

PEAR Team Meeting 18 – Meeting Notes – December 18, 2024, 12-2 pm

Welcome & Icebreaker – Yelley 12:05 pm

Icebreaker asking the group to respond to the prompts below.

- Name
- Pronouns
 - (she/ her, they/them, he/him, etc.)
- Visual Description (highlights)
 - Race and/ or skin color
 - Hair (cut or style)
 - What you are wearing (glasses, jewelry, color of your shirt)
- Role(s) if you like
- Check in:
 - What energy are you bringing today?

Facilitators' Present:

Yelley Taylor, they/them, Parks DEI Consultant

Janette Chien, she/her, Parks DEI Director

PEAR Team Present:

Lynn Makowsky, she/her, Community member

Alyssa Smith, she/her, Boating Education

Danielle Romer, Founder of D36 Community

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

Curt Fackler, Camp Host Volunteer WA and AZ

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

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

Valeria Veasley, Policy & Governmental Affairs Management Analyst

Reco Bembry, he/him, President Big Tent Coalition

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

Natasha House, she/her, Deputy Director of Administrative Services

Observers Present

Chris Carlson, he/they, Parks Construction Project Coordinator

Heather Carrington, she/her, Central Lakes Area Administrative Assistant

Tonna Jensen Sigler, she/her Administrative Assistant DEI/Communications

Agenda

Janette welcomed the group at 12:04 pm. Janette reminded the team of our community norms. 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. This is a great time to revisit these norms as we will be discussing building Pro-Equity Anti-Racist (PEAR) Communities. Yelley shared that we understand your participation in this meeting as your agreement to these norms.

Janette shared the agenda:

- Check in
- Equity Impact Review (EIR) Topic: Building PEAR Communities

- End of year shout outs
- Closing

Yelley led the check-in and shared, as we continually work to embed equitable practices in our processes, you may notice changes to our meeting format with the goal to cultivate accessible and affirming spaces. Because every meeting/interaction is an opportunity to practice – and where better to do it than in this community learning space.

Equity Impact Review Building PEAR Communities

Janette shared that EIR stands for Equity Impact Review, which the PEAR Team is currently leading within the agency by reviewing projects brought by various departments with the agency for feedback and guidance. You may remember near the beginning when our PEAR team initially started meeting that we conceptualized our DEI program work in four quadrants, workplace culture, learning opportunities, community engagement, and equity frameworks. We will focus on Workplace Culture. One of our DEI goals is to build a PEAR Pro-Equity Anti-Racism Agency Culture.

We hope to build a Pro-Equity Anti-Racism (PEAR) Agency Culture by:

- Providing DEI trainings/learning opportunities for staff
- Collaborate with PEAR Team to develop community-informed PEAR Strategies and DEI priorities for the agency.
- **Facilitating ongoing PEAR conversational communities**

Internal

- Employee Resource Groups
 - BIPOC
 - 2LGBTQ+
 - Parks All Gender Moms
- Pride Planning Committee
- Parks Ally Group

External

- PEAR Team

Employee Resource Groups (ERGs)

- ERG is for employees to come together around shared identities and goals. Identities may include race, gender, age, sexual orientation, working parents, disability, veterans, etc.
- Offers community support and resources for members to cultivate an inclusive agency culture and improved staff retention.
- Facilitated spaces, monthly in person or virtual

Yelley shared that the Black Indigenous People of Color (BIPOC) group meets monthly mostly virtually and started in December of 2022 and originally functioned as a community DEI learning space. After feedback from group members, we pivoted to having more casual gatherings that focused on community building and culture sharing.

After our summer survey, we are planning to have more of a balance between community building/ culture sharing and traditional DEI learning.

Janette shared that this group offers virtual gatherings for those who are a part of the 2LGBTQ+ community (2-Spirit, Lesbian, Gay, Bi-, Trans-, Queer or Questioning, Ace, Non-Binary, and much more). This group has been meeting since December 2022. It's been very fluid, casual, offering a chance to check in, share stories and build community. Out of this group, we formed a Pride Planning Committee to participate in local Pride events across the state. We ended up separating the Pride Planning Committee into a separate meeting series for two reasons: 1) Our meetings became all about logistics and 2) There was lots of interest and so the Pride Planning Committee ended up as a much larger group. We wanted to preserve the 2LGBTQ+/Parks Alphabet Members (PAM) group as an ongoing space for in-community building without having to produce or coordinate programs. Calendar invites are private to protect confidentiality.

The All-Genders Mom's group is a community for all moms. We use the term "mom" as an umbrella term for any staff who identify as part of this role or an ally to this community. Join us for virtual gatherings one hour per month for Parks moms of [all genders](#). This employee resource group is diving into topics including identifying and coordinating lactation rooms or areas, developing a support system for working moms and more.

- This group has historically focused on short term projects that will increase the visibility and support of working moms.
- Differs from the others, it has a charter, mission, and short-term projects (which we'll cover in a later slide).
- A community for all moms

Yelley shared about the BIPOC groups gatherings in 2024

- Lunch with Emerging Leaders Program cohort
- Batik Workshop with Kuen Kuen
- Hike at Millersylvania
- Potluck (pictured slide 9)
- Interest survey

Janette shared that the 2LGBTQ+ group formed in 2022 and had a variety of gatherings in 2024

- Queer Trivia
- Attending Pride events together
- Flag-raising event at Headquarters (pictured to the right)
- Co-writing Inside Parks articles
- Support, connection

During the pride flag raising at headquarters our director Diana was there and shared some words about what this community means to her.

The pride article written by Ranger Fiest about what pride means to them was one of the most top read articles on Inside Parks in 2024.

The pride planning committee came out of the 2SLGBTQ+ group and had 25 staff involved. We developed a 2024 Pride Planning Packet. The goal of this packet was to support staff across the state to participate in local pride events. The packet included a brief history of pride, planning resources, and a FAQ. We also talked about all the different pride flags. One of the reasons we decided to include all these flags that represent different identities within the LGBTQ+ community is to show that there is great diversity within the LGBTQ+ community

We also had a swag kit that included a banner that said “The Outdoors is for Everyone” we also provided pride stickers to handout at booths or in a parade. We also had a custom email signature and teams background for pride to offer people different ways to connect to pride and show support.

Participated in:

- Spokane Pride
- Stanwood-Camano Pride
- Skamania Pride
- Olympia Pride
- Monthlong celebration at Millersylvania State Park

Janette shared a staff snapshot from the different pride events across the state (review slides 12-14 for staff anecdotes from these events). This was a beautiful moment for staff to participate in community engagement and support an inclusive work culture. Our director Diana attended the Spokane Pride event.

A quick shout out to Seamus (pictured on the left of slide 13) he is one of the founding members of the 2LGBTQ+ group he hosted queer trivia and is a huge part of how we got started participating in pride. The first year we participated in an official compacity was 2023. One of our mascots Bagley the beaver (pictured on the left of slide 14) is called a queer icon by the LGBTQ+ group.

Yelley shared more about the all gender moms group

- Inside Parks articles
- Mom’s survey: to learn the supports and challenges that moms across the agency are experiencing
- Gathering data on lactation rooms across the state (staff led)
- Recent name change
- Pivoting to meeting topics to balance community building and learning

As mentioned earlier, this group functions differently than the other ERGs. This is uncharted territory, it’s not a common ERG, so we are trying to figure out how to facilitate it so that it fulfills the function of an ERG. This group as a whole is not considered a protected class, though pregnant people are and various communities

within this umbrella of motherhood are. We are struggling because it is a predominantly white space. This group came together because of community need.

However, because it is under DEI, we are exploring how to facilitate this space in a way that centers equity, which is why we (Janette and Yelley) proposed a name change. The category of mom is so broad. We changed the name from the Parks Moms Group to Parks All Gender Moms Group. In equity we are focusing on folks that are marginalized and don't have visibility. It was really important we start the conversation about motherhood being an expansive experience. This name change is one example of how we are focusing on equity within the communities of motherhood and in the agency. Janette shared we have one of our prompts about this group. We want to look at ways we can center equity around this group. In some ways the category of mom can be exclusive and intentionally excludes groups because of dominant norms. I'm thinking about the intersection between moms and communities of color. Moms of color have a different experience than white moms. Moms with disabilities also have different experiences. We want to create a learning space for the nuances within this category and grow that.

Janette invited Lynn, a cofacilitator of Parks Ally Group (PAG) to share. PAG engages Parks staff who wish to learn and develop an anti-racist ally practice to work towards racial justice.

Goal: Support staff to become impactful allies to BIPOC (Black, Indigenous, and People of Color) communities. PAG participants engage in interactive activities, self-reflection and conversations about their own racial identities, race as a system of power, and systemic racism.

Who: Open to all agency staff. Limited to 12 members. Involves short application process.

Structure: Monthly 1.5-hour sessions

Pre-requisites: Completed Unpacking DEI: What's Next for Me?

Facilitated by: Janette Chien & Lynn Makowsky

This started with the DEI Roadshow and an ask from Lynn for more learning opportunities. This group is more of a structured learning opportunity with activities and reflection time. We wanted to put together a cohort of members with a range of job types, locations and identities (eastside/central/west, etc.). We received more applications than we had room for.

Janette shared about the learning flow of PAG. We have 10 sessions planned so far and will start session 8 in January. We spent the first four sessions building a foundation, talking about norms and identity like what we did with the PEAR team. We didn't start to hone in race until further in the series.

1. Community Norms and Circles of My Multicultural Selves
2. Conversational Tools: Segments of Self Knowledge and Windows & Mirrors
3. Social Identity Wheel
4. Systems of Oppression and the Four I's of Oppression

5. Race as Identity
6. Race Stories
7. Race as Systemic (Housing example)
8. Race Conversations
9. Moving to Anti-Racism
10. Enactable Possibilities

We dove into housing to show how race and housing have been intertwined, specifically racism and housing and is systemic. The goal is to develop tools for participants to feel comfortable with other white folks about how to anti-racist.

Halfway through the series we asked for feedback. What's going well? What's challenging? (Review slides 18-19 for staff quotes)

Review video for this: Janette shared that she's really seen AHHA moments of people really starting to learn that these systems of racism really impact every aspect of our lives. We have a community of folks that are coming together each month to support each other through this pretty significant process.

Lynn shared that with this group she wanted to focus on this as a learning community to learn together. We lean into the un-comfortability and vulnerability. It has been great to see everyone be open and learn together and cover some difficult topics. It's been very rewarding to be a part of.

Janette called on Chris to share his experience in PAG. I enjoy the different perspectives and viewpoints I may not have thought of. As an old white guy, I feel like I absorb a lot of the grief. I feel like everyone is looking at me as the root of problems. This group has given me a lot of introspection. Chris shared his experience of trying to become a firefighter and being told that he was the wrong gender and race.

Janette thanked Chris and Lynn for sharing.

Statewide Groups

Lastly, we have statewide groups. Yelley shared that we have Parks representatives in each of the Business Resource Groups (BRGs).

- Blacks United in Leadership and Diversity (BUILD)
- Disability Inclusion Network (DIN)
- Hawaiians, Asians, and Pacific Islanders Promoting and Empowerment Network (HAPPEN)
- Latino Leadership Network (LLN)
- Rainbow Alliance and Inclusion Network (RAIN)
- Supporting Our Voices, Empowering Rights and Indigenous Governance (SOVEREIGN)
- Veterans Employee Resource Group (VERG)
- Washington Immigrant Network (WIN)

As part of our ERG work, we are strategizing how to bring those representatives from the BRGs together to continue to inform us about what we are doing within our agency and learn about what other agencies are doing across the state. There are also DEI Councils and Communities of Practice for equity work including Intercultural Development Inventory (IDI).

Challenges

- Limited staff capacity
- Too many or not enough
- Prioritizing our energy

DEI is only a team of two with administrative support. Facilitating ERGs and making connections to what we are doing in this division takes a lot of time. We don't know if there are too many or if we don't have enough ERGs. While the ERGs are an important part of the work in supporting staff, there are many other parts of the work, and we are trying to balance and prioritize. Janette shared that there could be so many groups and some groups have many needs. We want to focus on what these groups need and what is sustainable and what the goals of these groups are. Some of that is still evolving.

Questions/Comments

Q: Do the groups have charters? Are there documentations that guide the work?

Janette: The Parks All Gender Moms group has a charter. The other groups don't have a charter but more so group descriptions. We have struggled with, are the charters for the group members or for the agency to prove that it's worth it?

Q: It's definitely their choice based on their needs. Are any of these funded by the state?

Janette: Any state employee can participate in BRG's, there is a policy for this. We also have the same practice for ERG's. We don't have funding or budget for these groups. We have been able to provide refreshments or partnerships with other programming for funding.

Q: In one of the groups, I was unclear on some of the letters in the 2SLGBTQIA+ acronym what is two spirit and ace?

Yelley: 2S two spirit is an identity of indigenous people and ace stands for asexual.

Janette: Two spirit is an identity within the indigenous community, someone that is not indigenous cannot be two spirit.

Prompts

Janette shared the prompts before the break to give the team time to think before they enter their breakout rooms.

- What are PEAR community building strategies that you have seen working well in other spaces you've been in?

- What does it look like to have a Parks mom's group that is PEAR?
- What kind of framework supports any developing employee group to be PEAR?

Break

From 12:56 –1:10 pm

Breakout Rooms

The groups were divided into three breakout rooms to discuss the prompts above. Janette asked the groups to share out.

Group 1:

Shared that the group talked about a lot with a lot of questions about what we're doing at the agency. The potential for racial identity caucusing. If we have two different groups, PAG and BIPOC, how will the ally group demonstrate their allyship.

There's an overshadowing of certain ERGs groups. A budget shows an investment and can encourage more groups to develop. PAM is different because there is one event that we can plan for, PRIDE. In BIPOC we represent different cultures and communities so there is not one event we are planning for. How do we create equity within communities. We talked about the importance of conversation to hear and learn from each other especially during conflict.

Janette asked what potential overshadowing of communities means.

Reco shared looking at it from the perspective of ideologies, four I's of oppression. In some instances, there are things that people gravitate to (like Pride) and it brings in a larger group of folks to rally around – like a gravitational force. But that is not so much happening for BIPOC folks. This can create an internalized power dynamic. In the presentation as an example there was a lot of emphasis on one area and not BIPOC groups. There's a gravitational pull to what is easiest versus discussing race and BIPOC oppression is hard.

Janette shared that Reco's comment resonated with her. And that she feels the imbalance too where folks are rallying around certain projects. For instance, we had nearly 30 employees helping with the pride planning committee and so it was easy to do more work and divide and galvanize. The same momentum is not happening with other ERGs. So, we are trying to figure out how do we strategically support the needs of staff who are racially marginalized. Especially with the demographics of state parks being nearly 90% white – that has an impact as well on the balance on different projects.

Group 2:

One of the things we noticed right away was that we were entirely a staff group. We didn't have community members in our group to spark ideas for building. We can advocate for flexible work options to support the Parks All Gender Mom group to support a work life balance. If we can offer incoming employees, the flexibility that we

are craving that's a win. As my kids are grown, I wouldn't get very involved in it, but I would want to provide support.

Structures and systems provide safety and sanity. We could use additional training to support and direct our work.

I'm not a mom but I've played one in the past. My wife worked a lot of hours, and I stayed home and took care of the kids and my mom while trying to work at the same time. There are a lot of balls in the air as a parent so having flexibility is so important. With the capital program everything has a schedule attached to it, weather windows, contractor windows, etc. It can be challenging to have flexibility with such rigid schedules.

Group 3

Janette shared we also discussed the All Gender Moms group and its name and membership. Curt talked about his experience joining a foster parent group that was impactful in providing resources to foster parents. We also discussed taking a break with the All Gender Moms until the group has a more expansive understanding of what we mean when we say mom or until we have a clear focus on what we are working on.

We touched on how hearing more from staff who are representatives of the statewide BRGs might be helpful. Historically there was a group of all the Parks representatives in BRGs to report out.

Reco asked: What is the greatest struggle you two face internally moving the cruise ship. We must bring truth to power what is the biggest struggle.

Janette shared: Wow that's a big question. I need some time to reflect before answering this prompt.

Yelley shared: My biggest struggle is the balance between my personal, professional and intersectional identities. I'm also a black staff member in this agency that has a history of exclusion. Every moment I'm calculating how far I want to push, how much energy I want to put in and what prep it takes.

Reco shared: I feel that the core of this hard work is having those discussions and how to help move this significant lift. We can talk about it and dance around but what is the core of the issue? Are the leadership in the organization really committed to this? Do middle managers feel like they don't have the time to commit to this? The budget tells the story that if the budget increases there's an increase in commitment, if it decreases it shows a decrease in commitment. I think that's an important reflection to have synergy, to have movement and for change to occur we have to be ok with the uncomfortable. What is every individual struggling with?

Janette shared: I'm thinking about anchors, about what and who anchors me, and I think that the PEAR team does this. I know that people are going to show up and be committed to this work. DEI didn't exist at parks until 2021 and it's new and under resourced. The Tribal Relations team are an anchor for me. Suzanne and Jeff have been here longer and doing forms of DEI work without it officially being called that nor having any additional resources for this work. I'm thankful for the anchors, it gives me hope. Especially when it feels at times like we are trying to boil the ocean in doing DEI work.

General Updates

- Snowshoe adventures with organizations across the state this is the second year we've had these. This will happen January-April and we are currently in the planning stages.
- Governor's forecasted budget deficit: [FAQ](#) we are abiding by the hiring freeze minus non-essential roles, non-essential travel etc. There are a lot of unknowns but I'm hoping that we are doing what we can to lessen the impact on visitors and staff.
- We are in a better position than cabinet agencies because we operate on 65% earned revenue and about 35% general fund.
- Youth Leadership program - DEI inherited this program working with high school aged people in the Bellingham area to get them engaged with Parks and build their compacity as leaders.
- Janette shared a draft of what we are expecting to bring in 2025.

Closing

Janette asked the group to type in the chat one thing they are proud of for 2024. The meeting closed at 2:06 p.m.



PEAR Team Meeting 18

December 18, 2024

Building PEAR Communities



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

- Check in
- **EIR Topic: Building PEAR Communities**
- End of year shout outs
- Closing



Let's check in!

- Name
- Pronouns
 - (she/ her, they/them, he/him, etc.)
- Visual Description (highlights)
 - Race and/ or skin color
 - Hair (cut or style)
 - What you are wearing (glasses, jewelry, color of your shirt)
- Role(s) if you like

- **Check in:**
 - What energy are you bringing today?



DEI Program

Build a PEAR Agency Culture by:

- Providing DEI trainings/learning for staff
- Collaborate with PEAR Team to develop community-informed PEAR Strategies and DEI priorities for the agency.
- **Facilitating ongoing PEAR conversational communities**



Building PEAR Communities

Internal

- Employee Resource Groups
 - BIPOC
 - 2LGBTQ+
 - Parks All Gender Moms
- Pride Planning Committee
- Parks Ally Group

External

PEAR Team



Employee Resource Groups (ERGs)

- ERG is for employees to come together around shared identities and goals. Identities may include: race, gender, age, sexual orientation, working parents, disability, veterans, etc.
- Offers community, support and resources for members to cultivate an inclusive agency culture and improved staff retention.
- Facilitated spaces, monthly



Employee Resource Groups

- **BIPOC (Black, Indigenous, and People of Color)**
 - Monthly gatherings (virtual and in-person) where we can be in community, share space and stories, and support each other
- **2LGBTQ+ (2-Spirit, Lesbian, Gay, Bi-, Trans-, Queer, and more)**
 - Virtual gatherings for those who are a part of the 2LGBTQ+ community (2-Spirit, Lesbian, Gay, Bi-, Trans-, Queer or Questioning, Ace, Non-Binary, and much more). These gatherings are meant to be a source of joy and support for staff
- **Parks All Gender Moms***
 - A community for all moms. We use the term “mom” as an umbrella term for any staff who identify as part of this role or an ally to this community. Join us for virtual gatherings one hour per month for Parks moms of [all genders](#). This employee resource group is diving into topics including identifying and coordinating lactation rooms or areas, developing a support system for working moms and more.



BIPOC Group

2024 gatherings included:

- Lunch with Emerging Leaders Program cohort
- Batik Workshop with Kuen Kuen
- Hike at Millersylvania
- Potluck (pictured)
- Interest survey



2LGBTQ+ Group

2024 gatherings included:

- Queer Trivia
- Attending Pride events together
- Flag-raising event at Headquarters (pictured to the right)
- Co-writing Inside Parks articles
- Support, connection



Pride Planning Committee

2024 Pride Planning Packet!

Participated in:

- Spokane Pride
- Stanwood-Camano Pride
- Skamania Pride
- Olympia Pride

Monthlong celebration at
Millersylvania State Park



Spokane Pride



“I felt super welcome in a space that shows kindness, love, compassion, and understanding. While the statistics reflect queer people as a minority, you really couldn’t tell by attending the Spokane Pride Event! I hope I can impact strangers in a positive way as they have impacted me! Thank you all for the love and support! ♥”

With love from the Coulee Corridor Area,
Morgan, Senior Park Aide”

13 parks staff



Stanwood-Camano Pride



“We each took shifts engaging with our local community by handing out tons of free swag and encouraging folks to visit our parks, as well as volunteer with us and apply to open job positions! All in all, we were able to make meaningful connections with over 450 people who stopped by the booth. Among all those connections the common theme we heard from folks was “thank you for being here”. Folks of all ages and backgrounds came to us and shared their experiences and stories, most included how much the outdoors means to them and what it meant to them to see State Parks represented at Pride.”

- Kelly, Administrative Assistant, Salish Foothills
7 parks staff



Olympia Pride



“Getting to fulfill my “cool auntie” role by bringing my niece and her girlfriend to their first pride parade truly made my month!! I want to say thank you to the 2LGTBQIA+ trailblazers in this community and here at Parks! This wouldn’t have been possible without you. I’m so proud to know and support two queer 12-year-olds that are so authentically themselves and PROUD of it.”

-With Queer joy, Tonna Communications/DEI AA5

19 parks staff



Parks All Gender Moms Group

- Inside Parks articles
- Mom's survey: to learn the supports and challenges that moms across the agency are experiencing
- Gathering data on lactation rooms across the state (staff led)
- Recent name change
- Pivoting to meeting topics to balance community building and learning



Parks Ally Group (PAG)

PAG engages Parks staff who wish to learn and develop an anti-racist ally practice to work towards racial justice.

Goal: Support staff to become impactful allies to BIPOC (Black, Indigenous, and People of Color) communities. PAG participants engage in interactive activities, self-reflection and conversations about their own racial identities, race as a system of power, and systemic racism.

Who: Open to all agency staff. Limited to 12 members. **Involves short application process.**

Structure: Monthly 1.5 hour sessions

Pre-requisites: Completed Unpacking DEI: What's Next for Me?

Facilitated by: Janette Chien & Lynn Makowsky



PAG Learning Flow

10 sessions:

1. Community Norms and Circles of My Multicultural Selves
2. Conversational Tools: Segments of Self Knowledge and Windows & Mirrors
3. Social Identity Wheel
4. Systems of Oppression and the Four I's of Oppression
5. Race as Identity
6. Race Stories
7. Race as Systemic (Housing example)
8. Race Conversations
9. Moving to Anti-Racism
10. Enactable Possibilities



PAG Feedback

What's going well? What's challenging?

"I have learned new things and re-thought old beliefs. I really like hearing other's perspectives and backgrounds. I love that folks can feel comfortable to share their stories and be vulnerable. Everyone has their own story but at the same time, we all share many of the same feelings and thoughts."

"I feel I am able to absorb the material and participate in the conversations and reflection activities. I am getting better at identifying social and structural inequalities both current and past."

"Because I never really thought much about how systemic racism played into my own life, it has been a little challenging to identify and accept those areas where I have benefited based upon my race and gender."



PAG Feedback

What ideas do have for our group moving forward?

It would be awesome to help shape an achievable quantitative and qualitative baseline for how we support people (i.e. having translation options for non-English speakers in both writing and spoken/signed word, engaging with communities that typically are not using state resources we offer thru parks or recreation, offer more training for staff members to understand the topic better, working with diverse businesses in contracting, etc.)

I think it would be beneficial to look at the agency and historical issues with access and to brainstorm ways moving forward to come up with programs and outreach ideas to welcome the underserved communities and groups.



Statewide Groups

- Business Resource Groups (BRGs)
 - Blacks United In Leadership and Diversity (BUILD)
 - Disability Inclusion Network (DIN)
 - Hawaiians, Asians, and Pacific Islanders Promoting and Empowerment Network (HAPPEN)
 - Latino Leadership Network (LLN)
 - Rainbow Alliance and Inclusion Network (RAIN)
 - Supporting Our Voices, Empowering Rights and Indigenous Governance (SOVEREIGN)
 - Veterans Employee Resource Group (VERG)
 - Washington Immigrant Network (WIN)
- DEI Councils
- Community of Practice



Challenges

- Limited staff capacity
- Too many or not enough
- Prioritizing our energy





**Questions?
Comments?**



Prompts

- What are PEAR community building strategies that you have seen working well in other spaces you've been in?
- What does it look like to have a Parks mom's group that is PEAR?
- What kind of framework supports any developing employee group to be PEAR?



Discuss in Breakout Rooms!



Updates

- Snowshoe adventures
- Governor's forecasted budget deficit
- Youth Leadership Program



2024 PEAR Workplan / EIR (Equity Impact Review)

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 – Career Pathways
Sept 18	The commission & conversation with Commissioner Danenberg	Community Engagement
Oct 16	Reservations program	Visitor Experience
Nov 13	Using Technology to Increase Access – Visitor Services	Visitor Experience
Dec 18	Building PEAR Communities	Workforce Development

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



What to expect from 2025

Date	EIR Topic	EIR Priority Category
Jan	2024 reflections, 2025 planning	
Feb	Folk and Traditional Arts program	Community Engagement
March	Retreat Centers: Partnership Criteria	Visitor Experience
April	Ranger Hiring Process	Workforce Development
May		
June		
July	OFF	
Aug	Public input for SEPA determinations	Community Engagement
Sept		
Oct		
Nov		
Dec	t	



Closing

