



# Board of Directors

July 6, 2021

District Office Building | 799 SW Columbia | Bend, Oregon



To support Governor Brown's recommendation for social distancing, the Board of Directors conducted the regular board meeting by video.

***The board meeting can be viewed on the website:***

<https://www.bendparksandrec.org/about/board-meeting-videos/>

## **BOARD PRESENT**

Nathan Hovekamp, Chair  
Ariel Méndez, Vice Chair  
Deb Schoen  
Ted Schoenborn  
Jason Kropf

## **STAFF PRESENT**

Don Horton, Executive Director  
Michelle Healy, Deputy Executive Director  
Julie Brown, Manager of Communications and Community Relations  
Lindsey Lombard, Administrative Services Director  
Matt Mercer, Director of Recreation  
Sheila Reed, Executive Assistant  
Brian Hudspeth, Development Manager  
Natalie Broadus-Beard, Human Resources Specialists  
Sarah Bodo, Park Planner  
Rachel Colton, Park Planner

## **LEGAL**

Paul Taylor, LBJ Lawyers

## **5:30 p.m. MEETING CONVENED**

## **VISITORS**

None

## **WORK SESSION**

1. DEI update – *Sarah Bodo and Natalie Broadus-Beard*

Ms. Broadus-Beard shared the names of the consultants that the district has been working with as part of the Talitha Consults team. Ms. Bodo presented the benefits of diversity, equity and inclusion (DEI) efforts by sharing the following slide.

#### INCREASED PERFORMANCE AND PRODUCTIVITY

- 25% more likely among companies with greater gender diversity.<sup>1</sup>
- 36% more likely among companies with greater ethnic diversity.<sup>2</sup>
- Organizations can maximize the benefits by cultivating "diversity mindsets."<sup>3</sup>

#### INCREASED EMPLOYEE RETENTION AND WORKPLACE CULTURE

- 35% of an employee's emotional investment to their work.<sup>4</sup>
- 20% of their desire to stay at their organization is linked to feelings of inclusion.<sup>5</sup>
- Lower levels of employee turnover when employees are included, heard, and respected.<sup>6</sup>

#### INSPIRED INNOVATION:

- 59.1% increase in creativity, innovation, and openness.<sup>7</sup>
- 37.9% better assessment of consumer interest and demand.<sup>8</sup>
- Companies with higher diversity in management earned 38% more of their revenues, on average, from innovative products and services than those companies with lower diversity.<sup>9</sup>

#### POSITIVE REPUTATION:

- Organizations with inclusive business cultures and practices are 57.8% more likely to improve their reputations.<sup>1</sup>
- Employees who view their workplace as inclusive are also likely to consider their organization to have ethical value.<sup>2</sup>

Ms. Broadus-Beard spoke about the milestone schedule:

- December: Initiative kickoff
- February-August; District, Board and Stakeholder Engagement
- September: Assessment report
- November: DEI Assessment and Engagement Plan

Ms. Bodo spoke about the preliminary findings:

- Small group engagement resulted in the following:
  1. More intentional practices and investment in these areas
  2. Desire to understand and work across differences
  3. DEI practice vs. intention
- Staff Survey engagement resulted in the following:
  1. More intentional practices and investment in these areas
  2. Need for institutional coordination
  3. Resistance to DEI (although this was not as strong as the first two items)

She said that the staff survey results will be shared with the board and staff tomorrow.

Next steps:

- Community survey launch
- Upcoming Community Outreach: Ms. Bodo invited the board to participate in this effort.

Board Updates:

- Assessment Report
- DEI Engagement and Assessment Plan (Draft and Final)

## 2. Recreation Update – Matt Mercer

Mr. Mercer said recreation has taken a big leap in the last couple of weeks as restrictions have been lifted. He said facilities are operating as normal with full capacity and no vaccination verification. Reservations have been discontinued and drop in visits and the pass system have resumed. When the facilities closed, staff gave passholders an option to put a hold on the passes and gave an incentive of more time on the pass. Over 2000 passes were placed on hold. Mr. Mercer said he was surprised and

encouraged by the high number of pass holders that did not choose other options. The district has added many new members through the Medicare programs as well.

Mr. Mercer said the district must continue with contact tracing for kids programming, which is something staff does anyway. Program attendance is prohibited if the child has COVID or has been exposed, staff will work with the family for a return date to the program. Contacting families about possible exposures is also required.

Mr. Mercer said the district is following the CDC recommendations: masks must be worn indoors and in vehicles. Distancing will occur at tables and indoor spaces and staff will take things incrementally as the guidance changes.

Mr. Mercer shared some statistics. The first two weeks of summer are showing a strong attendance with just under 19,000 visits. He gave a breakdown of the specific areas of use in the facilities. He said there is an increase in water activities.

### **CONSENT AGENDA**

1. Minutes: 06/16/2021

***Director Schoen made a motion to approve the consent agenda. Director Méndez seconded. The motion passed unanimously, 5-0.***

### **BUSINESS SESSION**

1. Oath of Office for New Board Member – *Nathan Hovekamp*

Director Hovekamp swore in Zavier Borja as the newest member of the board.

2. Elect Board Chair and Vice-Chair

***Director Schoen nominated Ariel Méndez to serve as chair of the Bend Park & Recreation District Board of Directors for Fiscal Year 2021-2022. Director Kropf seconded. The motion passed unanimously, 5-0.***

***Director Kropf nominated Deb Schoen to serve as vice chair of the Bend Park & Recreation District Board of Directors for Fiscal Year 2021-22. Director Hovekamp seconded. The motion passed unanimously, 5-0.***

3. Appoint Board Secretary

***Director Hovekamp made a motion to appoint Don Horton, executive director, to serve as executive secretary of the Bend Park and Recreation District Board of Directors for fiscal year 2021-22. Director Schoen seconded. The motion passed unanimously, 5-0.***

#### 4. Appoint Legislative Liaison

***Director Schoen made a motion to appoint Nathan Hovekamp, to serve as legislative liaison for the Bend Park and Recreation Board of Directors for fiscal year 2021-22. Director Borja seconded. The motion passed unanimously, 5-0.***

#### 5. Approve Board meeting dates and time

***Director Hovekamp made a motion to conduct the Bend Park and Recreation District Board of Directors public meetings on the first and third Tuesdays beginning at 5:30 pm with a work session, and a business session immediately following. Director Kropf seconded. The motion passed unanimously, 5-0.***

#### 6. Park Naming Policy – Rachel Colton

Ms. Colton gave a summary on the Park Naming policy, she said the intent is to provide a process for naming all district assets. She said the first policy was adopted in 2003, and updated in 2013 and this updated policy is intended to guide in name selections and ensure welcoming names are used. The policy still includes a naming committee made up of five members of the community, the committee will review suggestions submitted by staff and make a recommendation to the board for the ultimate approval.

Ms. Colton reviewed the next steps:

- Selection of the naming committee members
- Commencement of naming assets

***Director Schoen made a motion to adopt the new Park, Facility and Trail Naming Policy as amended. Director Borja seconded. The motion passed unanimously, 5-0.***

#### **EXECUTIVE DIRECTOR'S REPORT**

Executive Director gave the following updates:

- The first in person board meeting is planned for August. He said staff is planning to work with OSU Cascades to conduct a hybrid meeting.
- All district offices are now open to the public. Staff is working on an Alternative Work Solution policy to allow employees some opportunity to work from home.
- Staff is working on a grant for the bike park at Big Sky.
- Finance Director's position: Applications have been reviewed and final candidate selections will be made for in-person interviews. The board will be invited to attend the presentations by the finalists. There should be a final decision early September.
- Thanked Ted Schoenborn for his 18 years that he served on the board.

**CALENDAR**

**GOOD OF THE ORDER**

- Director Hovekamp thanked Director Schoenborn for his service and welcomed Director Borja and congratulated Directors Méndez and Schoen on their new roles and thanked Director Kropf for his role in the legislature. Director Hovekamp shared that he attended a film at the Tower Theater on the Mirror Pond Pageant. He shared his appreciation for the film and the topic. He commented on his appreciation of the discussions that the board has together.
- Director Kropf said that SDCs were a part of the conversation at the legislative level and as a result a bill was created to study the impact on affordable housing. He welcomed Director Borja and thanked Director Schoenborn for his service.
- Director Borja thanked Director Schoenborn for his service and congratulated Directors Méndez and Schoen and thanked the board for the warm welcome.
- Director Schoen commented that Director Schoenborn's party was lovely and said he leaves a big hole on the board. She commented on the DEI efforts and said it is difficult work and congratulated Director Borja on his board position.
- Director Méndez spoke about the hardships created for kids in the pandemic and commended staff for the programs that they offer the kids in the community. He remarked that Director Schoenborn is not going away, but will serve in other capacities. He congratulated Directors Schoen and Hovekamp on their new roles and welcomed Director Borja.


**ADJOURN 7:45**



Prepared by,  
Sheila Reed  
Executive Assistant

  
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Ariel Méndez, Chair

  
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Deb Schoen, Vice-Chair

  
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Jason Kropf

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Nathan Hovekamp

  
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Zavler Borja

