



Tualatin Hills Park & Recreation District Minutes of a Regular Meeting of the Board of Directors

A meeting of the Tualatin Hills Park & Recreation District Board of Directors was held on Wednesday, September 8, 2021, at the HMT Recreation Complex, Dryland Training Center, 15707 SW Walker Road, Beaverton, Oregon. Work Session 5:30 pm; Regular Meeting 6 pm.

Present:

Tya Ping	President/Director
Heidi Edwards	Secretary/Director
Barbie Minor	Secretary Pro-Tempore/Director
Felicita Monteblanco	Director
Alfredo Moreno	Director
Doug Menke	General Manager

Agenda Item #1 – Work Session: Human Resources Updates

A Work Session of the Tualatin Hills Park & Recreation District Board of Directors was called to order by President Tya Ping on Wednesday, September 8, 2021, at 5:30 pm.

General Manager Doug Menke introduced Christine Hoffmann, Human Resources director, Karlean Lawson, HR business partner, and Kenia Perez, HR technician, to present an update on the work happening throughout the district to recruit and retain employees.

Christine, Karlean and Kenia presented information regarding the district's recruitment and retention efforts via a PowerPoint presentation, a copy of which was entered into the record, and which included the following information:

- Current Labor Market
- Recruitment & Selection Updates
 - Disrupting the hiring process
 - Training for hiring managers
 - Bias awareness
 - Creating an inclusive recruitment and hiring process
 - Designing a panel interview
 - Job posting and supplemental questions
 - Pay equity calculator
 - Case studies & feedback received
- Flexible Work Solutions Program
 - Employee experiences & feedback received

Christine, Karlean and Kenia offered to answer any questions the board may have.

Felicita Monteblanco expressed support for the Flexible Work Solutions Program, noting that this is a great way to empower and retain working parents, as well as those who are responsible for elder care. She also appreciates the thoughtfulness that has been put into reevaluating the interview process to help interviewees shine.

Heidi Edwards thanked district staff for their work around reevaluating the typical recruitment and interview process, especially as we look to diversify our workforce. She inquired whether there is a career development plan in place for our part-time and temporary positions to help those individuals stay and grow within the district.

- ✓ Christine commented on the impressive number of full-time employees who began their careers with the district as part-time or temporary employees, noting that this has been more organic in the past, but that the district is interested in developing a more formal, robust process. She referenced an employee engagement survey going out soon on behalf of the district's EPIC-EST team (Employee Process Improvement Committee and Employee Support Team) that will include questions specifically for part-time and temporary staff regarding what they value and hope to get out of their work with THPRD.

Heidi advocated for the continued focus and attention on part-time and seasonal employee retention, noting that this group of employees really helps the district thrive.

Alfredo Moreno complimented the district's innovation and described the need for government agencies to be able to move nimbly, similar to private sector employers, when competing for talent during a labor shortage. Organizations that are able to infuse their values from the very start of the hiring process and throughout employment are the ones who will be able to thrive and attract new voices and fresh talent.

- ✓ Christine added that the efforts highlighted this evening are districtwide and require the dedication and involvement of all departments, not just HR. All levels of district staff have shown great commitment to this work.

Barbie Minor expressed agreement with her fellow board members' comments and expressed gratitude for the district's ability to continue to pivot during these challenging times.

President Ping stated that this is amazing work and that having a multilayered approach to hiring and interview techniques enables a broader reach to a variety of people who may shine in one interview style, but not another. She appreciates the focus on bilingual recruitment efforts and described retailers who identify what languages are spoken at a particular store at the entrance, adding that she would love to see THPRD do something similar, and that this could also help with recruitment efforts by continuing to offer and highlight an overall welcoming environment.

General Manager Doug Menke acknowledged that this type of work is infectious and represents a push and pull throughout all levels of the organization, all while enabling a healthy discussion of what it means to disrupt the hiring process, without which the district would be unable to grow.

Agenda Item #2 – Call Regular Meeting to Order

A Regular Meeting of the Tualatin Hills Park & Recreation District Board of Directors was called to order by President Tya Ping on Wednesday, September 8, 2021, at 6 pm.

Agenda Item #3 – Proclamation: National Hispanic Heritage Month

Julie Rocha, Interim Sports & Inclusion Director, provided comments regarding the district's bilingual receptionists' and office techs' roles and responsibilities at THPRD.

The board members read into the record a proclamation declaring September as National Hispanic Heritage Month, in English. Cinthya Rodriguez Méndez, office tech, then read the same proclamation in Spanish.

Agenda Item #4 – Audience Time

Secretary Heidi Edwards read written testimony received, copies of which were entered into the record:

Sue Levin provided testimony regarding the district's sports field allocation process. She thanked the board for their service under difficult circumstances and appreciates that the board addresses a broad range of issues across the community, and that allocation of fields is just one piece of that work. She is aware that there is an advisory committee looking at this topic and she hopes

that when their work is complete, the system will be more transparent, more equitable and easier for community organizations to navigate. She noted that it has been challenging at best, and at times highly frustrating, to understand why soccer fields are or are not available, and to whom. She appreciates the board's efforts to resolve this issue in the near future.

Amy Lindgren provided testimony regarding the district's sports field allocation process. She noted that her family lives in-district and has spent a significant amount of time at THPRD parks and facilities. Her daughter has participated in competitive soccer clubs and after being on an all-boys team that was not focused on the advancement of the girls' program, they found Bridge City Soccer Academy. Their mission of being a women-led, player-centered organization committed to advancement of young female athletes was exactly what they were looking for, and the practice field was convenient for their busy family. She stated that Rochelle Hearn and Melanie Langley, directors of the program, informed her that the club was applying for affiliate status with THPRD and, if granted, the club would have access to the fields similar to Westside Timbers and THUSC. While they applied as promised, THPRD has refused to process their application. She provided a timeline of communications between the district and members of Bridge City starting in February 2020 through July 2021, noting that it has been 16 months since Bridge City has applied for affiliation status with THPRD. As a taxpayer, she is shocked at how this has been handled.

Jacob Scritsmier provided testimony regarding the district's sports field allocation process. He requested that the THPRD staff responsible release an official statement as to why his daughter's soccer club, Bridge City Soccer Academy, with the majority of its membership residing in-district, continues to be denied access to THPRD's soccer fields. Despite multiple requests for access, Bridge City has had no luck getting any field time with no real answers being provided as to why that is. He noted that denying access and a lack of response seems to run counter to the district's mission, vision, diversity and inclusion statements. As a parent and former district employee, he is very disappointed by the lack of response.

Jason Thompson provided testimony regarding the district's sports field allocation process. He has lived in-district for over 20 years and has three daughters that have played with a couple of different soccer clubs that have had access to THPRD soccer fields. He referenced the delay in the district's processing of Bridge City Soccer Academy's request to use fields, yet clubs like Timbers Academy, Westside Timbers and Thorns Academy, and THUSC have more out-of-district players. Bridge City is made up of 70% in-district players, yet they have been pushed aside for older clubs that probably have more money behind them, which makes him question how THPRD is truly run. He requested that the board please help this all-women's club that is helping its players grow as people and teaching more than just soccer; they are also giving them tools that can be used off the soccer field through their SOAR program.

Laura Yeiser Bloom provided testimony regarding the district's sports field allocation process. She requests that the district consider Bridge City Soccer Academy as a club to prioritize for the use of THPRD soccer fields. Bridge City is in its third year as a club with a strong foundation in the community. Her daughter is an academy player, and like the majority of members, their family is in-district. In addition, she requests better visibility or a link to information on the process, noting that a similar request is being asked for the district's aquatics programs. Beaverton Area Aquatics Club formed last year as a result of a determined community during the pandemic. Her son swims on the BAAC and it has been a great experience. Both Bridge City and BAAC are great examples of supporting our youth, sports and community.

Nicole Matson provided testimony regarding the district's sports field allocation process. She has been an in-district member of THPRD for 18 years and loves using THPRD programs and facilities. She thanked the board members for their service in keeping this community service going. She requested that the district consider offering field time to Bridge City Soccer Academy,

noting that the academy not only teaches soccer, but also emphasizes building girls' confidence and team-building. Her daughter has been a participant for two years and the positive impact it has had on her life is immense. Unfortunately, Bridge City is not able to find a place to practice consistently. The majority of their membership lives within THRPD boundaries. While other soccer clubs in the area practice on THRPD fields, including nice turf fields, Bridge City has to practice on muddy grass fields that are a 45-60-minute drive away. She requested that the district please consider adding Bridge City to the list of soccer teams that can access THRPD fields. This would serve the THRPD area and meet a community need for a positive, all-girls soccer team.

Robert Kirkman provided testimony regarding the district's sports field allocation process. He asked if there are any metrics used in relation to how fields are assigned. For example, are field assignments maintained per club, minutes per capita per club, those with amenities (e.g., lights, turf, benches, etc.).

Eva and Brian Novick provided testimony regarding the district's sports field allocation process. They live within THRPD boundaries and pay taxes to support THRPD programs and facilities. Their daughter recently joined Bridge City Soccer Academy, a soccer league that promotes athletic competition, sportsmanship, teamwork, community building and a positive experience for young women. For the last few years, Bridge City has been unable to regularly use THRPD fields, even though almost all, if not all, of the athletes in the league live within THRPD boundaries. They believe that the players are receiving the wrong message when another league in the area is given field priority, but a club dedicated to empowering girls and young women is not. They ask that the board help them understand how fields are prioritized given that diversity and inclusion is part of THRPD's mission statement, but leagues such as Bridge City have been unable to use the fields for several years.

Secretary Edwards invited district staff to provide an update and response to the testimony received this evening regarding the district's field allocation process.

- ✓ General Manager Doug Menke acknowledged that district staff understands the challenges in receiving limited field access under the current circumstances. He referenced the sports affiliation review process currently underway, on which the board received an update at their August meeting. The review is intended as a reset to the current affiliation process, to provide an opportunity to reimagine that process taking into account the district's values and to ensure that the district's affiliates are working within those values. Though this review will take some time, there will be some field time becoming available as the district's core affiliates are currently turning in unneeded hours that will then become available for any other groups to rent.
- ✓ Julie Rocha, Interim Sports & Inclusion director, provided comments regarding the status of the sports affiliation review process, noting that, as reported last month, a stakeholder workgroup on this topic has been meeting to review how to improve access to field time. They are exploring options on an affiliate scorecard to ensure that affiliates are being good partners, providing equity, following our mission and values, and serving a majority of in-district patrons. They are working hard to find the most equitable process for everyone, and another board update is planned for October. She explained the process of turning in field time, noting that she has been in contact with the coach at Bridge City and that they did not request a schedule for fall use, but a few dates were accommodated in August. However, Bridge City submitted a full spring schedule that the district will seek to accommodate. She is happy to reach out to set up a meeting to clear up any confusion with the process. Lastly, it is important to keep in mind in relation to the timelines referenced this evening that due to the pandemic, the district lost all access to fields at Beaverton School District and Portland Community College Rock Creek, most seasons were cancelled, and the district still does not have full field capacity due to a combination of reasons, including the Beaverton School District increasing its programming at its sites.

Secretary Edwards thanked district staff for their work on facilitating the sports affiliation review process and for keeping the board updated, and also thanked those who testified this evening.

Nisha George provided testimony on behalf of a group of Bethany-area community members (14 additional signatories) requesting that shade be added to the playground area at PCC Rock Creek. She noted that as our community experiences more hot weather days and longer periods of full sun during the day, being outside with no shade is taxing for kids and the adults who accompany them. The playground closest to the Bethany community is the THPRD PCC Rock Creek playground, which has a swing set, two play structures, and two benches, all of which are exposed to full sun during the day. There are other areas of PCC Rock Creek with shade, like the covered picnic bench area and trees by the sports field, but these areas are not close enough to the playground to watch children safely. Adding shade to the playground would encourage parents to take kids to the park for longer stretches during the day and for kids to spend more time moving around the playground. Adding shade would also protect kids from getting burned from touching overheated equipment, and parents and kids from getting sunburns and increasing the risk of skin cancer. They would like to see shade added over the playground equipment and benches within the next twelve months by using overhead shade structures, trees or other means. They have been communicating with district staff and understand there are no specific plans or funding currently available, and that to add shade would require a new process including funding, designing and permitting. Their group is organized to provide funding, as well as time and/or labor to help this effort. They ask whether the board will support this effort and how the group can help get this project built.

Secretary Edwards referenced previous conversations by the board recognizing the need for all-weather protection, shade included, at our parks and invited district staff to respond.

- ✓ General Manager Doug Menke acknowledged the need, but noted that every element in a park's development costs money and although shade hasn't been a focus during planning efforts in the past, district staff has become more cognizant of this desire by the community. As different design elements are considered for new park sites, choices must be made along the way in relation to the park's budget. In the midst of the district's current financial constraints, the district has limited funding available for such improvements.
- ✓ Aisha Panas, Park Services director, added that district staff has been hearing more from the public about this concern, and described two forthcoming efforts for the Park Services division that will touch on this area, including the development of a climate action plan and how that will speak into the district's Comprehensive Plan update, along with a reevaluation of park amenities, which could include shelter over play equipment. District staff understands that this is an area of concern for the community and are looking at ways to move forward, starting with the planning initiatives referenced, of which we are in the beginning stages.

Felicita Monteblanco expressed support for the development of a climate action plan in partnership with the city and county, and hopes that it is an all-encompassing plan that includes public education and helps build the climate activists of the future. Regarding field allocations, although some of the contributing factors were outside of THPRD's control due to the pandemic, that shouldn't discount the way this group was left feeling. She asked for additional information regarding the language used around being denied access and an explanation as to why this group is feeling that way when they received some field time in August and will be accommodated in the spring. She also asked if we have verified that the majority of their participants are in-district.

- ✓ General Manager Doug Menke replied that information would be integrated into next month's board presentation on this topic to help answer some of these questions. He noted that an invite was extended to Bridge City to participate on the sports affiliation review stakeholder workgroup, but that they were unresponsive, which is unfortunate as

all voices are wanted at the table. He acknowledged that while the group did receive some field time in August, it was likely not the specific times or locations they desired.

Agenda Item #5 – Board Time

A. Committee Liaisons Updates

Heidi Edwards provided the following updates and comments during board time:

- Attended the recent Nature & Trails Advisory Committee field trip along the Westside Trail, and thanked district staff for arranging this outing.
- The Tualatin Hills Park Foundation will be holding its annual meeting next week on September 15. Thank you to Alfredo for volunteering to be the new board liaison to the foundation.
- The Fiduciary Committee’s next meeting was rescheduled to the end of September.

Felicita Monteblanco provided the following updates and comments during board time:

- Attended the recent Nature & Trails Advisory Committee field trip, noting that it was helpful to see firsthand the accessibility needs, consider what a boardwalk could potentially fix and the associated costs, and experience the activity level this trail receives.
- Recruitment for advisory committees is underway and she encouraged the board members to reach out to community members to let them know of this opportunity.
- Referenced information she sent to the board recently regarding the preschool for all in Washington County work being done and offered to answer any questions.
- Encouraged the board members to participate in the redistricting process currently underway, which only happens every ten years.

President Ping provided the following updates and comments during board time:

- She has been participating in discussions with Beaverton Mayor Lacey Beaty, City of Beaverton Councilor Nadia Hasan, and City of Hillsboro Councilor Beach Pace, regarding potential ways and ideas for expanding afterschool care.
- Participated in fall registration but experienced a lag and unfortunately the swim classes she was interested in registering her family for were sold out two minutes after registration opened. This just shows how much need our community has for our programs and she congratulates THPRD on being open and able to provide these opportunities for community enrichment as we continue to make our way through the pandemic.

Agenda Item #6 – Consent Agenda

Felicita Monteblanco moved that the board of directors approve consent agenda items (A) Minutes of August 11, 2021 Regular Board Meeting, (B) Monthly Bills, (C) Monthly Financial Statements, (D) Resolution Authorizing Application to Land & Water Conservation Fund, and (E) 155th Ave. Wetland Trail Preferred Concept Plan. Barbie Minor seconded the motion. Roll call proceeded as follows:

Alfredo Moreno	Yes
Heidi Edwards	Yes
Barbie Minor	Yes
Felicita Monteblanco	Yes
Tya Ping	Yes

The motion was UNANIMOUSLY APPROVED.

Agenda Item #7 – Unfinished Business

A. Resolution Authorizing Project Applications to the Oregon Metro 2019 Parks & Nature Bond – Local Share Program

Jeannine Rustad, Planning manager, and Peter Swinton, urban planner, provided an overview of THPRD’s current project list for funding via Metro’s 2019 Parks & Nature Bond Local Share

Program, via a PowerPoint presentation, a copy of which was entered into the record, and which included the following information:

- \$475 Million Bond Passed in November 2019
- Metro Resolution No. 26-203 funded six bond programs:
 - \$155 million – Protect and Restore Land
 - \$92 million – Support Local Projects (AKA Local Share Program)
 - \$40 million – Nature in Neighborhoods Capital Grants
 - \$98 million – Take Care of Metro Parks
 - \$40 million – Create Trails for Walking and Biking
 - \$50 million – Advance Large-Scale Community Visions
- Local Share Program
 - Jurisdictional allocations based on population:
 - THPRD \$8,628,870
 - City of Beaverton \$5,709,843
 - Washington County \$3,256,965
 - Allocated funds may only be used on projects:
 - Approved by jurisdictional decision-making bodies
 - That satisfy Bond-wide and Local Share Program eligibility criteria
 - Bond-wide eligibility criteria:
 - Community engagement and racial equity
 - Climate resilience
 - Eligible Uses:
 - Natural areas or park land acquisition
 - Fish and wildlife habitat restoration, habitat connectivity enhancements
 - Maintaining or developing public access facilities at public parks and natural areas
 - Design and construction of local or regional trails
 - Enhanced or new learning/environmental educational facilities
- THPRD's Project List
 - Willow Creek Greenway Boardwalk Replacement - \$1,713,500
 - NW 159th Ave & Heckman Lane New Neighborhood Park and Community Trail - \$3,641,867
 - Accessible Play Structure Redevelopment at Bonny Slope and Rock Creek Parks - \$1,048,261
 - Commonwealth Lake Park Bridge and Weir Replacement - \$600,000

Jeannine noted that board approval of Resolution No. 2021-14 authorizing staff to submit four applications for funding via Metro's 2019 Parks & Nature Bond Local Share Program is being requested this evening, and offered to answer any questions the board may have.

Felicita Monteblanco commented that she is excited to see the work in relation to Metro's 2019 bond move forward. She asked whether the costs listed for the district's four projects include outreach, noting that Metro has similar values to ours in terms of inclusive community outreach.

- ✓ Peter confirmed that these are fully-loaded project costs, including community outreach.
- ✓ Jeannine added that district staff has shared with Metro the extensive community engagement conducted for the district's Vision Action Plan and functional plans that led the district to identifying these four projects and serving BIPOC communities.

Felicita noted that two high schools are located close to Rock Creek Park and wondered if there is an opportunity to create a park specifically for young adults.

- ✓ Jeannine noted that in order to use local share funding, the project needs to be tied to nature. There is aged-out play equipment located at Rock Creek Park that needs to be replaced. That being said, if there is an opportunity to do a full concept plan for Rock Creek Park, there are several elements from the information Felicita shared with General

Manager Doug Menke that could qualify for Metro funding. The district has another \$1.6 million available in local share funding that has not been designated. She also described some work staff has been doing in analyzing demographics to ensure that we're putting in the right amenities that best serve the local demographics for that particular area.

Heidi Edwards observed that all four projects proposed are located within the northern half of the district. She appreciates addressing the diversity and change in population for these areas and the values that THPRD and Metro share in relation to addressing our BIPOC communities and accessibility, and asked if there was discussion regarding the geographic disbursement of the projects.

- ✓ General Manager Doug Menke replied that the map is not reflective of the other projects going on throughout the district, including the projects that will occur via the City of Beaverton's local share funding allocation in partnership with THPRD. In addition, there are also the district's system development charge projects to be considered, and potential American Rescue Plan Act-funded projects. Those additional layers would better reflect the work taking place in a variety of areas throughout the district.
- ✓ Jeannine provided an update regarding the district's work with the city in relation to Metro funding, noting that the city is waiting to finalize their project list until a vacant council seat is determined at the end of the month and that a new city manager was just brought on board, as well. Additionally, Metro has yet to release vital information regarding how local share projects will be evaluated once they are completed, and an intergovernmental agreement is still in process, too.

Heidi noted that it would be helpful for public transparency purposes to somehow show the variety of projects taking place across the district. She also referenced the public testimony received earlier this evening regarding shade, and asked that the concept of shelter and designing for all-season use continually be kept in mind as the district moves through its projects.

Alfredo Moreno encouraged the district to promote and build ownership of these parks by their local community, whether through the installation of art, naming, or other means that show a community that we're investing in their distinct place.

Barbie Minor echoed Heidi's comments regarding the projects being located in the northern part of the district and agreed that an overlay map showing other projects in process throughout the district would be helpful. She encouraged the district to be mindful of how the public might interpret a map showing projects located only in one area without the added context of other jurisdictional boundaries and funding sources.

President Ping expressed agreement with her fellow board members' comments this evening and echoed the need to design parks with additional shade, either via structures or by planting more trees, which should qualify for local share funding as it is related to nature. She also described that the demographics of these areas can tend toward having multigenerational households and encouraged challenging and disrupting the way we typically design parks in order to intentionally create multigenerational spaces that meet the needs of people of all ages in gathering together.

Heidi referenced Metro's resolution for the 2019 Parks & Nature Bond which clearly outlines what the funds can be utilized for, which helps set the parameters in terms of expectations for the projects.

Alfredo Moreno moved that that the board of directors approve Resolution No. 2021-14, authorizing project applications to the Oregon Metro 2019 Parks & Nature Bond Local Share Program. Heidi Edwards seconded the motion. Roll call proceeded as follows:

Barbie Minor	Yes
Felicita Monteblanco	Yes

Heidi Edwards Yes
Alfredo Moreno Yes
Tya Ping Yes

The motion was **UNANIMOUSLY APPROVED**.

B. General Manager's Report

General Manager Doug Menke acknowledged the departure of Business Services Director Lori Baker, whose last day with the district will be this Friday. The following presentations were provided as listed within the General Manager's Report included in the board of directors' information packet:

- **Preschool Offerings at THPRD**
 - Sabrina Taylor Schmitt, interim Recreation & Aquatics director, presented an overview of the various 9-month preschool programs offered by THPRD, via a PowerPoint presentation, a copy of which was entered into the record.
- **Affordable Housing Update**
 - Jeannine Rustad, Planning manager, provided an update on affordable housing waivers issued in fiscal year 2021, as well as anticipated waivers for the next two years, via a PowerPoint presentation, a copy of which was entered into the record.
- **Westside Trail Bridge Update**
 - Jeannine Rustad, Planning manager, provided an overview of the outcomes of the Westside Trail bridge feasibility study and next steps for the project, via a PowerPoint presentation, a copy of which was entered into the record.

Doug and the presenters offered to answer any questions the board may have.

Preschool Offerings at THPRD

Alfredo Moreno inquired about providing more full-day preschool programs to accommodate parents who work full-time.

- ✓ Sabrina provided some history of the district's preschool programming, noting that the demand for full-day preschool programs hasn't been there in the past and that the cost can be a barrier. Additionally, there are staffing considerations as each preschool program has a part-time lead staff person. She acknowledged that full-day preschool is worth exploring again, as that there is a community need, but whether the district has the capacity to be able to offer it will need to be determined.

Alfredo asked if our bilingual preschool programs are geared more toward serving children who come from bilingual homes, or children learning another language.

- ✓ Sabrina replied that originally the district was considering offering a Spanish or English immersion program, but decided on a dual immersion program where children spend time with both languages. This is a relatively new program that started in 2019 and the demographics have grown and changed over that short amount of time.

Felicita Monteblanco referenced the work that is being done around preschool for all in Washington County and the discussions occurring regarding not allowing expulsions from those programs. She inquired what our expulsion policy is for our preschool programs.

- ✓ Sabrina replied that currently we follow a behavior management matrix that was developed with the district's inclusion team and expulsions are a last resort. In her tenure, there has not been an expulsion at that age level from a 9-month program. She believes that the district could adapt to not allowing expulsions and does not feel that it would be a barrier to the district participating in such funding. The focus is always on how best to support the family to enable the child's success.

President Ping referenced previous Programs & Events Advisory Committee discussions regarding expanding the district's preschool programs and that capacity issues were noted. She

looks forward to grants and partnerships that will enable the district to expand this service so needed by the community.

Affordable Housing Update

The board thanked Jeannine and district staff for their efforts in enabling more affordable housing and expressed excitement at seeing the board's policy changes in action.

Westside Trail Bridge Update

President Ping thanked Jeannine and district staff on behalf of the board for their efforts on this important project. She asked where the remainder of the funding needed for construction of the bridge is expected to come from.

- ✓ Jeannine described various grant funding strategies that district staff is in the process of researching.

Agenda Item #8 – New Business

A. Downtown Beaverton Framework Plan

Jeannine Rustad, Planning manager, and Sara King, City of Beaverton's Sr. Development Project manager, provided an overview of an upcoming joint planning effort for downtown Beaverton open space, via a PowerPoint presentation, a copy of which was entered into the record, and which included the following information:

- Purpose
 - Recent downtown planning efforts have centered on:
 - Increasing accessibility
 - Vitality and density of downtown development
 - Mix of land uses, a vibrant business environment
 - Multi-modal transportation system
 - A planning effort is needed to focus on:
 - New parks, open spaces, plazas and trails
 - Green stormwater management and wildlife habitat
 - Connection with existing amenities
 - Catalyze high quality private development through parks and open spaces
 - Downtown is a priority for THPRD:
 - THPRD's Parks Functional Plan (PFP) identifies downtown Beaverton as a priority area for adding amenities
 - The 2019 PFP update includes addition of plazas and pocket parks
 - THPRD's 5-Year Capital Improvement Plan includes funding for acquiring and developing open space in downtown Beaverton
 - THPRD and City of Beaverton (COB) recently signed an urban services agreement
- Framework Plan Elements
 - High level plan including:
 - General locations (not parcel specific) of parks and open spaces
 - Types of parks (neighborhood, community, urban plaza, pocket, linear, special use)
 - Characteristics, elements or materials that create a cohesive series of public spaces
 - Planned downtown land uses, densities and neighborhood character - integrate with the adopted Downtown Urban Design Framework
 - Implementation strategy will be developed with plan
- Plan Goals
 - Reflect community aspirations and priorities established through prior and concurrent planning efforts

- Identify amenities for an attractive, livable, and economically vibrant mixed-use downtown
- Ensure that all spaces are welcoming, inclusive and accessible to everyone
- Develop an implementation strategy for immediate and future actions
- Demonstrate and operationalize the collaborative THPRD/COB partnership to build community awareness and support, and streamline plan development and implementation
- Aspects of Plan
 - COB will have the lead, both agencies will be partners in process and decision making
 - The process will build on previous and ongoing engagement efforts of both agencies, with a focus on diversity, equity, inclusion and access
 - The plan should accommodate current and future residents, businesses and visitors
 - Project planning, alternatives and decisions will be made through an equity lens
 - The plan should direct immediate action with flexibility for long-term implementation
- Plan Boundary
- Community Engagement
 - Build on recent efforts of both agencies
 - Be strategic and ensure that historically underserved communities are heard
 - Be coordinated with concurrent planning processes to make the process of input efficient for community members
- Budget & Schedule
 - \$100,000 for consulting services (\$25,000 BURA, \$25,000 City of Beaverton, \$50,000 THPRD)
 - August: Request for Proposals released
 - September/October: Project introduction and agency IGA approval
 - October: Consultant team selected
 - November: Consultant contract signed
 - Late November: Project begins

Jeannine noted that board approval of an intergovernmental agreement for the project will be sought in October, and offered to answer any questions the board may have.

Heidi Edwards expressed appreciation for drawing on previous public outreach conducted so as not to burn out our community members with multiple surveys. She asked why THPRD is paying a larger part of the contract for this project.

- ✓ Jeannine replied that the city and district are paying equal amounts, but that the city chose to split their half with the urban renewal agency.

Felicita Montebianco noted that she is happy to hear that concerns around displacement are being acknowledged and addressed. She asked what the expected impacts will be of this plan for someone living in downtown Beaverton in one to five years.

- ✓ Jeannine referenced the funding THPRD has set aside to purchase land in downtown Beaverton, noting that the plan will create a blueprint for connected open space that is uniquely Beaverton. Another goal is that the plan will have longevity and still be relevant 20 or 30 years from now.
- ✓ Sara added that a year from now, there won't be any changes on the ground. But, we'll have a plan in place with big picture target areas identifying what types of parks and amenities should go where, which will provide THPRD and COB a tool in working with developers and property owners in sharing the vision for bringing parks and open space to downtown Beaverton.

President Ping inquired how a pocket park or urban plaza impacts the district's GRASP map.

- ✓ Jeannine replied that GRASP looks at the quantity and quality of amenities. It will be the accumulation of amenities provided that will bring the downtown Beaverton area into meeting our level of service.

President Ping asked if the community outreach conducted for the district's visioning process had geographical information tied to it as to be able to separate the comments specifically from those who reside in the downtown area.

- ✓ Jeannine replied that it does not, but as they go through the development process, they will be looking at what action items are addressed within the Vision Action Plan.

President Ping asked for additional information regarding how the term open space is being defined for this plan, and described the importance to community health in having not just open space, but active greenspaces that include a lot of trees, plants and greenery, to address climate change as well as contribute toward an overall healthier community.

- ✓ Sara replied that when she speaks about open space, she is speaking about it in very generic terms as it could apply to hardscapes, greenspaces, active or passive. She believes this is a great example of the type of questions that need to be asked and addressed through this plan.
- ✓ Jeannine noted that the city is also looking at the transportation network throughout the downtown area, for which she sits on the technical advisory committee. They are actively discussing the streetscapes and tree canopy desired, along with a lot of emphasis on walking and biking.

President Ping thanked Jeannine and Sara for the informative presentation, noting that she is glad for any opportunity where COB and THPRD get to work together collaboratively.

B. Updated Diversity & Inclusion Vision Statement

Holly Thompson, Communications director, introduced Kesia Tosh, NEWT recreation specialist/ Nature Mobile program director and member of the district's Welcoming & Inclusive Committee, to provide an update on the process used in reviewing and updating the district's Diversity & Inclusion Vision Statement. In 2019, the district completed a Diversity, Equity, Inclusion, and Access (DEIA) Assessment, that had several recommendations. Two recommendations included, updating the Diversity & Inclusion Vision Statement and starting an employee-led equity team. The Welcoming & Inclusive Committee (WIC) was formed in late 2020, and one of their first tasks was to review the district's Diversity & Inclusion Vision Statement and deliver recommendations for updating the statement. Holly also introduced WIC members Liana Harden, engagement & partnerships specialist, and Jaspreet Chahal, community engagement specialist.

Kesia provided an overview of the Diversity & Inclusion Vision Statement review and update process via a PowerPoint presentation, a copy of which was entered into the record, and which included the following information:

- Previous Diversity & Inclusion Vision Statement
 - We provide all individuals the opportunity to play, learn, and explore, and all employees and volunteers the opportunity to further the district's mission. We do this by removing barriers to participation, fostering an inclusive culture, and offering programs that celebrate the district's diverse population.
- Background & Process
- Recommended Equity & Inclusion Statement
 - We acknowledge that all U.S. government agencies have roots stemming from systemic racism and oppression, including THPRD. We seek to hold ourselves accountable for our role in perpetuating these systems and are committed to taking action to create meaningful change. We aspire to bring people together, to

be a welcoming and inclusive park & recreation district, and to live our values of advancing social and racial equity.

Kesia, Liana and Jaspreet offered to answer any questions the board may have.

Heidi Edwards thanked district staff for this important work and inquired if there was committee discussion regarding the order of the statements, particularly in leading with a statement of aspiration, followed by acknowledgement, and then accountability.

- ✓ Liana described the committee's in-depth discussions on this very question, noting that the group's reasons behind leading with acknowledgement was that it helps to build a foundation for the statement and how we move forward in our aspirations, as well as consideration for the weight that statement carries.

Heidi expressed appreciation for the committee's discussions on this topic and believes that it says a lot to lead with acknowledging our foundation.

Barbie Minor thanked district staff for this incredibly impactful work and asked for additional information regarding the recruitment and makeup of the WIC.

- ✓ Liana provided background information regarding the WIC, including that there are nine members currently, and described the deliberate recruitment of diverse experiences, both lived and departmentally within the district.
- ✓ Jaspreet added that there is a majority BIPOC membership in the committee.

Alfredo Moreno expressed gratitude for the intentionality in the development of this statement. He appreciates the simplicity and accessibility, as well as the intent in holding ourselves accountable and how we intend to move forward into what we aspire to be.

Felicita Monteblanco complimented district staff on this work, and described her reaction when reading the first sentence, noting that it is especially critical for those of us in government to acknowledge the harm that we've caused. It is exciting to see the district lead in this way and to be an example to our peers as the largest special parks district in the state.

President Ping expressed agreement with her fellow board members' comments, noting that the new statement is a great improvement over the previous statement. This shows growth in our district and our staff, and shows the community that we're holding ourselves accountable.

General Manager Doug Menke commented that this represents some of the district's best work in resetting the district and establishing a new foundation. He referenced conversations he has had with Felicita about systemic racism, oppression, and the roles for white allies. All of us have a role to play and this statement tells a story and invites a question; we just need to be ready for that dialogue.

Holly referenced the district's mission statement and asked if the board wishes to revisit this under a similar process for board review in the future.

- ✓ The board expressed agreement.

Felicita Monteblanco moved that that the board of directors approve the Equity and Inclusion Statement as presented. Barbie Minor seconded the motion. Roll call proceeded as follows:

Heidi Edwards	Yes
Alfredo Moreno	Yes
Barbie Minor	Yes
Felicita Monteblanco	Yes
Tya Ping	Yes

The motion was UNANIMOUSLY APPROVED.

Agenda Item #9 – Adjourn

There being no further business, the meeting was adjourned at 8:20 pm.

Tya Ping, President

Heidi Edwards, Secretary

Recording Secretary,
Jessica Collins