PEAR Team Meeting 4 – Meeting Notes– September 13, 2023, 12-2 pm

Welcome & Icebreaker – Melinda 12:03 pm

Icebreaker asking the group to respond to the prompt below.

- name
- pronouns
- how you are feeling as a color
- (In the chat) what is something you look forward to in the fall?

Facilitators Present:

Janette Chien, she/her, State Parks DEI Director

Melinda Posner, she/her, State Parks DEI Consultant

PEAR Team Present:

Stacey Coltrain, she/her, Ranger 1 Sequim Bay

Mary Brown, she/her, Seattle Guide Manager

Jeff Vassallo, he/him, State Parks Tahoma Gateway Area Manager

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

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

Megan Grisso, she/her, Spokane area Community Member

Cassandra, she/her, State Parks Administrative Assistant

Reco Bembry, he/him, Big Tent Coalition

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

Kearstin Williams, she/her

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

MJ Sampang, she/her, Community Partnership WTA

Denice Rochelle, The Bronze Chapter

Cha Cha, she/her, Community Member/Seattle Coalition Coordinator

Observers Present:

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

Keri Murphy, State Parks Visitor Services Manager

Revisiting Community Norms

Janette started the meeting by covering today's agenda and reviewing the community norms.

Community Norms	Practices
GOAL ORIENTED & STRUCTURED MEETINGS	• 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	• 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	• 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	• 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

DEI Learning –My Role(s) in a Social Change Ecosystem (Deepa Iyer)

Janette asked the group to type in the chat a hard or scary thing about doing DEI work.

- Being vulnerable,
- The fear of doing or saying the wrong thing,
- Feeling like you are not making much progress when you put in so much energy/resources/etc.
- Unintentional impacts related to the depth of the work
- Containing my lived experience to create gracious space for others
- Hard - facing people who don't want you to succeed.
- People being resistant
- Speaking up against or for something that others seem to coalesce about.
- Unsure of the nomenclature ...
- Being the lone voice in the room and standing by your belief
- Trying to explain the value to people who won't see it.

Janette then asked the group to type in the chat something good or useful about doing DEI work.

- Hopeful for the future
- Little steps in the right direction

- Makes relationships stronger
- People feel heard and included
- Building relationships
- May lead to institutional changes in the agency. Personal growth
- Teaching and learning opportunities
- What is one way that this team can help support you to continue DEI work?
- continued authenticity and learning opportunities.

Janette then prompted the group to type in the chat. What is one way that this PEAR group can support you to sustain DEI work?

- teaching and learning opportunities
- One way this team can help support me is continued authenticity and learning opportunities.
- I like the way we all come from diverse backgrounds, yet we keep it real and keep it respectful in our growing
- Safe space to express ourselves
- Honesty, Openness, Engagement in the Hard work - "Stay on the Bus"
- This team allows me to hear voices, perspectives, and experiences that I don't always have access to.

Janette prompted the group to type in the chat, what is an ecosystem?

- world around us
- a functioning unit made up of all different parts that rely on each other.
- Eco-System a community with connectedness based on work, play, family, friendships etc...

Janette introduced the 'My Role in Social Change Ecosystem' image below and asked the group to reflect on their individual roles. Reflection and journaling for two minutes followed by share out in breakout rooms.

My Role in a Social Change Ecosystem

- Where do you see yourself?
- What role(s) should you play as a PEAR team member?
- On a greater scale -- What role(s) does PEAR team play in State Parks?

Janette referencing the graphic below shared about the different levels of social change.

On an internal level social change can come from, taking care of yourself, healing, love, physical mental emotional and other forms of health and wellness.

On an interpersonal level we can see social change through social workers, teachers, connecting to resources, healthy thriving relationships.

On a community level social change can be shown in, community building, mutual aid networks, grassroots movements, sharing stories.

On an institutional level social change can be viewed as, policy change (disruptors), networks (bridge builders), systemic change – e.g. healthcare systems, school systems, govt systems.

Janette asked so where does PEAR team sit? The group was prompted with the questions below and sent back to breakout rooms to discuss followed by shareout.

- How do we as PEAR team members contribute to the social change ecosystem?
- What are our roles?
- What level(s) of social change?
- As a PEAR team member, my role is to…

5 minute break

Review: Snapshot of preliminary EIR (Equity Impact Review) projects & priorities (buckets)

Melinda provided background information on where the Equity Impact Review comes from and how we are approaching it.

The Office of Equity directs each agency to review its business lines –essentially the services and products they offer – and analyze many things including, who is served, where are they, and how are they being served? To identify gaps and recommend changes in practices, policies, programs etc. that will result in more equitable outcomes.

This is an iterative process, where we work with Park's internal teams and bring our work to the PEAR team for review and feedback. With your input, we will refine the preliminary equity impact review (EIR) list with internal teams and potentially bring back to the PEAR team.

If you were here last time, you'll remember our discussion about the Discover Pass donation program – that was the first EIR topic to be presented for your feedback. We are working on refinements to discuss with our partner agencies, DFW and DNR, and will bring back a more final product to the PEAR team again in the future.

Preliminary Equity Impact Review (EIR)		
Priorities	**Business Lines** *Agency products, services, projects, programs and processes*	**Agency Teams**
Community Building and Engagement	• Partnerships • Volunteers • Friends groups • Community organizations (affinity groups, schools, libraries, other) • Advisory committees • Commission, State Environmental Policy Act (SEPA), Classification and Mangement Planning (CAMP)processes • Community events	Boating Folk & Traditional Arts Planning Partnerships Government Affairs Tribal Relations Communications
Workforce Development	• 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	• 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

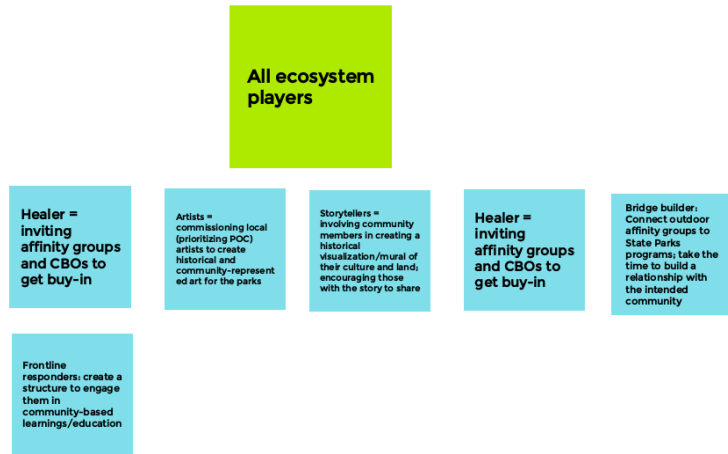## Reflect: How does PEAR Team fit in: What role(s) do we play?

Melinda shared that a goal for today is to start brainstorming – where does PEAR team fit into all of this? We are already bringing various EIR projects to PEAR team (e.g. donation pass), but we want you to think about how PEAR team will fit into our whole entire review process + strategy.

The group was sent back to their breakout rooms and prompted with the questions below. They were asked use sticky notes in on a jamboard to reflect on their role in each of the priorities.

- What is our role(s) in each of these priorities?
- What does that role look like?
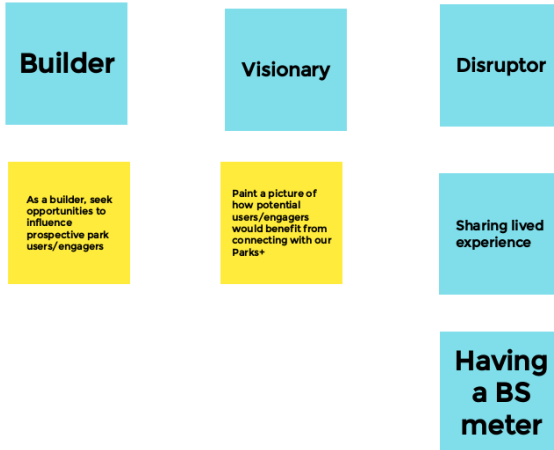- As a PEAR team member, in this EIR priority my role is to…

Group 1
Priority 1 - Community Building & Engagement

As a PEAR team member, for this EIR priority, my role is to .....

All ecosystem players

Healer = inviting affinity groups and CBOs to get buy-in

Artists = commissioning local (prioritizing POC) artists to create historical and community-represented art for the parks

Storytellers = involving community members in creating a historical visualization/mural of their culture and land; encouraging those with the story to share

Healer = inviting affinity groups and CBOs to get buy-in

Bridge builder: Connect outdoor affinity groups to State Parks programs; take the time to build a relationship with the intended community

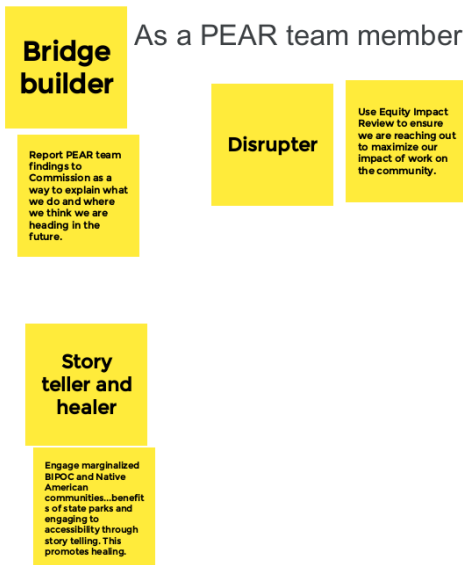Frontline responders: create a structure to engage them in community-based learnings/education

Group 2
Priority 1 - Community Building & Engagement

As a PEAR team member, for this EIR priority, my role is to .....

Builder

As a builder, seek opportunities to influence prospective park users/engagers

Visionary

Paint a picture of how potential users/engagers would benefit from connecting with our Parks+

Disruptor

Sharing lived experience

Having a BS meter

Group 3
Priority 1 - Community Building & Engagement

As a PEAR team member, for this EIR priority, my role is to .....

Bridge builder

Report PEAR team findings to Commission as a way to explain what we do and where we think we are heading in the future.

Disrupter

Use Equity Impact Review to ensure we are reaching out to maximize our impact of work on the community.

Story teller and healer

Engage marginalized BIPOC and Native American communities...benefits of state parks and engaging to accessibility through story telling. This promotes healing.

Group 5
Priority 1 - Community Building &
Engagement

As a PEAR team member, for this EIR
priority, my role is to .....

Visionary

Bridge-building

Coming up
with ideas for
community
building and
engaging

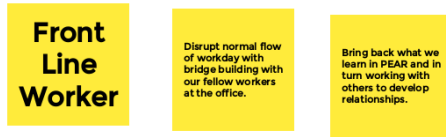Bringing
people from
community
together to
engage

Group 2
Priority 2 - Workforce Development

As a PEAR team member, for this EIR priority, my role is to .....

Facilitate
items listed
under
Business Units
(EIR slide)

Group 3
Priority 2 - Workforce Development

As a PEAR team member, for this EIR priority, my role is to .....

Front Line Worker

Disrupt normal flow of workday with bridge building with our fellow workers at the office.

Bring back what we learn in PEAR and in turn working with others to develop relationships.

Group 5
Priority 2 - Workforce Development

As a PEAR team member, for this EIR priority, my role is to .....

Builder

Disrupters

Helping get job postings to more community members

Challenge existing policies from an anti-racist pro-equity viewpoint

Story teller

Bring people to parks

Group 3
Priority 3 - Visitor Experience

As a PEAR team member, for this EIR
priority, my role is to .....

Group 5
Priority 3 - Visitor Experience

As a PEAR team member, for this EIR
priority, my role is to .....

Storytellers

Providing stories regarding lived first-hand experience to help people understand how diverse community members experience the parks.

Healers

Helping more people connect with the healing power of nature.

Closing

Melinda and Janette shared the next steps are to

- Meet with agency teams.
- Share PEAR feedback
- Select 3 EIR priorities.
- Develop 2024 PEAR workplan.

We will continue to rotate every month between Equity Impact Reviews and DEI Learning.

Janette asked the group to close by typing in the chat something they affirm.

- affirming everyone for being here and sharing learning!!
- I affirm the process
- Thank you for everyone bringing their authentic selves to this meeting.
- Thank you to our wonderful community!
- Thanks for showing up each month!

Meeting Adjourned

Janette thanked the group and adjourned meeting at 2:00 pm.

PEAR Team Meeting 4

September 13, 2023

Check in

- Name
- Pronouns
- Role(s) if you like
- How you're feeling as a color
- (In the chat) What is something you look forward to in the fall?

Agenda

- **DEI Learning:** My Role(s) in a Social Change Ecosystem *(Deepa Iyer)*

[BREAK]

- **Review:** Snapshot of preliminary EIR (Equity Impact Review) projects & priorities (buckets)

- **Reflect:** How does PEAR Team fit in: What role(s) do we play?

- Closing

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Doing the work of DEI…

A hard or scary thing about doing DEI work is…

A good or useful thing about doing DEI work is…

What is one way that this team can help support you to continue DEI work?

My Role in a Social Change Ecosystem

Consider:

Where do you see yourself?

What role(s) should you play as a PEAR team member?

What role(s) does PEAR team play in State Parks?

What are some of the ways that these roles contribute to social change?

Healers

Artists

Builders

Storytellers

Visionaries

Equity
Inclusion
Liberation
Justice
Solidarity
Resiliency
Interdependency

Bridge-Builders

Disrupters

Caregivers

Frontline
Responders

LEVELS OF SOCIAL CHANGE

Institutional

Intercommunal

Interpersonal

Internal

Change within ourselves

Change on a person- to -person level.

Change in our local community.

Change at a deeper, systemic level.

INTERNAL:
CHANGE WITHIN OURSELVES

INTERPERSONAL:
CHANGE ON A PERSON-TO-PERSON LEVEL.

COMMUNITY
CHANGE IN OUR LOCAL COMMUNITY

INSTITUTIONAL:
CHANGE AT A DEEPER, SYSTEMIC LEVEL.

Where does PEAR team sit?

- *How do we as PEAR team members contribute to the social change ecosystem?*

- *What are our roles?*

- *What level(s) of social change?*

As a PEAR team member, my role is to...

5 MIN BREAK!

Equity Impact Review

Agency Team Leads:
- Evaluate agency services, gaps and opportunities
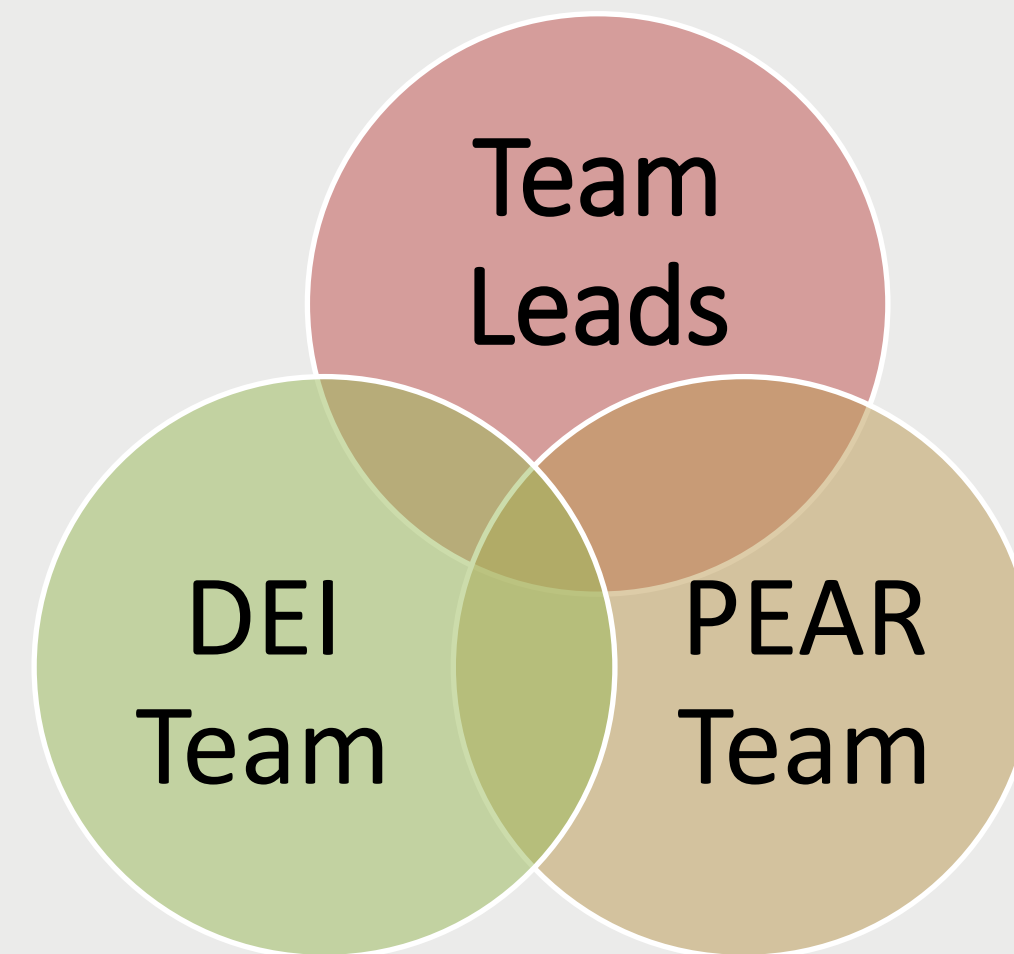- Presents and collaborate with PEAR Team

PEAR Team:
- Shares feedback, input, ideas
- Reviews, reflects, considers overlaps

DEI Team:
- Provides scaffolding, support, structure
- Facilitates process

Collaboratively: Identify DEI priorities

Goal: Complete baseline EIR; identify 3 overarching DEI agency priorities

Team Leads

DEI Team

PEAR Team

Preliminary Equity Impact Review (EIR)

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Where does PEAR team sit?

- *What is our role(s) in each of these priorities?*

- *What does that role look like?*

As a PEAR team member, in this EIR priority my role is to...

Small group breakouts:

- We will review directions on the jamboard!
- Then we'll break out into groups of 4-5.
- Keep this image open for your reference-->

My Role in a Social Change Ecosystem

Small group share outs
3 mins each

Next steps

- Meet with agency teams
- Share PEAR feedback
- Select 3 EIR priorities
- Develop 2024 PEAR workplan

Date	Meeting	Covering
October 11	Meeting 5: EIR	EIR update Discover Pass Donation program update
November 8	Meeting 6: DEI Learning	Introducing Social Identity & Systems
December 13	Meeting 7: Review and plan	2024 PEAR work plan

Closing