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**COMPLETE**

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Page 2: ACE Award Application

**Q1**

Name of Project:

American Indian and Alaska Native Engagement in Springfield, Oregon

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**Q2**

Jurisdiction or Local Government:

Springfield, Oregon

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**Q3**

Applicant name:

Kristina Boe, Monica Sather, Kris Wright

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**Q4**

Contact email:

kristinak@willamalane.org ; msather@springfield-or.gov; kris.wright@willamalane.org

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**Q5**

Contact phone number:

541-735-0138 (Kristina)

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**Q6**

Name of organization or agency:

City of Springfield, Oregon; Willamalane Park and Recreation District

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Page 3: Project Team and Partners

**Q7**

Who led the community engagement effort for this project?

Other (please specify):

This engagement effort was initiated and supported by collaboration between the City of Springfield and Willamalane Park and Recreation District. Guidance for the effort was led by an Indigenous Planning Consultant, Stephanie Tabibian (Shoshone-Paiute Tribes).

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**Q8**

Project start date: Generalizations acceptable: e.g. "Spring 2021" or "2019"

American Indian and Alaska Native (AI/AN) engagement occurred in fall 2022, which helped to inform two planning projects for the City and the District: (1) The City's natural resource (wetlands, riparian corridors, wildlife habitat) inventories and protections for its urban growth boundary expansion areas; (2) Willamalane's update to its Park and Recreation Comprehensive Plan. Willamalane started work to update its Comprehensive Plan in January 2022. Springfield's Goal 5 natural resource planning work began in 2020. Collaborative efforts to plan this dialogue started in summer 2022.

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**Q9**

Target project completion date:

Willamalane estimates spring 2024 for the City's and Lane County's joint adoption of the updates to its Park and Recreation Comprehensive Plan. The City is also targeting 2024 for completion of its natural resource-focused work for Goal 5. When conceptualizing this dialogue session, the intent was to have the event serve as an initiation point to foster ongoing communication between the City, District, and AI/AN members of the community; in this sense, there is no identifiable "completion date" for this process. This process was more than a means to inform these two land use projects—it served as a very early step in connecting with members of local Tribes and AI/AN residents living in the area, to better establish trusting relations as well as to create momentum for ongoing work to improve awareness and support continual dialogue.

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**Q10**

What organizations participated in the project team and/or as project partners? If community-based or community-serving organizations were involved in community engagement efforts, please identify the community or communities they represent in your response.

Organization-based project team:

Willamalane Park and Recreation District  
City of Springfield, Oregon

Lead consultant: Stephanie Tabibian (Shoshone-Paiute Tribes)

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**Q11**

Were any of Oregon's nine federally recognized or other tribes invited to engage in this work?

Yes, the following tribes were engaged::  
Willamalane and the City of Springfield contracted with local Indigenous planning consultant Stephanie Tabibian (Shoshone-Paiute Tribes) to develop a structure for this dialogue event that would help to ensure its success and uphold appropriate cultural practices. Stephanie invited the Confederated Tribes of the Grand Ronde, Confederated Tribes of Siletz Indians, and Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians on behalf of Willamalane and the City by e-mail, phone, and printed material. However, official representatives of federally recognized Tribes themselves (or leaders and/or staff thereof) did not attend. Our agencies did not intend for this dialogue to be a form of formal government-to-government consultation between the City of Springfield and the Tribes with ancestral ties to the area (the Confederated Tribes of Grand Ronde, the Confederated Tribes of Siletz Indians, and Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians). Rather, the intent of the event meant to gather feedback that would directly reflect the perspectives and lived experiences of AI/AN residents within the Springfield community who are most directly impacted by the practices of and services provided by the City and Willamalane.

**Q12**

Was a compensation model used for participation? If so, briefly describe.

Yes, we used a compensation model that::  
invited local elders to assist with facilitating small round-table discussions. These facilitators received \$50 Visa gift cards. The community member-to-community member interface created by this structure also provided a more comfortable setting to encourage dialogue that was transparent from the start. All guests in attendance received family pool passes (a \$30 value) and were entered into several raffle drawings for family recreation passes to Willamalane facilities (a \$160 dollar value) and two family miniature golf passes (a \$20 value). The City and Willamalane established an Intergovernmental Agreement to co-fund Stephanie Tabibian's contributions to this effort.

**Q13**

Was this project supported through grant funding?

Yes, this project received grant funding from::  
Yes- partially. The City of Springfield's natural resource work received two Technical Assistance Grants from DLCD- one in the 2019-2021 award cycle and the other in the 2021-2023 award cycle. Funds from the 2021-2023 grant award contributed to planning for, holding, and writing a post-evaluation for the event.

Page 4: Project Description

**Q14**

Please describe the area affected by this project.

For the projects this work will inform in the short-term, Springfield's Goal 5 natural resource inventory and protection work focuses on its nearly 800-acre urban growth boundary expansion area, which straddles Springfield along its north side along the McKenzie River and is anchored along its south side by the Middle Fork Willamette River. These areas are some of the most naturally pristine areas in Springfield, many of which overlap with Willamalane's actively owned and managed park sites (some also co-owned by the Springfield Utility Board). Most importantly, these areas have only recently been defined as such and are not ours originally—they are on the traditional Kalapuya ilih (Kalapuya homeland).

Willamalane's Comprehensive Plan update provides guidance for how to improve and provide recreation opportunities on parkland within the district boundary. This special tax district generally aligns with the urban growth boundary of Springfield, Oregon, with a few exceptions. Willamalane currently has nearly 1,600 acres of parkland and oversees the maintenance, programming, and operation of parks, trails, facilities (like pools), and recreational programs, classes and events for the community.

Today's current jurisdictional boundaries of the area we now call Springfield do not align with territories of the many bands of Kalapuya people who first stewarded this land in Springfield, many of whom were forcibly removed from their territories. Accordingly, limiting our engagement to AI/AN people living within our current jurisdictional boundaries did not seem appropriate. Many years of displacement have resulted in the remaining Indigenous people native to this area being widely dispersed throughout the region. It has also resulted in a very diverse group of AI/AN people from other territories who carry the trauma of loss of their own land and culture with them as they move to this area.

This work to understand and implement what it means to truly serve our AI/AN community members can span beyond geographic boundaries. For example, when collaborating with others outside of Springfield to share our lessons learned.

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**Q15**

**20**

Where is your project in the planning cycle?

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**Q16**

What is the desired outcome of this planning process? What will this land use planning effort accomplish?

In the short-term, the City sought to hear Native perspectives on the importance of the land and water resources within Springfield's urban growth boundary expansion areas and to apply what we heard to balancing protections, access, and development interests in and near sites identified with Goal 5-significant wetlands, riparian areas, and wildlife habitats. Willamalane sought to gather community feedback to inform its 20-year vision for parks related to Statewide Planning Goal 8: Recreational Needs. These conversations will support future decision points and priorities for programs, capital projects, and other land management-focused projects throughout many areas of Springfield. As such, desired outcomes of this process were to:

- Identify parks and/or natural areas around Springfield that are especially important to AI/AN community members and why.
- Attempt to understand the lived experiences of AI/AN residents in the community and how public policies, planning processes, public spaces, natural areas, programs, and communication can support or diminish AI/AN participation or representation in them. Specifically:

--- Identify opportunities for renewed land management practices that reconnect AI/AN community members to their heritage.

--- Expand awareness for and empower Springfield's AI/AN community members to participate in local government planning activities to inform better decisions during the plan adoption process.

The discussion (summarized here:

[https://cms2.revize.com/revize/willamalanepror/Documents/District%20Info/About%20the%20District/Planning%20Documents/Tribal%20Engagement%20Summary\\_Final.pdf](https://cms2.revize.com/revize/willamalanepror/Documents/District%20Info/About%20the%20District/Planning%20Documents/Tribal%20Engagement%20Summary_Final.pdf)) was intentionally left somewhat open to aid in mutual understanding. It resulted in: (1) findings that are relevant and useful to many planning efforts; and, (2) a jumping off point for future conversations about how each agency can effectively respond to needs through action.

In the longer-term, we want to create a framework for future engagement and relationship building to ensure planning efforts genuinely incorporate Native histories and currently lived experiences. This call to seeking connection and understanding as a fundamental outcome is "our why".

## Q17

What are the community engagement objectives for this plan or project?

While the City of Springfield's Goal 5 natural resource work and Willamalane's update to its Comprehensive Plan have some separate objectives and methods of community engagement, our project areas also overlap by hundreds of acres. More importantly, we both know our agencies have a significant influence on land use and management in the Springfield area. The forcible removal of the Kalapuya from the area we now call Springfield led to the suppression and eradication of Native stewardship practices and traditions that nurtured the land for thousands of years and ruptured the close relationships tribes had to their homeland.

A gap exists between recent cultural understanding and the long-held Indigenous connection to this land. Our land management efforts fall short in acknowledging this relationship. As a result, there is a dire need to strengthen relations with people who have an intimate relationship with land in Springfield. This is initially why we recognized a gap in public engagement with local Tribes that include ancestors of the Kalapuya people (the Confederated Tribes of the Grand Ronde and Confederated Tribes of Siletz Indians) and AI/AN residents. They—as techniques—do not have to be erased and forgotten. They—as people who are still here today—do not have to be erased and forgotten.

Beyond building a better understanding of how we can manage our land in ways that respect Indigenous histories and practices, we learned we needed to broaden our outlook on the value a first-time dialogue could bring. Our overall objective was to forge new ground in hosting an AI/AN-focused event for either of our agencies. Doing this in a respectful, culturally appropriate, and meaningful way for this first-of-its kind effort meant involving leadership from the community network itself to assist with leading the meeting and discussions.

With this dialogue, we hoped to:

- Apply culturally competent practices to community engagement through trainings (with Live Oak Consulting) and by working with a trusted, knowledgeable resource in the community (Stephanie Tabibian- Shoshone-Paiute Tribes). Specifically:
  - Identify how to approach communication with Springfield's AI/AN residents, how/where to share project information through established community resources before elected officials make key decisions.
  - Meet people where they are at but make it welcoming in doing so. Tangible, physical considerations were part of this, such as considering a location that was convenient and had the right facilities, how we set up the room for conversation, and what we offered (food, childcare). Meeting people where they are at not only extends to physical space but also means creating a sense of safety in the mental and emotional sense (e.g., asking appropriate questions, being open to the idea that we might not end up sticking to an agenda given this was a first opportunity of this kind to listen to and learn from our AI/AN residents).
- Establish trust with the possibility of sustained relationships that carry forward to other future project efforts. Start this by asking questions that seek to understand:
  - How familiar participants were with each of our agencies and the services we provide
  - How participants interact with our agencies, if at all
  - What opportunities exist for our agencies to collaborate better with our AI/AN residents and tribal governments
  - Whether participants feel welcome or unwelcome in Springfield's parks, recreation facilities, and natural areas and why
  - What participants value about their community
  - Where participants' values and priorities align with the City's and Willamalane's, and where these values may conflict
  - How the City and Willamalane can better-engage AI/AN residents in our community throughout planning and decision-making processes
  - How participants would like to learn about future opportunities for engagement in planning projects so we reach them in ways they think are most effective and respectful
  - What barriers exist that limit AI/AN residents' access to our services and what we could do to eliminate those barriers and improve hardships experienced

**Q18**

How did decision-makers use or consider this information in the decision-making process? (if applicable)

While we have not yet reached the point of seeking a decision by our local elected officials on our various planning efforts, some specific land use actions that will occur in the future for:

- Willamalane-led work: Learnings from the dialogue that took place can inform the priorities, project list, and strategies/actions of Willamalane's update to its Park and Recreation Comprehensive Plan. Willamalane will seek approval of its update by its board of directors. The Springfield City Council and the Lane County Board of Commissioners will co-adopt the updates as a component of Springfield's Comprehensive Plan through the legislative plan amendment process.
- City of Springfield-led work: Discussion that emerged based on the natural resource-focused dialogue has potential to inform the policy evaluation of how much to protect the water- and wildlife-based resources identified in the Goal 5 inventory. This policy evaluation is the Economic, Social, Environmental, and Energy Analysis prescribed by the Oregon Administrative Rules. The Springfield Natural Resources Study will contain the analysis for the newly-inventoried and protected resource sites the City will add to the study (also by way of a legislative plan amendment).

Key agency leadership and decision-makers remained informed of our process along the way of preparing for the dialogue, some of whom participated day-of. Leadership in attendance who participated through note-taking and active listening at discussion tables included department directors from both organizations, Willamalane's board president, and a Springfield city councilor. Post-event, the City's executive team, City Manager's Office, City Council, and mayor received the findings of the report. What we heard during the dialogue and have learned since reading the report can influence the many types of decisions our officials make.

There are many decisions that remain undefined, but Willamalane is beginning to take action. Willamalane's DEI supervisor converted findings into an action plan and hired Indigenous consultants to support the short- and long-term implementation of some of the tasks. Some of these tasks include: developing a land acknowledgement statement, promoting accurate historical representation, identifying educational/interpretive opportunities, exploring culturally appropriate land stewardship practices, fostering continual dialogue with the AI/AN community, facilitating internal trainings, and identifying and promoting employment opportunities.

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**Q19**

What tools did you use for communication and community engagement? Refer to Putting the People in Planning for descriptions of the tools below.

**Email updates,**  
**Fact Sheets, Brochures or Flyers,**  
**Other,**  
**Community Listening Session,**  
**Stakeholder Interviews,**  
**Social Media**

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**Q20**

If you answered "other" to the previous question, please describe what additional communication and community engagement tools were or are used.

Personal invitations through our local Indigenous consultant, which helped establish trust and spread the word through informal networks.

(Note: We entered "community listening session" above instead of focus groups given we were there to begin relationship and trust building and were open to anything we heard, though we had guiding questions.)

Page 6: Active Outreach and Engagement

**Q21**

Did you consult a local or agency Diversity, Equity and Inclusion Plan or committee in developing a community engagement plan?

**Yes, we consulted a DEI plan,**

**Yes, we consulted a DEI committee,**

Other (please specify):

We consulted with local Indigenous consultants about how to incorporate this dialogue into each of our respective engagement plans.

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**Q22**

What process did you use to identify priority populations/underserved communities affected by this work?

The following response focuses on Springfield's AI/AN community members as the key group of people we worked with, but we recognize that our work affects (and is influenced by) other members of our community who could be considered priority/underserved populations.

Our agencies are aware that we are guests on land that the Kalapuya once called home and that they still call home— their presence continues to live. We heard loud and clear during our dialogue last fall, our Native American community members are not a “once was” history lesson; they are still here as active members who make valuable contributions to Springfield's vibrant, rich culture.

The City of Springfield used a multi-pronged approach to thinking about who its priority populations are in its urban growth boundary expansion areas and why. This work largely occurred as part of the 2021-2023 Technical Assistance Grant funding application to DLCD for natural resource protections in Springfield's urban growth boundary expansion areas. Data from the US Census Bureau helped refine the picture for us, but it did not give the full story. While it represents populations who currently live on that land (older residents, people with disabilities, low-income, etc.), we understood that numbers do not reflect the unique circumstance of forced displacement (we would not exist as a city government today if this did not occur) and strong historical, cultural importance of the minimally developed land near our rivers and streams. This understanding came from previous efforts that fell short of engaging Native community members about Springfield's newly-inventoried Goal 5 water resources. The intent not being as clear as it could have been, our e-mailed outreach being perceived as disingenuous or not going to the right people could have influenced this unwanted outcome.

Willamalane's DEI Strategic Action Plan calls for engagement with marginalized communities and it was identified as a priority when starting the Comprehensive Plan update process. Our staff training with Live Oak Consulting and other district initiatives resulting from our expanding DEI efforts made us recognize that the district benefits daily from being on Indigenous land and there is currently a lack of inclusion of AI/AN community members in our planning processes, parks, and programs. Other groups were also engaged as a part of the Comprehensive Plan's community outreach work plan (e.g., teens, people with disabilities, Latinx); however, this was the District's first time including AI/AN as a special consideration in our planning efforts.

Willamalane and the City met several times with our agency-led committees who are focused on diversity, equity, inclusion, and accessibility before partnering further to work with our Indigenous consultant, Stephanie Tabibian, to host a dialogue with Springfield's AI/AN community members. This process allowed us to ask questions about their values, interests, perceptions, experiences and to think critically about what each of our agencies could offer and learn. Our Decolonization Training with Live Oak Consulting and follow-up work with Stephanie helped us connect in appropriate ways with Springfield's AI/AN community members.

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**Q23**

What intentional efforts did you make to include priority populations/underserved communities?

The process we are highlighting of holding a tribal dialogue with Springfield's AI/AN community members is an example of how the City's Goal 5 natural resource inventories/protections and Willamalane's Comprehensive Plan project incorporate efforts to include priority populations/underserved communities. While we implemented other engagement efforts for our projects, this one was unique. It was the first time the AI/AN community was prioritized and was also the first time our agencies have collaborated on a community dialogue like this. The collaborative, interagency approach was a result of feedback from consultants suggesting we streamline engagement efforts and reduce the burden of time and repetitive feedback that can result from standard agency-driven project approaches.

The project team did not have the established knowledge, trust, or relationships to successfully host a conversation with this community independently, so they contracted with local Indigenous planning consultant, Stephanie Tabibian to guide this effort. Stephanie's combination of professional and lived experience, along with her vision for a co-facilitated dialogue made this event a success. Stephanie applied the important role of elder teachings for facilitating dialogue and aimed to eliminate power dynamics to provide a safe platform and space for residents to openly speak and be in community.

Printed material, social media, e-mail, and phone calls were all methods used to promote awareness of the event and to invite people to attend. Stephanie distributed e-mailed invitations to the Confederated Tribes of Siletz Indians Eugene area office, and Confederated Tribes of Grand Ronde. Phone outreach was conducted with the Confederated Tribes of Coos Lower Umpqua, and Siuslaw Eugene area office. Additionally, we advertised a Facebook event on local AI/AN community Facebook groups, and via the Springfield Chifin Indian Education Program page. Printed material was distributed at the Lane Community College Longhouse, University of Oregon Many Nations Longhouse, Ko-Kwel Wellness Center (Indian Health Clinic), and at the Springfield Chifin Native Youth Center.

The event ultimately included 22 AI/AN participants who affiliate with 13 Tribal nations. There were eight participants affiliated with one of the nine federally recognized Tribal nations in Oregon including five from the Klamath Tribes, two from the Confederated Tribes of Grand Ronde, and one from the Confederated Tribes of Siletz Indians. Additionally, four participants are affiliated with Tribes that had traditional and customary Tribal boundaries in parts of the land now formally recognized as the state of Oregon. Two participants were non-Native but participated because they are raising Native children in the Springfield area. The majority of the participants currently live in the Springfield area (65%), while there were also participants that live in Eugene (26%), Lane County (4%), and outside of Lane County (4%).

A significant result of the event was a report that captured the points made at each discussion group. The draft report to attendees who expressed an interest in reviewing it, and all edits were incorporated before it was finalized.

**Q24**

What assessments/evaluations have you conducted of the community engagement work to date?

**Tracking public meeting attendance,**  
**Tracking website traffic,**  
**Tracking social media impressions,**  
**Tracking newsletter or email engagement,**  
**Project team debrief after events,**  
**Synthesis of public comments and feedback,**

Other (please specify):

The report, co-developed by our Indigenous consultant and the attendees who reviewed and edited the post-event draft report took the points made at each discussion group, brought emerging themes and big ideas to the forefront to form recommendations for next steps.

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**Q25**

If the project is ongoing, describe assessments or evaluations planned as the project moves forward.

The many ways in which Willamalane's Comprehensive Plan and the City of Springfield's Goal 5 natural resource work engaged a variety of community members allows for several possibilities to reflect on our work. As a direct result of this dialogue, Willamalane is working, across the district and throughout all District departments to create a cohesive understanding of the responsibility that Willamalane holds as stewards of Kalapuya land, and ways in which Willamalane can be accountable for requests and feedback given by the community. Our community engagement plans also provide a reference point for whether we are on track for meeting our desire to engage the community in the right ways, and at the right times, as these projects move toward adoption of the comprehensive plan. This ACE award application focuses on the engagement we did with our AI/AN community members, which is intended to extend beyond project timelines.

Much is yet to be determined about how each organization can separately, and together, take action in response to what was learned. We are discussing whether there is potential for the City, Willamalane, Springfield Public Schools, and Springfield Utility Board to unify efforts. We have so far discussed the idea of having our various DEI-focused committees, an advisory committee, and additional staff as appropriate, meet quarterly to share activities we are individually working on or would like to explore doing jointly.

A structure of accountability is already taking place at Willamalane, which the four TEAM Springfield agencies can consider partnering on. Willamalane has so far:

- Created a matrix of themes, questions, and requests from the community members during the dialogue. This guiding document serves as a checklist, of sorts, to continue to guide efforts across the District.
- Contracted with Stephanie Tabibian (our local Indigenous consultant for the dialogue event) and a Grande Ronde elder, to identify project and process priorities, create actionable items, and strategize on how to continuously move forward on doable initiatives. These consultants are currently providing support with improving education and interpretive material and programs for the District and are co-developing a land acknowledgement statement.

## Q26

What did you learn through the assessment and evaluation of the community engagement process?

- Be flexible with the agenda and timeline for the engagement process to ensure dialogue and activities are culturally appropriate. Specifically:

--- Slow down to avoid inviting input that is too “agenda-focused”/data-driven from the outset. Asking fundamental questions about what people care about, what they want to see more or less of, and what we could do better or keep doing well as agencies helps people be heard and valued in ways that are real and less technical. For example, if the City reached out to the AI/AN community with no prior working relationship asking if a stream should have a development setback of 25, 50, or 75 feet, that scientific level of detail would likely not be well-received due to no acknowledgement of their past and current connection to the land, underlying values, and no demonstrated desire to understand the cultural meaning of the water resource.

--- This “slowing down” might seem like a step back, but nurturing a relationship can create opportunities for more progress and better outcomes. If we ask certain members of our communities to review drafts of land use plans and related documents or explore project-specific details later, pre-established trusting relationships can help us all feel a document was co-created to also give community members ownership.

--- “Cold call” e-mails, especially those that ask for project-specific input, may prove ineffective. Relatedly, if there is interest in learning from and working with specific community members in Springfield where trust or personal connections are not yet established, a team’s project manager might not be the right person to reach out with an initial information-share or request.

- Co-planning and co-facilitating of the dialogue with the people who you want to learn from and represent results in a more culturally relevant process, maximizes the agency’s learning, and promotes a more productive dialogue.
- Be mindful of community members’ time as to not overextend their capacity or willingness to contribute in the future. Providing food and reimbursements for time, as well as childcare, are good practices for reimbursing participants for sharing their lived experiences and reducing this burden. Being mindful of time also means partnering with other agencies with similar interests and needs. An ability to partner has potential to create a unified voice that demonstrates stronger commitment to listening and increases the chances of meaningful future action. Logistically, funding and promoting such events together allows combined resources to go further. In doing so:

--- Clarify the unique roles of each agency so any discussions are appropriately focused.

--- Consider what the right scale of agency participation looks like for the event (e.g., how many people will attend and who should be there to adequately represent each agency). More is not always better, so it is more important to get the right representation in the room.

- If there are barriers in awareness and understanding that have yet to be overcome, it is still possible to have an effective listening session or community dialogue. Find consultants and/or partners who can help center the discussion in a culturally appropriate way and approach the opportunity with humility and gratefulness for participants’ time and thoughts.
- Explain how input will be used if possible. If there are no predetermined next steps, be transparent about that and don’t make promises that can’t be met with likely success.
- Recognize those who attend may be holding trauma from and frustration about the history that brought them to the moment of dialogue.
- Incorporating opportunities for underrepresented voices in the decision-making process as decision-makers—instead of holding one-time or specific events focused on their perspectives/instead of pointing them to an allotted time or process for public testimony—

is a wise way to center these voices' ability to effect change. This model is not only more efficient with regard to time (i.e., including people in an existing structure or process), it is a powerful means to give these voices a seat at the table in the literal and figurative sense. To do this, we need to help our community members feel welcome to ask questions and work with us by empowering them with knowledge and resources (e.g., training, mentorships, stipends, scholarships).

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### Q27

Do any lessons learned have the potential to inform other, future phases, or new community engagement efforts? If so, please explain.

All of the lessons learned can serve as a foundational way to be deliberate about who to include in community engagement efforts and how to tailor that engagement to unique needs of the project from the beginning. In the short-term, circulating the report and discussing its findings and recommendations with others at our organizations was identified as a first step. This action has the potential to offer new ideas and opportunities to other project teams and leaders, increase confidence in connecting with our AI/AN community members, or at least create awareness and new ways of thinking.

What we learned from this valuable dialogue informed the Community Needs Assessment component of Willamalane's Park and Recreation Comprehensive Plan and outcomes will be embedded in some of the Plan's recommendations. Additionally, the findings will be considered as part of the next DEI Strategic Action Plan update that will occur in the next 2-3 years. The City of Springfield can explore ways to incorporate it into the phase of its Goal 5 inventory and protection work where appropriate protections will be determined.

Looking further, lessons learned can extend beyond immediate deliverables to new and renewed community engagement efforts at both of our organizations (and beyond) to:

- The City's Executive Team; Communications Team; City Manager's Office; and its Committee for Inclusion, Diversity, Equity, and Access.
  - Willamalane's Management Team; Community Engagement team, Planning and Development Department, Board of Directors and its Committee for Diversity, Equity, and Inclusion.
  - Teams that can tie this knowledge into upcoming projects such as the regional group working on implementing the Climate Friendly and Equitable Community Rules, the Public Library's advisory team working on its Strategic Plan, the Springfield History Museum's Illumination Exhibit (<https://wheremindsgrow.org/illumination>), and the City's mural program that can center AI/AN histories through public art in high-traffic locations.
  - The Rivers to Ridges (R2R) team as they work through their revisioning process. Willamalane is a member of the R2R Partnership, a voluntary association of 19 organizations working collaboratively to advance the protection, restoration, and effective management of park and open space resources in the southern Willamette Valley.
  - The City can follow up directly with attendees and their community networks with to invite them to apply for City Boards, Commissions, and Committees. Willamalane can do the same for its Board of Directors elections process.
  - Willamalane and the City can explore ways to seek funding or provide room in the budget to support community members' time and thought contributions to future projects.
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## Q28

How does the community engagement for this project align with overall community engagement efforts for this organization?

Willamalane and the City of Springfield recognize that we exist and benefit today because of Kalapuyans' forced removal from their homeland. We also recognize that less dominant voices from community members who make up only a small portion of our population or who do not regularly engage with local agency projects does not make these voices less important. When we make plans to "improve community" or to think about what it really means to do so, we think about it in a way that is not just about a built result but who we are here to serve.

Our agencies approach learning about and sharing others' lived experiences in ways that go beyond minimum requirements of Statewide Planning Goal 1 and land use planning projects.

- Combining our resources: Willamalane's and the City's partnership on giving voice to our AI/AN community members reflects an outcome of a longstanding, ongoing partnership of four of Springfield's public service providers. This partnership, called TEAM Springfield, is made up of Willamalane, the City, School District, and the Springfield Utility Board. The TEAM Springfield model provides a space where our agencies can share ideas and updates and where we can explore how to partner in ways that maximize benefits to the community— whether through delivering efficient and coordinated services or more of what community members want and need.
- Demonstrating commitment to stated goals: One of the City's goals is to "Foster an Environment that Values Diversity and Inclusion." Willamalane welcomes community members and staff of all identities and recognizes that people from oppressed groups have not always had full access to parks and recreation We do this by giving voice to—and celebrating—unique values, contributions, and lived experiences:

--- Willamalane created a DEI (Diversity, Equity, and Inclusion) Committee in 2020. In 2021, the District Board adopted a DEI Strategic Action Plan (<https://www.willamalane.org/Intranet/Documents/Documents%20Tab/DEI-Strategic-Plan-May-21.pdf>). Willamalane also employs a full-time DEI Supervisor who is responsible for planning, evaluating, and implementing district-wide awareness and organizational goals to effectively address systemic oppression, and promote DEI within all aspects of park and recreation operations. Community engagement with marginalized groups is Goal 6 of the plan and includes a series of objectives and actions that this dialogue responds to. Likewise, outcomes from this dialogue and future dialogues will be used to inform updates to this and other goals in the Plan.

--- The Springfield City Council established the City's Committee for Inclusion, Diversity, Equity, and Access (IDEA Committee), which is run by staff at all levels (entry level to leadership) from all departments. The IDEA Committee advocates for matters relating to inclusion, diversity, equity, and access within the City organization and the overall Springfield community. In the public realm, it holds public events to raise cultural awareness and provides occasional funding support to local nonprofits.

--- The City also created a program to empower under-represented leaders in Springfield to better understand and participate in their local government, called City Link (<https://springfield-or.gov/city/city-managers-office/city-link/>).

- Sharing knowledge through public education and creativity: The City and Willamalane have robust programs to teach people who live in and/or visit Springfield about its natural resources and public assets (e.g., the City's "Stream Team," which is made up of the City's Environmental Services Division and Communications staff who work toward maintaining clean/healthy/safe water and riparian areas). Willamalane stewards nearly 1,600 acres of public land that includes parks, 38 miles of trails, and natural areas. Together, the City and Willamalane have many interpretive signs and art installations along trails, at parks, and other places throughout Springfield that serve as a physical, permanent presence and receive a good amount of traffic passing by. We also give tours and hold volunteer events at these sites. Last fall, we heard participants say they want to see more of these community-based elements.