

**Tuesday, July 13, 2021**

9:00 - 11:00 am

Zoom Virtual Meeting

**Members Present**

Corbin, Bonnie Gee Yosick, Paul Agrimis, Erin Zollenkopf, Adrienne Feldstein, Casey Mills, Mike Elliott, Ali Berman, Paddy Tillet, Elana Pirtle-Guiney, Nova Newcomer, Randy Gragg, Juan Piantino, Sabrina Wilson

**Members Absent**

Lorena Nascimento, Alejandro Orizola, David Staczek

**City Staff Present**

Brooke Gardner, Kenya Williams, Jenn Cairo, Todd Lofgren, Tonya Booker, Maximo Behrens, Lauren McGuire, Nicola Sysyn, Margaret Evans, Tim Collier, Riley Clark-Long, Adena Long

**Call to Order/Social Time**

Board Chair Bonnie Gee Yosick called the meeting to order at 9:01am and meeting participants shared how they beat the heat during the recent heat wave.

**Approve May and June Minutes**

Bonnie asked the Board for a motion to approve the May and June meeting minutes. Casey made the motion, Paul seconded, and they were unanimously approved.

**Retreat Follow Up**

Bonnie thanked Paul for serving as Board Chair for the past two years and asked him to review the priorities identified at the retreat and asked members to share any additional comments or priorities they want to capture.

Paul reviewed the themes that came out of the retreat including the geographic diversity of each person's origins. He noted the themes of peace, happiness, quality of life, and enjoying the outdoors, functionality, affordability, places for families, exercise, exploring and creating.

Ali added to the list wildlife, who are the biggest users of parks. Corbin shared in addition to places for families, places for community. Nova raised the priority of better inviting in youth, middle-school-aged kids. Adrienne highlighted the priority of access especially for older individuals. Paddy noted that there are many ADA improvements included in the deferred maintenance backlog and universal access should be incorporated in any new maintenance or improvement projects. Corbin added that access is also about culture and someone's ability to use parks not just their proximity to parks.

Bonnie would like the Board to also prioritize identifying its role in supporting the Healthy Parks, Healthy Portland Planning Framework (HPPH) going forward now that the 2020 Vision



has expired. Casey noted that Council established the Board, and its mission should be in alignment with the work of the bureau. As part of the HPHP effort, the Decision Support Tool team has been meeting and developing the pilot tool being used for the PP&R Fall Budget Monitoring Process Request. The Mission, Vision, Values, and Equity Statement team will be coming together soon, and Board members are being invited to serve on the team.

### **Director's Report**

Adena encouraged the Board to review and ask any questions about the Monthly Report that was sent with the meeting agenda and materials. Some highlights include the start of summer programming, two new nature patch designs nearing completion, and an update on the ever-popular Community Gardens.

The City and the bureau have dialed in protocols for extreme cold inclement weather and wildfire response, but protocols for extreme high heat need improvement. In response to the recent heat event, the bureau and the City are discussing lessons learned and developing aligned Citywide heat wave protocols and additional operations planning. Trees are particularly vulnerable to extreme heat and our Arborists are also vulnerable during this time. The Urban Forestry division is working to water recently planted trees throughout the City to hopefully ensure that they can establish successfully.

The City Nature team within the Land Stewardship division is working closely with Portland Fire and Rescue (PF&R) implementing fire risk reduction in and around parks with a recently awarded grant, installing fire risk signs, and making Forest Park Fire Lane improvements.

Adrienne asked if there has been mass loss of trees from recent heat and if there is a way to better protect trees. Jenn reviewed how trees and plants are impacted by high heat events, what tree establishment care is being done and communicated with the public, and the need to water newly planted and established trees.

Corbin asked if the heat wave protocol discussion will take place in a public forum with input from the community. Adena did not anticipate it being a public discussion, and she will share an update including outcomes and PP&R specific protocols.

Adrienne asked about how prepared the bureau is for Forest Park fire risk mitigation. Adena noted that there will be improvements made to the Fire Lane to allow for better access and other efforts being made in coordination with PF&R. Todd added that when conditions call for it, parks and natural areas identified as wildfire risk areas are closed. Bonnie requested PP&R wildfire risk reduction efforts as a future agenda item.

### **Working Group Reports**

#### *Community Engagement*

Erin is working to set up a regular monthly meeting for the working group with Tim and Kenya serving as staff support. Erin will be following up with those interested to confirm membership. The working group will work to align the Board Affirmation of Equity Statement with the

Bureau's Equity Statement that is still being developed. Adena clarified that the bureau has already done a lot of work on the Equity Statement. The community listening sessions that are currently underway will help the bureau refine it and the Mission, Vision, and Values. Incorporating this feedback will be completed August through October, and the new drafts will be shared with the community for feedback during the second wave of engagement, October through December. The plan is to have a final draft in early January. Board members will be invited to participate on the team, and Adena will share updates throughout the process.

### *Financial Sustainability*

The City and PP&R operates on a July 1 - June 30 Fiscal Year cycle and just finished the 2020-21 Fiscal Year. Staff are wrapping up year-end reports and do not expect any surprises. The bureau fully utilized their General Fund allocation and spent less Levy funds than estimated. City Council has approved the FY 2021-22 budget, and the bureau is developing the Fall Budget Monitoring Process (BMP) request to submit on September 9. Council will vote on the Fall BMP in late October or early November. Levy Oversight Committee has been established and had their first meeting on 7/12. The group received an overview of the Decision Support Tool at their recent meeting. It is intended to help inform decisions not make decisions. The prototype is being used for the Fall BMP request and will be improved over time with use. It remains largely subjective and future improvements are intended to make the process more defensible and replicable. The Sustainable Future program is exploring alternative funding options including how the bureau can use existing properties to increase revenue. Todd reviewed the membership of the Levy Oversight Committee (Alescia Blakely, Judy Bluehorse Skelton, Maria Velez, Paul Agrimis, and Silas Sanderson) and the alternative funding sources Council directed the bureau to investigate - General obligation bond, Special district, Local option levy, Prepared food and beverage tax.

### *Land Use/Infrastructure*

Paddy shared his appreciation for PP&R staff who have supported the working group on several topics. He and Randy have been serving on the Earthquake Ready Burnside Bridge community committee and reported that the County is pursuing some changes to the design that are contradictory to identified priorities to cut costs. The working group recently heard about the Tennis and Emerging Sports Courts Strategy project and Willamette Greenway improvements. The Ankeny West Food Carts will be opening soon, and Oregon Department of Transportation I-5 Rose Quarter planning continues - they expect an update soon. The Forest Park Fire Lane is being improved to allow for better access into the park. The South Park Blocks Master Plan will be at Council on July 15.

Lauren reported that the initial Forest Park site fine from the Department of Environmental Quality was reduced from about \$460,000 to about \$4,000 because PP&R will complete remediation by the end of this year, include a supplemental environmental restoration project removing invasive plants, and provide pollinator habitat.

Meeting participants discussed the Tennis and Emerging Sports Courts Strategy project and concern about the fee for use survey question. Paddy asked members to share if there is a topic

of interest for a future agenda item or to be highlighted more in their report. If members are interested in learning more about the South Park Blocks Master Plan, Paddy suggested that they review the op-ed that Paddy and Paul submitted to the Oregonian.

#### *Process Improvement Ad Hoc*

Late Commissioner Nick Fish directed his bureaus at the time, PP&R and Environmental Services (BES), to work collaboratively to find efficiencies in managing their overlapping work. Bonnie has served on the process improvement task force in the past. The work has been on hold for some time due to transitions in BES. When the group reconvenes Bonnie will report back to the Board. Adena will be meeting with BES to discuss Natural Area Management later in the week and will report back.

#### **Portland Parks Foundation Report**

The Foundation and the Bureau will create a task force to review how they work together as they approach their 20<sup>th</sup> anniversary. They recently produced a series of park posters for the celebration of their 20<sup>th</sup> anniversary and sales have been going well. Randy reviewed the history, planning, and details for the upcoming Paseo on August 27 and 28.

#### **Workforce Development Update**

##### *Hiring Update*

Margaret shared an overview of recent outreach efforts. New Talent Acquisition Specialist, Aly'ce Brannon-Reid has supported the coordination with community partners and BHR, virtual career fairs and workshops, social media and marketing, and supported hiring managers and supervisors. The goal was to hire 1,850 seasonal employees in many workgroups. We received over 3,000 applications as of July 7<sup>th</sup>. Over 540 hires were made in Recreation dry side, 370 in Aquatics, 55 Seasonal Maintenance Workers, 70 Youth Conservation Crew, 20 Portland International Raceway, and 15 Seasonal Park Rangers bringing the total number of seasonal employees hired to about 1,070. For regular recruitments, the hiring goals were 50 newly created full-time positions, fill 20 existing vacancies, and reclassify nine positions. So far in 2021, over 30 hires have been made, eight positions have been reclassified, and there are 40 remaining to fill. 31% of seasonal hires are Black Indigenous People of Color (BIPOC). And as of June 23, 37% of hires made in 2021 are BIPOC and 31% of all staff are BIPOC. The team is pausing to reflect and gather feedback from all involved in the hiring process to identify lessons learned and make improvements for the next phase of hiring. The team will continue to support outreach, recruitment, and hiring and onboarding new staff.

Adrienne suggested since there is a large number of youth employed by the bureau that they utilize 360-degree evaluations to help retain and recruit older staff members and improve and maintain status as an employer of choice. Sabrina asked how staff retention is included in this effort. Margaret thanked Adrienne for the suggestion and shared that the new Talent Acquisition Specialist will also focus on supporting promotion and retention efforts.

#### *Safety Training Report*

Vicente provided a review of the staff trainings that the Safety and Security team has been offering. In addition to de-escalation training, the Safety and Security Team with the Equity Team have held in person sessions reviewing safety and equity best practices with work groups throughout the bureau. They have and will continue to offer Mental Health First Aid training with support from the Office of Community and Civic Life. It is a specialized training to help staff overcome traumatic events and is recorded for those who couldn't attend. Rangers have a week of Verbal Judo training which will be offered to all staff bureau wide soon to ensure they are equipped with best practices for deescalating situations.

Due to lack of time, Bonnie asked to have a deeper dive into these training efforts at a future meeting. Adrienne added that she'd like to understand more about the roles of staff.

The meeting was adjourned at 11:03am.