Compensating community members for expertise
Quick poll

What are you trying to achieve by compensating community members?
Agenda

I. ParkScore 2023 Findings
II. Presentations on strategies
   I. Debbie Huston – Raleigh Parks & Rec
   II. Rebecca Bear – Seattle Parks Foundation
   III. Andrea Roberts – BREC
III. Speaker Panel
IV. Discussion break out groups
V. Regroup and share out
Session 2 Report Out

- Presentation from Center for Urban Pedagogy’s Executive Director, Pilar Finuccio

- Strategies for moving beyond “business as usual”

- Barriers to participatory planning

- Case studies:
  - Lexington, KY
  - Lewisville, TX
Percent, by org, that compensate community by direct payment

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<th>Practices</th>
<th>Policies</th>
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<td>Agencies</td>
<td>12%</td>
<td>2%</td>
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<td>Conservancies</td>
<td>28%</td>
<td>3%</td>
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ParkScore 2023 Findings
Full report May 22!
Percent, by org, that compensate community by pass-through to partners

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<td>1%</td>
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<tr>
<td>Conservancies</td>
<td>19%</td>
<td>1%</td>
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ParkScore 2023 Findings
Full report May 22!
On Common Ground is a national research and advocacy strategy, with aims to leverage the community programs embedded within our country’s city parks and public spaces for their capacity to mitigate the impacts of polarization, social isolation, racism, and oppression.
Break out rooms

25 minutes

01
Baton Rouge - Stipends

02
Seattle Parks Foundation – pass-through funding

03
Raleigh – gift cards
Share out!

Key themes from each group
Future sessions

- **May 9 | Park stewardship:** How can we strengthen the capacity of friends of groups and their community?

- **July 11 | Social resilience:** How can parks serve communities in times of crisis?
Contact us!
Christina.jang@tpl.org
Geneva.vest@tpl.org
City of Raleigh
Department of Parks, Recreation and Cultural Resources

Gifted Engagement

Community Power Workshop
March 14, 2024
Engaging the Community

- Incentives
- Discounts
- Tracking Data
- Building partnerships
- Service Recovery
Questions?
Deborah.Huston@raleighnc.gov
Stipends to Community Advisory Council Members

Andrea Roberts
BREC Chief Operating Officer
- Population: 450K
  - 47% White
  - 47% Black
  - 6% Other (Asian, Hispanic, two or more, other)
- Median HH Income: $62K
- 18.5% in poverty
BREC'S 75+ YEAR HISTORY

BATON ROUGE GALLERY EXHIBIT MARKS 60TH ANNIVERSARY OF CITY PARK POOL SWIM-IN

By Maggie Heyn Richardson  |  July 6, 2023

Brooks Park pool fondly remembered as social hub for blacks in Baton Rouge during segregation days

Site was gathering place for blacks in Baton Rouge during segregation

by okie mcclure Special to The Advocate  Dec 21, 2013  |  3 min to read
WHAT MAKES EAST BATON ROUGE PARISH A GREAT PLACE TO LIVE?

<table>
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<th>No.</th>
<th>People</th>
<th>Culture</th>
<th>Economy</th>
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<td>1</td>
<td>20%</td>
<td>16%</td>
<td>09%</td>
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<td>2</td>
<td>Family Neighbors</td>
<td>Food Atmosphere Events</td>
<td>Lower Taxes Job Market Affordability</td>
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<tr>
<td>3</td>
<td>Community</td>
<td>Events</td>
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STORM DAMAGE

1 in 4
Residents' homes have flooded due to natural disasters

1 in 3
Residents' current homes have sustained structural damage due to natural disasters

HOMICIDES PER 100,000 RESIDENTS

- East Baton Rouge: 30.0
- State of Louisiana: 21.3
- United States: 8.2

EBR experienced its highest overall rate of reported crime since 2016, though the number of violent offenses did not increase.
BREC’s 75+ year history engaging the community

2022
BREC Commission approved its first Community Engagement Policy

2023
10-year System-Wide Master Planning (SMP) began
First Community Advisory Council (CAC)
Created standards, forms, processes, procedures, etc.

2024
10-year SMP continues
CAC Feedback up to this point
Piloting Friends Groups

Community Engagement Policy
BREC COMMUNITY ENGAGEMENT PROCESS

Complete the BREC Community Engagement Assessment

What is the scope of the initiative or project?

Park/Amenity WITH Friends Group

If Inform
- Use BREC’s Community Engagement Standards for development and execution of communication approaches
- Notify Friends Group to spread the message

If Consult
- BREC works with Friends Group to obtain feedback and assist in implementation of a Community Engagement Plan
- Using Community Engagement Standards

If Involve
- BREC works with Friends Group(s) when developing a CAC and Community Engagement Plan
- & works with applicable groups to implement the plan

Park/Amenity WITHOUT Friends Group

If Inform
- Use BREC’s Community Engagement Standards for development and execution of communication approaches

If Consult
- BREC uses Community Engagement Standards to develop and execute a Community Engagement Plan

If Involve
- BREC develops a CAC and a Community Engagement Plan using BREC’s Community Engagement Standards & the group(s) work(s) together to implement the plan

Evaluate success of the plan and BREC’s Community Engagement Standards at Project Completion

End
Community Engagement

BREC would like to introduce our Community Engagement Local Project Team and project!

You made your voices heard and we listened! In October 2022, BREC Commission adopted our Community Engagement Policy. This policy was created through the work of 22 volunteer community leaders who represent all the various areas of the parish. The goal of this policy was to encourage the parish to be a part of our transparent and equitable decision-making processes, in hopes that we deepen our relationships and our trust with you, our patrons in East Baton Rouge Parish. We want to improve communication and transparency between BREC and the communities of East Baton Rouge Parish. This relationship with our residents will allow us to increase and efficiently utilize resources and talents available for the shared goals of BREC and help us improve your parks even more. BREC is currently planning our next strategic 10-year master plan and needs community input through a Community Advisory Committee (CAC). Community members selected to participate will be compensated through a grant generously provided by the Trust for Public Land. If you are interested, please apply to join our Strategic Master Plan CAC that will serve as a steering committee for the project and will assist with making your community’s voice heard. This committee will set the foundation for future Community Advisory Committees, as well as future Friends of BREC Parks, through BREC’s new Community Engagement Policy.
COMPENSATION MECHANISM

1. TPL grant funds awarded
2. BREC Foundation received funds
3. Contracts signed between individual CAC members & BREC Foundation
4. BREC Foundation pays CAC member according to fulfilled deliverables
5. BREC evaluates CAC contract obligations & reports performance to BREC Foundation
Working Definition

“Equity” encompasses the intention to make parks and recreation more accessible, welcoming, and inclusive especially for community members who may have historically or currently face barriers to access.

Improving equitable access has many layers:

- Quality
- Access (physical, financial, etc.)
- Resilience
- History + Inclusive Narratives
- Safety + Security
- Operations + Maintenance
- Community Voice
We are wrapping up Phase 2 which identifies key needs, and beginning Phase 3 which explores new opportunities.
Strategic Master Plan Community Advisory Council (CAC) Member Contract

This Strategic Master Plan Community Advisory Council ("Contract") is entered into between the BREC Foundation (hereinafter referred to as "the Foundation") and [Council Member's Name] (hereinafter referred to as "Council Member") on June 2023.

Council Member Responsibilities:

a. CAC Member agrees to serve as a member of BREC's Strategic Master Plan Community Advisory Council for BREC.

b. The Council Member shall actively participate in monthly Council meetings, beginning in June 2023 and continuing through May 2024, in addition to a mandatory tour of the BREC park system, likely in July 2023.

c. The Council Member shall assist with planning, hosting, and facilitating one community event, as assigned by the Foundation, to engage the assigned community and obtain feedback.

d. The Council Member shall utilize the tools provided by BREC to actively engage with their community and gather input.

e. The Council Member shall provide valuable feedback and guidance to BREC on matters related to parks and recreation in East Baton Rouge Parish.

Compensation:

a. The Council Member shall receive compensation for their services through a grant funded by the Trust for Public Land as follows:

i. A completed and signed IRS form W-9 must be provided to the Foundation before payments can be issued.

ii. 50% of the agreed-upon compensation shall be paid in a lump sum payment by the end of December 2023, contingent on CAC Requirements and Responsibilities being met.

iii. The final 50% of the agreed-upon compensation shall be paid by May 2024 in a second lump sum payment, contingent on CAC Requirements and Responsibilities being met.

b. The Council Member has the option to donate a portion or all their compensation to BREC's Strategic Master Planning Community Engagement project through the BREC Foundation, at their discretion.

c. Nothing in this Agreement shall be deemed or construed by the parties hereto, or by any third party, as creating a relationship of employer and employee, principal and agent, or of partnership or joint venture between the parties hereto. No benefits of the Parks and Recreation Commission for the Parish of East Baton Rouge (BREC) or the Foundation shall be available to Council members.

d. Compensation and/or donations to the project will be subject to applicable taxes and deductions as per IRS and other legal requirements.

CAC Meeting Attendance (CAC Requirement):

a. The Council Member is expected to attend all monthly Council meetings. In the event of an unavoidable conflict or absence, the Council Member must provide advance notice to the Foundation.

b. The Council Member may not miss more than one meeting per calendar year, unless otherwise agreed upon in writing by the Foundation.

Confidentiality and Non-Disclosure:

a. The Council Member acknowledges and agrees to maintain the confidentiality of any proprietary or sensitive information shared during Council meetings or related to the Foundation's operations.

b. The Council Member shall not disclose any confidential information to any third party without the prior written consent of the Foundation.

c. The Council Member represents and warrants to the Foundation that he/she under no obligations or commitments, whether contractual or otherwise, that are inconsistent with his/her obligations under this Contract. The Council member represents and warrants that he will not use or disclose, in connection with his service, any proprietary information or intellectual property in which the council member or any other person has any right, title or interest and that his service as contemplated by this Contract will not infringe or violate the rights of any other person and/or entity.

Indemnification:
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SMP CAC COMPENSATION

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IYP3 Community Advisory Council

- Microcosm of EBR Parish
  - Race
  - Education
  - Geography
  - Gender
From the two Dialogue on Race series, I learned that the systemic set up of bundling individuals into separate race categories, plus empowering institutions to practice race discrimination is what has influenced the prejudicial attitudes among individuals... Dialogue on Race helps us see what is, what can be, and how we can be part of change.

Dekisha Anderson
BREC Superintendent Corey K. Wilson  
December 20, 2023

BREC’s first Community Advisory Council is helping us collect input to create the Imagine Your Parks 3 systemwide master plan which will guide our progress through the next ten years. Part of the effort is holding fun events like the Holly Jolly Family Day at Plank Road Park in Zachary. We had a great time and learned a lot about how we can better serve you as well.
LISTENING & ENGAGEMENT

- Staff specific focused conversations
- Pop-up engagement at local events
- Statistically Valid Survey - in the mail
- Phase 1 Open Ended Survey - online
- Summer of Hope neighborhood canvassing
- Public Workshops across the parish
- Phase 2 Open Ended Survey - online
- Topic specific focus group conversations
- Community Advisory Council Meetings
EVALUATION NOTE: ASK WHAT THEY THINK!
QUESTIONS?
Community Driven Engagement

The role of Nonprofit partners in community engagement
We partner with community to champion thriving + equitable parks and public spaces.
CELEBRATING 25 YEARS
SEATTLE PARKS FOUNDATION
Connecting Civic leaders to Community

- Seattle Parks & Recreation
- Seattle Office of Sustainability & Environment
- Seattle Public Utilities
- Seattle Department of Transportation
- Tukwila Parks & Recreation
- King County Parks
- Washington State Recreation and Conservation Office

25 YEARS SEATTLE PARKS FOUNDATION
How we support community

115 Active Projects
40% Equity Focused
All 50% Subsidized
Advocacy + Investment

Over $70 Million in private funding
$1B in public funding over 15 years
300+ Parks and Public Space Projects
Our Strategic Priorities

- Equity
- Health
- Climate
- Community
How SPF Addresses Gaps

• Connecting grassroots community volunteerism to citywide civic efforts
• Leveraging trusted relationships within community
• Being a city alternative for resistant community members
• Stability of longer-term funding
• Collaborative fundraising opportunities
• Fiscal sponsorship
Criteria for Neighborhood Partner Funding

Community partners located in:

- Public Space Priority Areas, as determined by the City of Seattle. For projects outside of Seattle, we will use the state Public Lands inventory tool to help identify:
  - Historically under-resourced neighborhoods
  - Green space and public lands deficits
  - Communities of color that have been historically redlined or marginalized
  - Areas of health disparity where access to greenspace is lacking
  - The Duwamish Valley (an area of long-term investment)

Other eligible projects include:

- Projects rooted in community, focused on justice and equity, that elevate BIPOC representation and leadership
- Public space or community projects focused on ADA accessibility
Community Driven Compensation

Does the project meet our Neighborhood Partner criteria?

- No
  - Does the project require someone from community to work part-time for it to succeed?
    - No
      - Does not qualify.
    - Yes
      - Is annual compensation under $600?
        - Yes
          - Require Name/Address – could be gift card or check – no contract or W-9 form required
        - No
          - Require Program Services Agreement and W-9, no UBI or Insurance
  - Yes
    - Is compensation over $600 but under $12,000 in a year?
      - Yes
        - Require Independent Contractor Agreement, UBI, Insurance, and W9
      - No
        - Require Program Services Agreement and W-9, no UBI or Insurance
Community Stipend Policies

Stipend for Seattle Parks Foundation Community work:

- $50/hour for a meeting
- Criteria for Stipend: Any Neighborhood Partners or anyone with similar criteria (in priority areas, leading with racial equity, not paid to attend this type of meeting)
- Also consider $200/day for full day meetings as per WA State Office of Equity Stipend Policy

Stipends for Grant funded work:

- Built into applications, particularly if working with youth or under-compensated communities and neighborhood partners
- Hourly rate may be dependent on grant criteria – usually between $35-$50 hour
- Make sure to account for travel, supplies, and other costs to ensure community coordinator able to do their job.
Additional Community Support

- Childcare
- Transit stipends
- Free food
- Translation services
- Translated materials
- ADA Accessibility
- Trainings
Thank you!

rebecca@seattleparksfoundation.org