

YCC Supports Racial Equity Goals

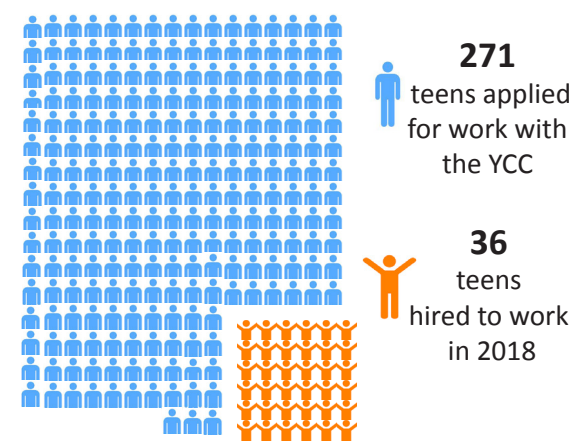
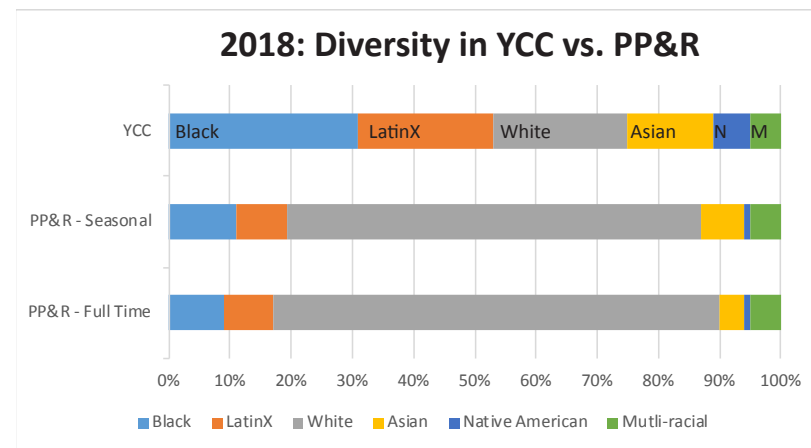
YCC attracts and hires from a **diverse applicant pool**. These emerging environmental leaders will have the opportunity to participate in paid internships through age 25, if funding allows. **This program directly contributes to a more diverse hiring pool for seasonal employees**, and helps the bureau meet goals outlined in the **Racial Equity Plan**:

Hiring

- Increase the pipeline of **youth of color in apprenticeship programs** by 20% by 2020. *(Objective 2, Strategy 4)*
- Increase the **percentage of employees of color hired seasonally** and promoted. *(Objective 2- Strategy 3, Action 2.3a)*
- **Streamline the hiring process** and increase hiring and retention of full-time and seasonal employees of color. *(Objective 2, Strategy 3)*

Mentorship & Advancement

- Provide **career development guidance** for employees of color to advance within the bureau. *(Objective 2, Strategy 4)*
- **Scale existing programs** and create a formal youth internship program for **youth of color, and refugee and immigrant youth to have employment experiences** in PP&R. *(Objective 2, Strategy 4)*



Alumni Stats: 2009 - 2018

Demographics

- 86%** low-income
- 55%** speak a language other than English at home
- 79%** people of color

Retention & Advancement

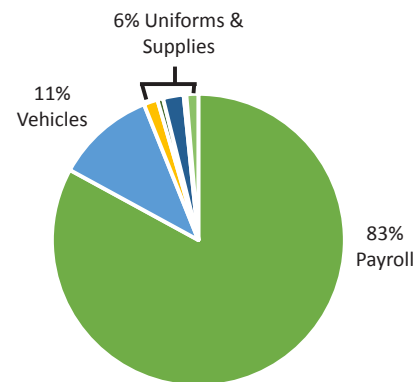
- 6** alumni have been hired into permanent full-time positions; *all 6 of these alumni also participated in the YCC internship program*
- 12** alumni have been hired as Seasonal Maintenance Workers; *9 of these alumni also participated in the YCC internship program*
- 27** alumni are currently studying natural resources in college
- 2.4** average number of years youth employed
- 21%** of alumni are still employed by PP&R after reaching adulthood

Budget

In 2018, the cost to run YCC was \$152,310. **The cost per crew was \$25,385.** Most of the money went straight to the youth, supporting local families and local economies while meeting equity and natural areas management goals.

YCC was developed in 2009 and assigned ongoing general fund dollars from the City of Portland in 2013 (\$122,000). However, our **budget has not kept pace with the rise of minimum wage** and has even been **decreased through budget cuts**. To compensate, the number of **youth employed has been reduced from 59 to 36**, and the **work season has been shortened**.

YCC is underfunded by \$52,000 in 2019 and may be required to cut crews.



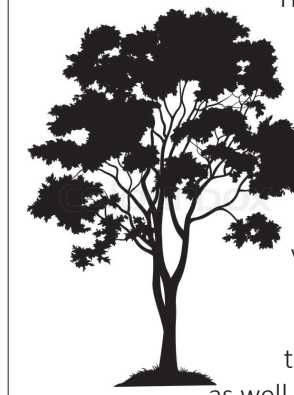
YCC Protects our Parks

The number of YCC staff hired **more than doubles the number of staff PP&R has working to improve our natural areas and trails** each summer, allowing us to complete backlogged projects and essential work. This summer, we worked at **39 sites citywide** and accomplished the following:

The **No Ivy League (NIL)** rescued **344 trees** from ivy and removed **45,543 square**



feet of invasive ivy, clematis and creeping buttercup, supporting **habitat restoration** goals without the use of pesticides. NIL monitors restoration sites for biodiversity after ivy removal. In 2018, we began monitoring nature patches for native bumble bee species.

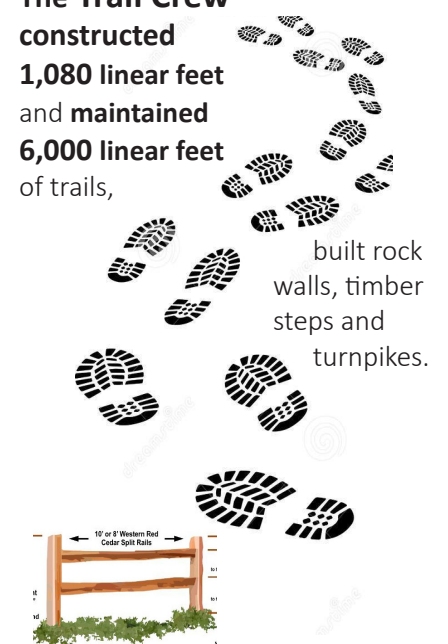


The **Tree Crew** pruned **246** trees and established **171** young trees in school yards protecting the City's investment in the urban forest, as well as improving air and water quality.

Tree Crew inventoried **321 trees**, and used GIS to input data into the Citywide Tree Inventory.



The **Trail Crew** constructed **1,080 linear feet** and maintained **6,000 linear feet** of trails,



Trail Crew installed 216 linear feet of split rail fence.



The **Teen Naturalist Team** taught **572 children** about nature through hands-on environmental science and exploration at SUN schools citywide. Each teen developed their own lesson plan and acted as "leader of the week" during which they led their peers and managed logistics.



"I love watching the Parks Tree Inventory data show up in real time. I get satisfaction from submitting a new data point!"
Sammy, Tree Crew



"Because of YCC, I feel better about myself and I feel like I couldn't be doing anything better over my summer than improving trails all over the city."
Jackie, Trail Crew



"When I was applying for this job, I was only thinking about the money. But now, I feel like I can do this kind of work for the rest of my life!"
Dan, Trail Crew

"YCC has given me a chance to explore careers in nature and learn professionalism and job skills, things I wouldn't [have] had access to otherwise." Teen Naturalist Team Member



"It feels good to have YCC on my resume, I'm always proud of my work."

No Ivy League Member



"YCC means having the privilege to work with youth my age to help protect and serve our environment for the greater good."

Yvan, No Ivy League



"I think YCC is an amazing program to help teens figure out what they want to do in the future, and has taken some of the confusion away from a lot of teens that have no idea what they want to do with their lives yet."

Belen, Trail Crew



PORTLAND PARKS & RECREATION™

Healthy Parks, Healthy Portland



No Ivy League



Trail Crew



Teen Naturalist Team



Tree Crew

We Thank Our Partners

Asplundh Tree Company | Bureau of Environmental Services | Centennial School District | David Douglas School District
 Friends of Trees | Mazamas | Metro Regional Government | Next Adventure | Portland General Electric
 Portland Public Schools | Sandy River Watershed Council | SUN Community Schools | The Xerces Society
 Quail Ridge Shade Trees | Wisdom of the Elders | Youth Mentoring Collaborative

Portland Parks & Recreation Land Stewardship Division - Contacts

Program Coordinator: kelly.rosteck@portlandoregon.gov
 Program Manager: rachel.felice@portlandoregon.gov
 Web: portlandoregon.gov/parks/ycc
 2909 SW 2nd Avenue, Portland OR 97201

Trails Crew Sponsor: jill.vanwinkle@portlandoregon.gov
 Tree Crew Sponsor: gina.dake@portlandoregon.gov
 No Ivy League Sponsor: mary.verrilli@portlandoregon.gov
 Teen Naturalist Team Sponsor: kelly.rosteck@portlandoregon.gov

Youth Conservation Crew (YCC)
 2018 Report

