintenance staff
  - interpretive specialists
  - administrative and office
  - park aides
- *200 HQ staff*
- *400 seasonal employees*





# DEI PROGRAM


## AREAS OF WORK

- Foundational stage
- Internal & external work
- Evolving

**Goal:**

Long term, sustainable, systemic change





Learning  
Opportunities

- DEI Training program
- Executive Leadership Team
- Tribal Relations – Government to Government Training
- Partner trainings, and more...

## Equity Frameworks

- PEAR team
- DEI studies & data
- Assessment plan
- Internal policy review
- Cross-division projects
- And more!



- Visitor access and accessibility
- Quality visitor experiences
- Strong community partnerships and relationships
- Community informs Parks decision-making
- And more!

Community  
Engagement



- Employee affinity groups
- Statewide Business Resource Groups
- Recruitment & retention strategies
- Career pathways

Workplace  
Culture





# Unpacking DEI: What's next for me?



# GOALS

- Build shared language
- Practice DEI with systemic lens
- Reflect on how this applies to your role/areas of work



# WARM UP ACTIVITY

**What words/phrases/images come to mind when you hear the word...**

Diversity?

Inclusion?

Equity?





# LOOK AROUND (Jamboard)

Compare and contrast ...

- Words in common?
- Different words?
- What did you notice?



# Our understanding of DEI is shaped by...

- Context
- Identity
- Experiences
- Feelings
- Systems
- ...and so much more!



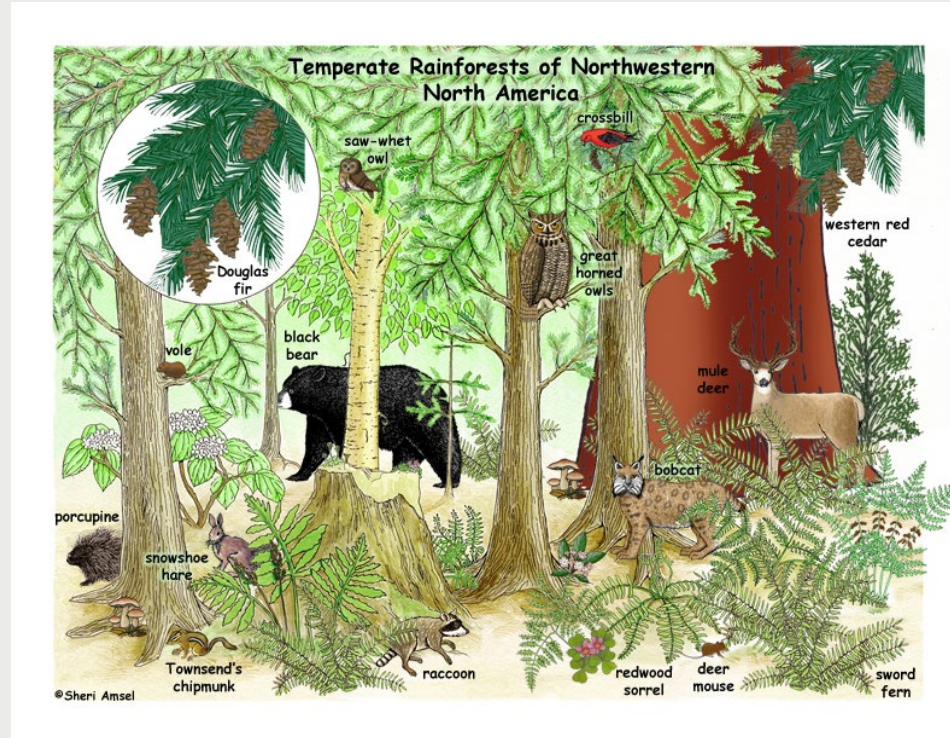
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# DEI: A SYSTEMIC LENS



Individual



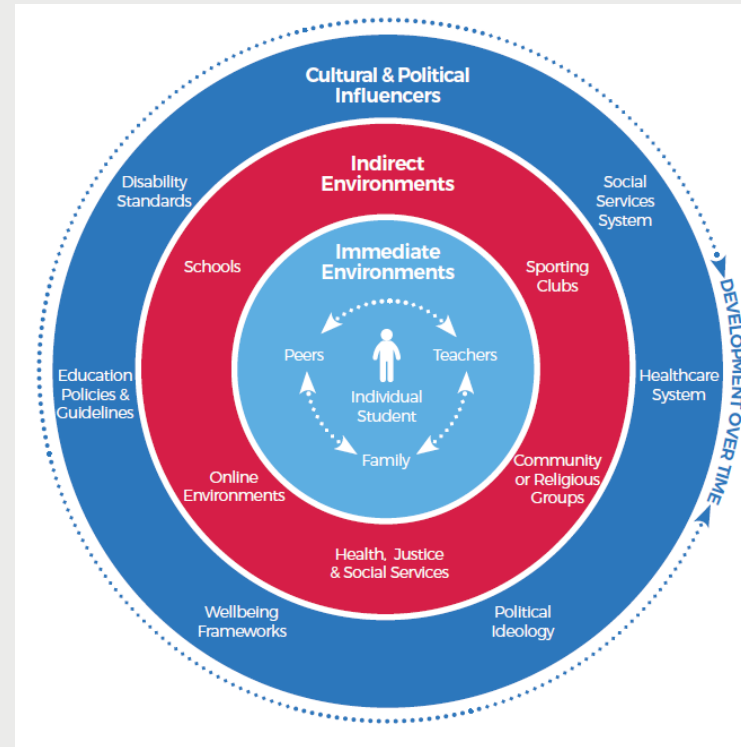
Systemic



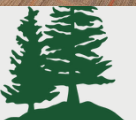
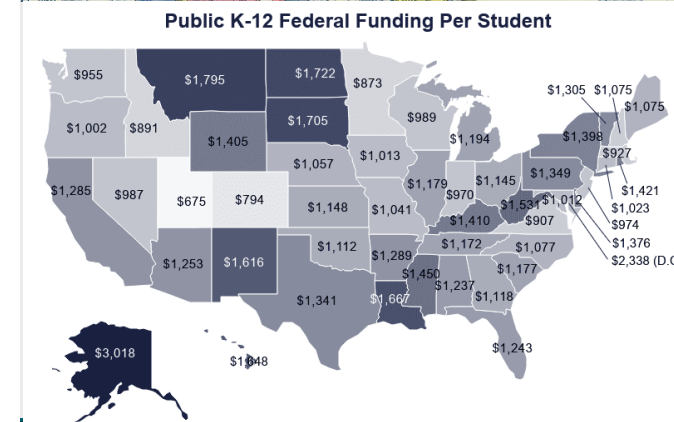
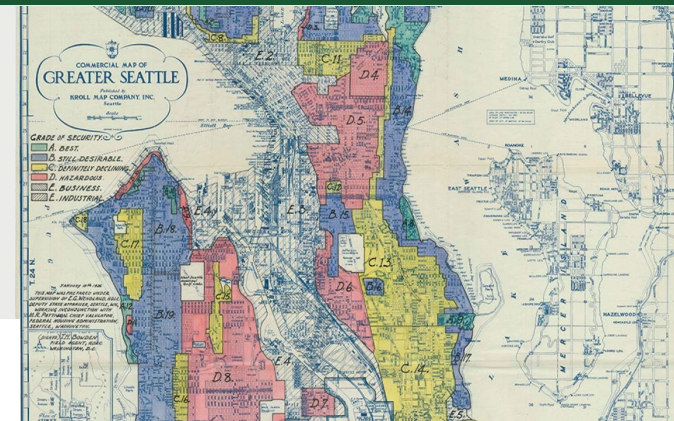
# DEI: A SYSTEMIC LENS



Individual



Systemic



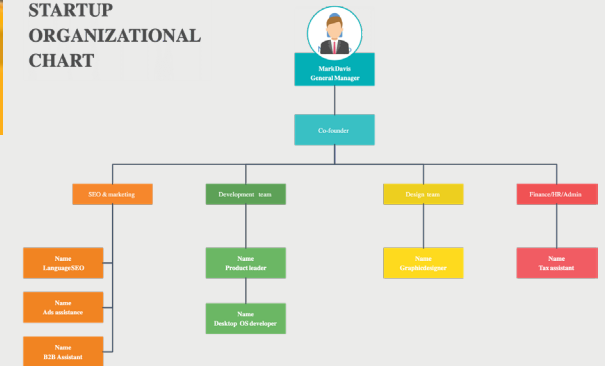
# DEI: A SYSTEMIC LENS



Individual



STARTUP ORGANIZATIONAL CHART



Systemic



# Diversity asks: Who is in the room?

## Systemically, we ask...

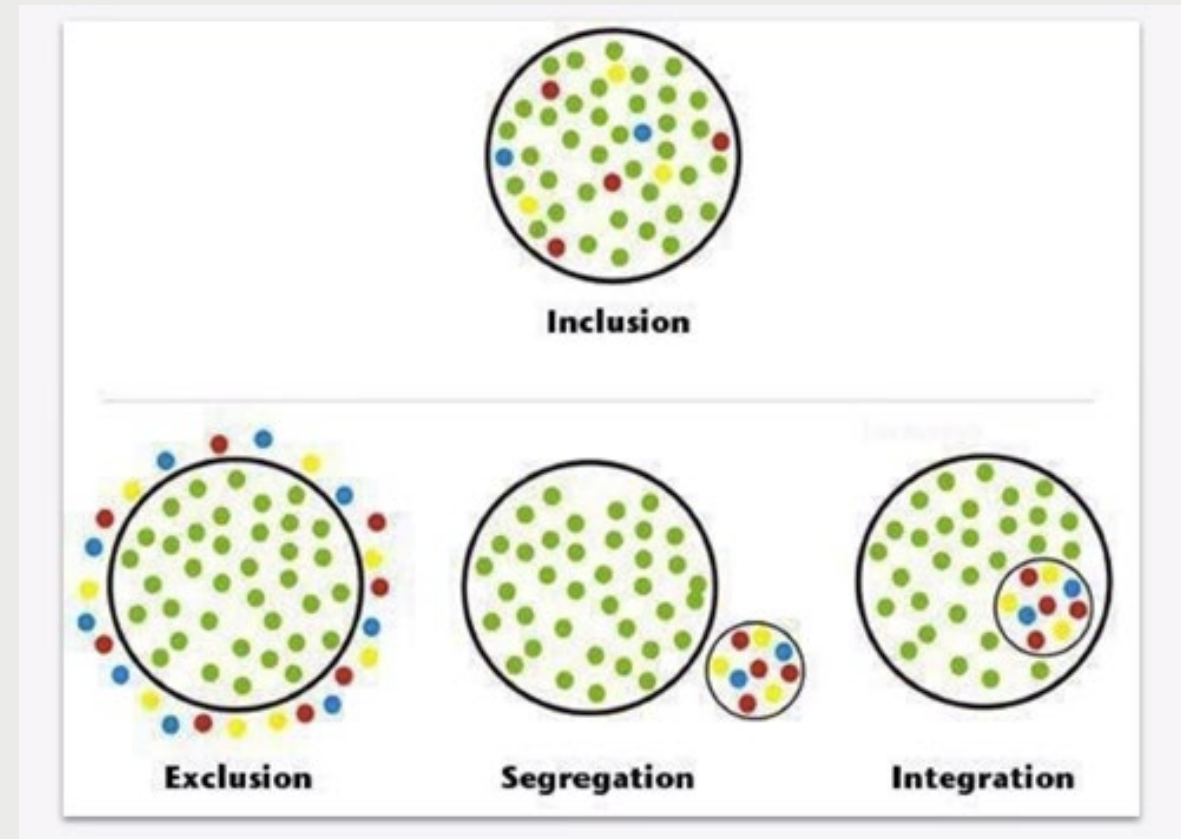
- Who has been in this room historically?
- Who has access to this room? Who has not had access?
- What are the various systemic factors that have led to this group being in this room?
- Who has been excluded from the room?
- Who is this room designed for?



# Inclusion asks: Have everyone's ideas been heard?

## Systemically, we ask...

- Whose ideas are taken seriously?
- Whose aren't?
- Whose voices are taking up the majority of airtime?
- Whose voices dominate during major decision-making?
- Whose voice is brought in only when it's relevant to their minority/marginalized identity?



# Equity asks: How are resources and power distributed?





# EQUALITY vs. EQUITY

## Equality:

Each person or group gets the same.



## Equity:

The quality of being fair or just.



# Equity asks: How are resources and power distributed?

## Systemically, we ask...

- Who has held the power and resources historically in this space?
- What have been the inherited effects of that power imbalance to current day?
- Whose needs are prioritized?
- What changes would need to happen to reconcile these power imbalances?



# 1 person from each group share out:

Something I'm noticing is...

Something that resonates with me is...

Something I'm feeling is...



# Joy DeGruy, A Trip to the Grocery Store

<https://www.youtube.com/watch?v=GTvU7uUgjUI>



# DEBRIEF VIDEO

- What feelings come up for you?
- What resonates with you?
- What systems do you see?



# 1 person from each group share out:

Something I'm noticing is...

Something that resonates with me is...

Something I'm feeling is...





# Unpacking DEI: What's next for me?

## Who we are doing this with...

- ELT
  - NW Area Managers
  - SW Area Managers
  - Real Estate and Planning
  - Administrators at the Field Admin Conference
  - ER Area Managers
  - Stewardship
  - Communications
- And more!

**The data we are reflecting on so far...**





# Inclusion



# Equity



# Meeting Dates

- Wednesdays 12-2
- Thursdays 12-2



# Closing

Happy Summer!

