

Tuesday, June 2

Employee Update – COVID Response

Message from General Manager



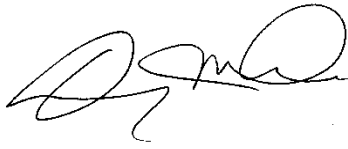
Dear Staff,

I want to acknowledge this has been a difficult week as we are once again confronted with the painful reality of the inherent racism and systemic inequalities that fester within our nation's institutions. We know our country has a troubling history with racism and intolerance. And the tragic events this past week along with the nationwide response remind us we still have a long way to go to reach a place where people of color are safe from fear and injustice solely based on the color of their skin.

As public servants, we are by definition part of that system, which means we have the power to be part of the solution. Let me be clear about THPRD's values: we stand together, in solidarity with the Black community, and with all People of Color, to say we see you, we hear you, and we accept the responsibility to be an active partner in the fight against systemic racism and injustice. Being stewards of our park and recreation system, it is incumbent upon each of us to accept this challenge, to stand up to intolerance and racism, and to support social justice. There is no room for intolerance or injustice at THPRD and we must all be willing to examine ourselves as individuals and as part of a system.

I hope you appreciate as I do, the privilege of working in the parks and recreation field, where we have the opportunity to be a part of healing these wounds. We must create spaces and opportunities for all people to come together, to play and recreate together, and reach across differences to forge healthy strong relationships. Let our work, our positive intention, and our focus, be part of the reconciliation and healing we must do.

Thank you,



Doug

Communications Update



We want to let everyone we have asked the Employee Support Group to take the initiative to develop employee-led suggestions on how we can strengthen our support, as employees, on racial and social justice issues. We look forward to supporting the ideas that come forward from this group. If you have any ideas, please reach out to Employee Support Group members and share your ideas.

Employee Support Group Update *Recapping Last Week's Webinars on Workplace Resiliency*



On May 27 and 28, THPRD employees were invited to participate in two webinars offered through the Employee Assistance Program. The goal of these webinars was to help identify a path toward resilience and process the difficulty of having to say goodbye to many of our colleagues in the past week. The sessions were led by Jeff Olsgaard from Providence Health & Services.

During these sessions, Jeff spoke to the challenges and feelings that a lot of us are experiencing right now – relief, guilt, and maybe even a sense of exhaustion from having to cope with near-constant change. Below is a quick recap from the sessions:

- **Importance of acknowledging the unexpected.** The pandemic has brought a shift in our collective thinking - from future orientation to the immediate and present. Experiencing worry, social withdrawal, a sense of grief and loss are all *“normal reactions in an abnormal time.”*
- **Practice understanding and flexibility.** We are all experiencing a sense of loss. By being intentional and responsive we validate the strengths and struggles of others by practicing understanding and flexibility.
- **Even though we all share the same path at this time, we are not on the same journey.** Acknowledge that the changes that we experience during this uncertain time vary widely.
- **Communication and reaching out is more important than ever.** In a time of physical distancing, connect with current and former colleagues to see how they're doing. Consider starting team meetings with an exercise of sharing a recent “high and low.” Sharing our stories can make them less overwhelming and upsetting, more like shared experiences.
- **Intentional self-care and kindness.** Breathing deeply, good sleep hygiene, socializing with those who nurture and challenge us are all simple means of intentionally taking care of ourselves. Equally important is creating a resiliency plan with goals focused on beyond the immediate.
- **Stay active.** As park and recreation professionals, we are well aware of the positive effects of the outdoors and exercise. Enjoy the warm weather and explore the outdoors safely and responsibly. And never underestimate the mood-lifting capabilities of a short neighborhood walk.
- **Seek help through an EAP.** If you are feeling increasingly worried, consider seeking professional assistance through the **Employee Assistance Program (EAP)**. This benefit is fully paid by the district and is offered through Providence. Call 800-255-5255 and tell them you are an employee at Tualatin Hills Park & Recreation District.

Summer Camp and Reopening Update



We met our goal of posting initial summer camp offerings for the public on our website this Monday, June 1. Due to staff's efforts, we have also been able to

offer more summer camp options than we originally anticipated. In the early weeks of July, we will be able to offer 39 summer camp options at four sites: Howard M. Terpenning Complex (HMT), Mountainview Champions Park, Raleigh Park, and Camp Rivendale/Jenkins Estate. This means we will be able to accommodate about 390 campers a week as we start out. We are building interest lists and will manage our waitlists and hope to be able to scale up our operations as the summer progresses, but we will be balancing summer camp expansion with our operational needs for reopening facilities.

We had some exciting news late last week with initial draft documents released from the Governor's Office on Phase 2. While the draft is not yet finalized, it looks like we may be able to move a bit faster than we originally anticipated on opening additional amenities. A Reopening Team is meeting to discuss plans for field openings, summer camp expansions, and facility openings. While the details are still being developed, we are hopeful that we will be able to open some of our synthetic turf fields and complex fields for permitted scheduled use in July.

We are also beginning discussions on facility openings in Phase 2. More information will be coming as the team's plans are developed.