



Community-Based Participatory Research Reports

An effort led by the Equity and Wellness Institute for the California Tahoe Conservancy



in partnership with:



Gateway
Mountain
Center



The California Tahoe Conservancy is taking action to center racial equity in its work. As part of its commitment to the Washoe Tribe of Nevada and California and to racial equity principles, the Conservancy has worked over the last two years to develop a Racial Equity Action Plan (REAP). The REAP complements the Conservancy's recently adopted 2024-2029 Strategic Plan, and guides the Conservancy's commitment to advancing racial equity through goals and actions. The Conservancy will finalize the REAP in September 2024.

As part of the REAP's development, the Equity and Wellness Institute (EqWI) joined with the Washoe Tribe of Nevada and California along with four regional partners in the Lake Tahoe Basin (Basin)—ADVANCE, Bread and Broth, Gateway Mountain Center, and Live Violence Free—to conduct community-based participatory research (CBPR). CBPR means that members of the community develop and lead research related to their community. This approach focuses on collaboration and empowering communities. Members of the community using CBPR can find solutions that are driven by those who are most affected and provide critical data from the community that is otherwise lacking.

For this CBPR process, the participants each serve different communities within the Basin, including:

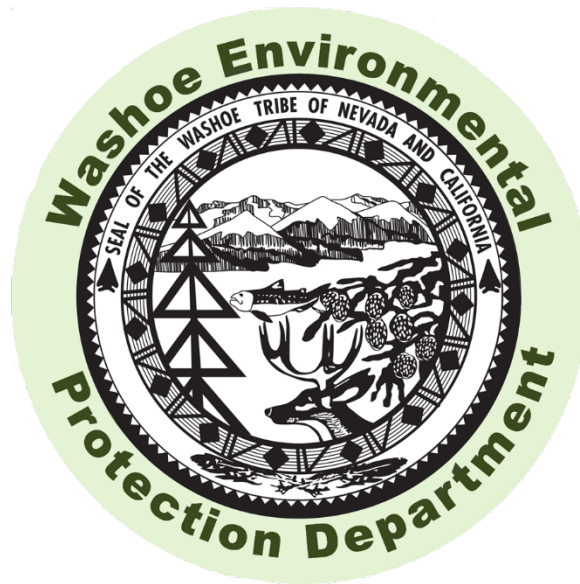
- Washoe Tribal members
- Persons identifying as Latino/a/x/e
- Youth (0-18 years)
- Persons experiencing homelessness
- Survivors and people experiencing domestic abuse. Communities that are underresourced and facing financial instability

Every participating organization committed to creating a community-based research project. EqWI organized a comprehensive three-part training series for the participating organizations and provided office hours and coaching support. This included selecting a topic of interest, developing their preferred data-collection method (e.g., focus groups, interviews, surveys) and gathering data directly from their communities of focus. Once the outreach was completed each organization formulated themes and recommendations based on their findings. These culminated in the following reports, which the participating leaders presented to the community during public meetings.

The Conservancy is grateful for the tremendous work by each of the participating organizations. The resulting reports showed each entity's dedication, care, and connection to their communities. The insight in these reports will inform Conservancy work within the Basin and will be incorporated into the Conservancy's REAP.

Cultivating Outcomes through Equity in the Tahoe Basin

Washoe Tribe of Nevada & California
Team Members: Cale Pete, Rhiana Jones



Introduction

The Washoe Tribe of Nevada and California is a federally recognized Indian Tribe organized pursuant to the Indian Reorganization Act of June 18, 1934, as amended. The Tribe's aboriginal territory extends to the west of Lake Tahoe, north to Honey Lake, east in the Pine Nut Mountains and south to Antelope Valley, California. The Tribe has four (4) federally recognized Communities (Carson Colony, Stewart, Dresslerville, and Woodfords), with three (3) in Nevada and one (1) in California. Each of the Communities has a separate governing Community Council with elected members from each community joining the Washoe Tribal Council which governs the Tribe.

The Washoe Environmental Protection Department (WEPD) was established in the Tribal government structure in 1998. The WEPD is responsible for carrying out protection of natural resources and management for lands within the traditional territory and over 73,500 acres of tribal lands. The Washoe Environmental Protection Department has used the grant funds from the California Tahoe Conservancy for the Community Based Participatory Research (CBPR) to develop a survey to engage our Tribal communities. The survey questions asked were to see what factors inhibit Tribal members from accessing and enjoying their aboriginal homelands within the Tahoe basin.

Priority Population

1. What population is your work focused on?

The population chosen for the Community Based Participatory Research (CBPR) grant are our Washoe Tribal community members.

2. Do you know what criteria was used in selecting this population?

The criteria used for selecting our population was the Washoe Tribal communities are the people the Tribal government serves. The Washoe Tribe has around 1400 enrolled members.

3. What are the disparities/inequities experienced by this population that you hope to address?

Minority communities in this country have been seen in the eyes of some as being “underserved” ; the term that should be used is “unheard.” We want to address what factors contribute to members of the Washoe Tribe not having access to aboriginal homelands whether it be societal barriers, large influx of tourism during the summer months, or the Tahoe Basin is just too expensive for tribal members to enjoy for recreation and cultural purposes.

4. What has been your experience or history of working with this population(s) in the past?

The Washoe Environmental Protection Department has been serving the Tribal community since 1998. The department has gone through many transitions throughout the years, but the goal has remained the same, to protect tribal resources through responsible land management so we can have pristine natural resources for future generations to enjoy.

Process

1. Who in your organization has responsibility for this project and what were their roles? (name, title, role)

When the grant was awarded to the Tribe, there were two (2) team members working on the Community Based Participatory Research (CBPR) project for the Washoe Environmental Protection Department. Mark Lara (Environmental Specialist) and Rhiana Jones (Director of the Environmental Department). Mr. Lara was responsible for drafting thoughtful survey questions to engage our tribal communities. Questions were submitted to the Director for several rounds of review before finalized. Ms. Jones' role in the project was to provide project oversight and to assist with data collection at tribal outreach events. In August of 2023, Mr. Lara left the department to pursue a degree in forestry. With his departure, our Environmental Manager Cale Pete was added to the CBPR team to attend outreach events to conduct data collection and to provide data analysis. Mr. Pete is responsible for drafting and submitting the final report.

2. What were the key questions you sought to answer through this project?

The key questions we wanted to collect data on were what factors contribute to the Washoe people feeling unwanted or excluded from the Tahoe Basin. What is the most important aspect, feature, or resource within the Tahoe Basin to our priority population.

3. Who was your provider partner and what was their role?

The provider partner for this project is the California Tahoe Conservancy.

4. How did you go about coordinating the work with your provider partner?

The Washoe Environmental Protection Department CBPR team attended the three (3) training workshops. These workshops gave grant recipients the tools to carry out the surveys and how to analyze the data into “codes” and “themes.”

5. What kinds of activities did you engage in to collect your data? How many participants did you engage?

We collected our data by attending tribal outreach events so we could directly connect with our priority population. The Washoe Tribe has an annual festival that was held at the Meeks Bay Resort (Washoe Tribe Operated) which brings the tribal communities together all in one place. We collected many survey responses from this event, along with having a booth at the Washoe Picnic which was in the Dresslerville Community which is our largest. Another outreach event we attended was a Washoe Tribe career fair held at the Carson Valley Inn in Gardnerville. We were able to collect thirty (30) surveys from all outreach events.

6. What kinds of challenges did you face and how did you address them?

The biggest challenge we had while collecting data was receiving organic participation from tribal members. Most Indigenous communities have a deep mistrust with disclosing information in fear of that information being used against them or having the information they do provide being ignored by the people requesting. We addressed this challenge by informing participants that this data is a strong step in the right direction to get our tribal presence back into the Tahoe Basin and give our department more insight into what the community wants to see change.

Key Findings

1. What answers/learnings did you find to your key questions?

After reviewing our thirty (30) survey responses, we have noticed that a majority of tribal members feel like they are welcomed in Tahoe, but still feel like they are outcasts in their homelands due to extreme tourism, the lack of cultural recognition in the Tahoe Basin by federal, state, and local agencies, and how expensive it is to visit the area.

2. What were the underlying causes to some of the questions you sought answers to?

The underlying causes to the questions we sought answers to was to find out what the barriers are for tribal members to visit Tahoe. Another reason was to see what we can do as a department to get our project information out to the community.

3. What stood out to you as being particularly insightful or interesting?

It is insightful that most participants do feel welcome in the Tahoe Basin, however tourism and expenses are deterrents.

4. Were there any surprises to you and your team?

We were surprised how many participants do feel welcome in the basin.

Themes

1. What were some things that the people you engaged had general agreement on?

The themes that kept coming up while reviewing the surveys were that participants want more inclusion, more cultural events in the basin, and more tribal community outreach events.

2. What were trends that you saw in your data?

A trend we saw in our data was that most participants find tourism is a major factor in affecting tribal members from practicing cultural traditions due to a lack of privacy.

3. What stood out to you as being particularly insightful or interesting?

It is insightful to know that tribal members want to practice cultural traditions, they just want a safe place to do so.

4. Were there any surprises to you and your team?

Participants want more elder involvement when the Washoe Tribe meets with agencies.

Key Recommendations

1. Based on what you learned, from asking your key questions, what are recommendations that would support more equitable outcomes for your selected population?

Recommendations that would support an equitable outcome for Washoe Tribal members would be to have a cultural sensitivity training that is hosted by the Tribe for all Tahoe Basin agencies to attend so they can better learn how to communicate with the Tribe.

2. What needs to change in order for the priority population(s) to have greater access to outdoor recreation and stewardship at the Tahoe Basin?

Areas identified by the Tribe for cultural use need to be closed so tribal members can practice their cultural traditions during certain times of the year. The Washoe Tribe should also be included in all discussions pertaining to forestry activities.

Provider Accountability

1. What indicators of success would you use to assess the impact of your work?

Indicators of success that the Washoe Tribe's CBPR team could track would be an increase in digital traffic (tribal member engagement) on our social media account, phone calls to our offices regarding environmental issues, and sign-up sheets for additional Washoe Environmental Protection Department information on our projects at our booths at outreach events.

2. How should your provider partner demonstrate good faith in moving forward with your recommendations?

Inviting the Washoe Tribe to have a seat at the table on environmental issues. The California Tahoe Conservancy can share milestones of the Tribe's environmental work to their network of partners so new partnerships can form, this can be done through newsletters, social media, etc.

3. How might the community want to be kept up to date on changes that are made, and how might they want to be involved in the design, implementation, or oversight of those changes?

Any big changes can be presented at a Washoe Tribal Council meeting where Tribal leadership is present. Tribal leadership can send out the updates to the community via our tribal website.

Cultivating Outcomes through Equity in the Tahoe Basin

ADVANCE
Frank Gerdeman
Grace Davis
Claudia Manzano



We are a collaborative network of education and government agencies, local organizations, and employers serving the Lake Tahoe Basin and Alpine County. Our mission is to support and empower adults seeking to enhance their educational, career, and civic opportunities. Based in South Lake Tahoe, we offer a wide variety of no, or low-cost services throughout the South Shore and Alpine County communities. We do this primarily by offering a flexible, multi-step process to help our clients identify goal(s) and then develop and map a unique personal pathway plan to achieving those goals. Specific programs include: High School completion (diploma or equivalency), basic skills improvement (including English language acquisition), work readiness training (e.g., small engine repair bootcamps and OSHA 30 certification), and supportive resources (including access/connection to multi-lingual tele-health and tele-mental health services).

Priority Population(s)

1. What population(s) is your work focused on?

We focused on native Spanish speakers with little, or low, English language proficiency.

2. Do you know what criteria was used in selecting this population(s)?

Yes - this population represents the largest percentage of our client base (@62%) and is often under, or not, represented in many local surveys/research. It seemed like the optimal choice for our involvement in this project.

3. What are the disparities/inequities experienced by this population that you hope to address?

As referenced above, their voice is often missing from community engagement work relating to a wide variety of issues – including housing, transportation, prosperity/economic development, and recreation. In addition, this community may be more impacted by barriers in relation to those same issues than the broader, more visible Tahoe community.

4. What has been your experience or history of working with this population(s) in the past?

As mentioned, this population makes up the majority of the clients our program serves and has since our program's inception in 2016. We have worked diligently to include their voice in the broader community – this often takes the form of targeted outreach (as in this and other surveys), advocacy and translation of materials, and targeted support (including financial awards/grants, as we did during the first 3-6 months of COVID).

Process

1. Who in your organization has responsibility for this project and what were their roles? (name, title, role)

- a. Frank Gerdeman, Director – Project Lead and Report Writer
- b. Grace Davis, Bi-Lingual Transition Navigator – Survey review and translation, client in-person interviews (where conducted), survey distribution. Survey results review (and translation for additional reviewer access)
- c. Claudia Manzano, Bi-Lingual Transition Navigator - Survey review and translation, client in-person interviews (where conducted), survey distribution. Survey translation review to ensure respondent answers were faithfully represented (two-party review/verification).

2. What were the key questions you sought to answer through this project?

Do members of this population value access to outdoor recreation activities and what may be impacting/driving that value. Are there specific barriers, including barriers related to racism, that might be preventing or decreasing that value. Finally, what role, if any, does this population believe racism impacts living/working in Tahoe.

3. Who was your provider partner and what was their role?

Tahoe Nature Conservancy

4. How did you go about coordinating the work with your provider partner?

Through ongoing training and open office hours.

5. What kinds of activities did you engage in to collect your data?

We used a survey, in Spanish, and conducted interviews (using the same set of survey questions) with individuals we serve through transition navigation services and in ESL classes.

How many participants did you engage?

We had 38 full responses (exceeding our initial target of 30).

6. What kinds of challenges did you face and how did you address them?

Because of our ongoing work with this population and our unique structure of providing personal pathway planning and relationship building, we didn't experience any noticeable challenges in terms of connecting to participants or

clarifying responses as/when needed.

Key Findings

1. What answers/learnings did you find to your key questions?

- a. The vast majority of respondents expressed interest in accessing outdoor recreation activities in Tahoe.
- b. Barriers are real for this population with most (@70%) identifying time/work schedule(s) impact available free time. Time was followed by cost and transportation as additional barriers.
- c. Some respondents acknowledged racism exists in Tahoe, but fewer stated they have encountered it directly. A small number referenced feeling “devalued” due to English language proficiency.

2. What were the underlying causes to some of the questions you sought answers to?

We included the first question because we didn’t want to assume that everyone (and every culture) values outdoor recreation/access the way (or the same way) that the more visible members of our community might. We also wanted to understand the role explicit or implicit racism might play in the decisions this population makes regarding recreation/access.

3. What stood out to you as being particularly insightful or interesting?

The high percentage of respondents who say they want to access outdoor recreation activities. Also, the percentage of individuals who acknowledged that racism is evident in Tahoe but felt that they had not experienced any direct, negative effects from that racism. However, @15% of respondents did feel racism was an issue and had strong comments on their own experiences. A few sample quotes are included here:

"They simply see us as immigrants and don't provide us with the same quality of services."

"We limit ourselves from doing activities to avoid people continuing to insult us."

"It's quite uncomfortable. Some Americans look at you with disdain just because you don't speak English."

4. Were there any surprises to you and your team?

Certainly both of the points included in the response to question 3, above. It could be vital (and interesting) to dig deeper into the responses around racism, especially the fact that over 80% of respondents did not see it as an issue or have direct experience of racism in Tahoe – several potential explanations for the answers occurred to the team based on our organization's experience with this population, such as conflating the broad community with a more close-knit, language-based community, but this would require additional research.

Themes

1. What were some things that the people you engaged had general agreement on?

As mentioned before, interest in access to outdoor recreation activities, the barriers that were making that access difficult. This is, again, especially true of time and work – over 60% who mentioned time as an issue tied it to working multiple jobs as the primary impact on available "free time."

2. What were trends that you saw in your data?

In addition to items previously mentioned, the number of mentions/requests for more family friendly areas, especially shelters, at public beaches and other outdoor recreation sites. Family/large group gatherings were listed by multiple respondents as the driver of their interest in outdoor recreation activities.

3. What stood out to you as being particularly insightful or interesting?

Only one respondent specifically mentioned any of the outdoor recreation activities that most people might associate with Tahoe – biking/mountain biking, skiing/snowboarding, on the water activities (boating, paddleboarding, etc.). Note that this one reference was to the cost of equipment and “access” for winter mountain sports being a barrier.

4. Were there any surprises to you and your team?

In terms of themes, nothing really surprising. Again, this may be due, in part, to our strong connection to this population, especially the specific respondents who already have trusted relationships with our interview team and program.

Key Recommendations

1. Based on what you learned, from asking your key questions, what are recommendations that would support more equitable outcomes for your selected population?

A broader recognition, and understanding, that individuals, communities, and cultures value outdoor recreation differently. Our (personal) interests aren’t necessarily shared by others and simply having our voices heard doesn’t give us the right, or authority, to impose that vision on everyone.

2. What needs to change in order for the priority population(s) to have greater access to outdoor recreation and stewardship at the Tahoe Basin?

A number of issues need to be addressed that at first glance may not have a direct relationship to outdoor recreation and stewardship. The harsh reality of the disconnect between the cost of living (even at surviving versus thriving levels) and the availability of higher-waged jobs and attainable/affordable housing impacts these issues as they do all of the issues in the Tahoe Basin. Those are long-standing

issues requiring thoughtful and longer-term solutions. In the shorter/nearer term, taking that recognition and understanding mentioned above and letting that guide our actions seems feasible and reasonable. More family/group shelters and spaces, better transportation to/from recreation areas (especially local beaches/waterfront), more free (or reduced) access to outdoor recreation spaces and activities all seem like they would have a positive impact.

Provider Accountability

1. What indicators of success would you use to assess the impact of your work?

The most significant might be visible evidence to this population that their voices weren't just heard but that they were listened to and acted upon. This could mean a broader definition of what outdoor recreation activities look like, increased signage and shelters for the activities that this population values, reduction in costs to locals for access and/or participation.

2. How should your provider partner demonstrate good faith in moving forward with your recommendations?

Continue to seek out input and feedback from this population, incorporate the aforementioned broader definitions in their work and continue to look for ways to include (at least) Spanish versions of information and resources on all used media (web, paper, outreach, events).

3. How might the community want to be kept up to date on changes that are made, and how might they want to be involved in the design, implementation, or oversight of those changes?

Updates that are easily digestible (ie, in Spanish, or other native languages if identified) and available through avenues/channels this population is already accessing such as, Family Resource Center (South Lake Tahoe), Cafecitos (Lake

Tahoe Unified School District), Equity Program (Lake Tahoe Community College),
ADVANCE.

Attachments (data collection tools and outreach materials)

- Please include your data collection instrument (ie. survey questionnaire, focus group/interview questions)

Appendix A – Survey Questions (in Spanish and English)

Appendix A – Survey Questions

Spanish	English
¿Estás interesado/a en acceder a actividades de recreación al aire libre en Tahoe?	Are you interested in accessing outdoor recreation activities in Tahoe?
¿Qué barreras y/o desafíos enfrenta en términos de acceder a actividades de recreación al aire libre en Tahoe?	What barriers and/or challenges do you face in terms of accessing outdoor recreation activities in Tahoe?
¿Hay momentos en los que se ha sentido/se siente incómodo o no bienvenido viviendo en Tahoe?	Have there been times when you have felt or currently feel uncomfortable or unwelcome living in Tahoe?
Más específicamente, ¿hay momentos en los que se siente/se ha sentido incómodo/a o no bienvenido al intentar acceder a actividades de recreación al aire libre en Tahoe?	More specifically, are there times when you feel or have felt uncomfortable or unwelcome when trying to access outdoor recreation activities in Tahoe?
¿Cómo el racismo en Tahoe le afecta a usted y/o a las personas a las que cuida?	How does racism in Tahoe affect you and/or the people you care for?
¿El racismo ha causado que usted y/o las personas a las que cuida sean tratados de manera diferente en Tahoe y qué impacto ha tenido esto en usted?	Has racism caused you and/or the people you care for to be treated differently in Tahoe, and what impact has this had on you?
¿Alguna vez ha oído hablar del Conservatorio de Tahoe en California?	Have you ever heard of the Tahoe Conservatory in California?
Si la respuesta es afirmativa, ¿cómo se enteró de ellos y qué sabe acerca de la organización?	If the answer is affirmative, how did you hear about them, and what do you know about the organization?

Cultivating Outcomes through Equity in the Tahoe Basin

Bread & Broth

Team Members:

Carol Gerard
Beth Wallace



Introduction (Background of your organization, narrative format)

Bread & Broth was founded in 1989 to address the issue of food insecurity in South Lake Tahoe. The organization is an all volunteer, non-denominational group with no paid staff. Thirteen volunteers serve on the working Advisory Board. Approximately 450 individuals are part of Bread & Broth's Volunteer database with over 250 actively participating in the various programs of B&B.

B&B strives to reach and serve all Lake Tahoe South Shore community members who struggle with hunger by providing the following food service outreach programs:

1) Bread & Broth Monday Meals

Hot, full-course nutritional meals are served at St. Theresa Grace Hall from 4:00 pm until 5:30 pm every Monday throughout the year. In addition to serving hot meals and beverages, the 80-100 dinner guests are provided with food "giveaway" bags.

2) Bread & Broth Second Serving

Soup and simple entree meals are served at the Lake Tahoe Community Presbyterian Church from 4:00 pm until 5:00 pm every Friday throughout the year to 40-60 guests weekly.

3) Bread & Broth 4 Kids

Children (an average of 170 children weekly) in the Lake Tahoe Unified School District (grades pre-K-12) facing food insecurity are provided with weekend food bags containing 7 single serving, kid-friendly meals (3 dinners, 2 breakfasts, 2 lunches), fresh fruit, and 4 snacks. This year, through a generous grant provided by the Marcella Foundation, Bread & Broth is providing over 70 bags to local childcare providers who serve children from low income families. In addition, over 500 protein bars are delivered to all LTUSD school sites each week so that teachers, office staff, school nurses etc. can distribute them to children who arrive at school hungry or need additional nutrition during the school day. During the summer school break, "Summer B& B 4 Kids" hands out nutritious, kid-friendly food every Wednesday at St. Theresa Grace Hall to any child up to the age of 18.

Priority Population(s)

1. What population(s) is your work focused on?
2. Do you know what criteria was used in selecting this population(s)?
3. What are the disparities/inequities experienced by this population that you hope to address?
4. What has been your experience or history of working with this population(s) in the past?

Our two hot meal services attract the homeless, seniors, veterans, those with emotional or physical challenges, families facing financial difficulties and unemployed individuals. Our dinner services are available to all who come for a warm, full course meal; no demographic or financial information is collected. Our B&B 4 Kids program serves children facing food insecurity over the school year weekend or during the summer.

We chose participants randomly from three of our programs. Our clients generally come from low socio-economic circumstances and tap into services provided by governmental agencies, social services and other non-profit agencies in the local community for support.

The individuals and families we serve generally face a great deal of inequities while living in the South Lake Tahoe region. Many are working multiple jobs just to exist in the Tahoe region- the cost of living in the area is overwhelming for many of our clients. Many are homeless or couch surfing with family or friends. Many families face transportation challenges.

Our experience of working with this population has been primarily one of gratitude and appreciation. Dinner guests repeatedly have expressed their thanks for our twice a week dinners- many mention that these are the only hot, full course meals that they will have all week. Parents of children receiving food through the B&B 4 Kids program express their appreciation for help in feeding their children during breaks from school.

Process

1. Who in your organization has responsibility for this project and what were their roles? (name, title, role)
2. What were the key questions you sought to answer through this project?
3. Who was your provider partner and what was their role?
4. How did you go about coordinating the work with your provider partner?
5. What kinds of activities did you engage in to collect your data? How many participants did you engage?
6. What kinds of challenges did you face and how did you address them?

Carol Gerard, Interim Director of Bread & Broth, and Beth Wallace, Grant Writer and Communications Chairperson, were the two members of the organization responsible for the project. Their participation in the project was discussed and approved by the entire B&B Advisory Board.

Our key questions dealt with accessibility to social services in South Lake Tahoe and suggestions for improvement, the comfort level of individuals living in South Lake Tahoe, outdoor recreational activities our clients participated in, barriers in participating in these activities and suggestions for removing those barriers.

Provider Information:

Our provider partner was the California Tahoe Conservancy. Their role was to find agencies and organizations in the South Lake Tahoe community who have access to a large and diverse range of community members.

We interviewed 33 individuals over a period of eight weeks. 43 percent of those interviewed identified as Hispanic, while 57 percent identified as white or non-Hispanic. Interviews were conducted at four different venues: Monday Meals, Second Serving meals, with parents at our Summer B&B 4 Kids Food program, or at pre-schools where our B&B 4 Kids weekend food bags are distributed.

We faced several challenges in gathering the information. One was a language barrier when interviewing our Hispanic participants; we then had an interpreter to assist us with the questions and answers. We had several dinner guests choose not to participate when asked; several felt uncomfortable with a “survey.” Probably our biggest challenge was asking the questions and ensuring we were not prompting in any way.

Key Findings

1. What answers/learnings did you find to your key questions?
2. What were the underlying causes to some of the questions you sought answers to?
3. What stood out to you as being particularly insightful or interesting?
4. Were there any surprises to you and your team?

Key answers/ideas:

1. Many of the outdoor recreational activities are too expensive (the entrance fees, parking or equipment costs).
2. Transportation to and from the outdoor recreation areas is a concern.
3. Respondents felt the communication about the available recreational activities is sometimes not available or limited.
4. Parents wished for more recreational activities in their neighborhood or local open spaces.

Interesting Observations/Insights

An interesting observation for our team members is that many of our respondents have grown up in Tahoe and pay less attention to those features of the areas that have attracted so many of us to settle here. They are just trying to etch out a living; their highest priority is to provide housing, food on the table, and maintain a job to provide for their family.

Many of their ideas for increasing communication and better publicizing events were interesting to our team members. Many commented that although resources and activities were available in South Lake Tahoe, it was kind of a confusing maze for them to figure it out.

I think both members of the team were surprised at the significant number of homeless still living in Tahoe (mostly those were individuals interviewed at our Monday Meal and Second

Serving programs). With the closing of the Warm Room in South Lake, it was our presumption that many of our homeless were now housed at the motels that have been converted into living space for the previously homeless population through Project Homekey.

Themes

1. What were some things that the people you engaged had general agreement on?
2. What were trends that you saw in your data?
3. What stood out to you as being particularly insightful or interesting?
4. Were there any surprises to you and your team?

There were several things most of our interviewees agreed on. One, it is extremely expensive to live in South Lake Tahoe, and that interferes with participating in outdoor recreation in a variety of ways. Another issue for them was that of congestion while driving in Tahoe, particularly in the summer. Almost all of the people we interviewed wished there was more communication about the various recreational venues, the events held at these outdoor areas, and the need to accommodate locals on a regular basis.

Trends center around the above mentioned issues:

1. It is very expensive to live in South Lake Tahoe and this prohibits many from enjoying the outdoor activities the area has to offer.
2. Traffic and congestion on the streets and highway are a hindrance to enjoying outdoor activities. Parking costs at many of these venues discourage participation.
3. Communication about some of these recreational opportunities needs to be more widespread.

4. Younger families wish for more play activities in local open areas: playground equipment, fields, tennis courts, bike tracks and trails, water activities, etc. to encourage their children to be outside

I think the biggest insight we gained through this entire process was that there are many locals who probably don't necessarily live here to enjoy what the outdoors has to offer. They have lived here much of their life, their extended families live here, and they want to continue to live here. Their goal is to get by and make a decent living, and in a city like South Lake Tahoe, the cost of living is very high. The sacrifice is often giving up activities and venues that make South Lake Tahoe such a special place.

Key Recommendations

1. Based on what you learned, from asking your key questions, what are recommendations that would support more equitable outcomes for your selected population?
2. What needs to change in order for the priority population(s) to have greater access to outdoor recreation and stewardship at the Tahoe Basin?

Because South Lake Tahoe is an expensive place to live, many of our respondents wished there was a "local" pass that residents would receive and could use for parking, more access to beaches and recreational venues. In addition, more local discounts for recreational areas (ski resorts, sledding, swimming, park entrance fees) should be encouraged. Many also suggested "Just Local" days or times (i.e. after work on a weekday) where locals could access some of these venues without paying for parking. Another trend especially among parents is that they

hoped for more outdoor programs modeled after SOS Outreach so that children could be provided with free and subsidized equipment, passes, and mentoring.

Traffic congestion and parking are not necessarily the responsibility of the Conservancy, but again, “local” and designated non-tourist times could be encouraged. Transit buses could go through local neighborhoods on a weekend day to pick up residents for certain venues or events.

Another trend was that most of our interviewees felt there was not enough communication advertising venues or local recreational events. Many suggested that there should be a central location in charge of the dissemination of events: flyers on bulletin board all across town (schools, grocery stores, Mexican markets, apartment buildings, laundromats, the Senior Center), posts on all social media sources (Facebook, Instagram, TikTok, etc.), a designated page in the Tribune for just upcoming events, and a Word of Mouth campaign (“Do us a favor, tell your neighbor”).

Still another trend was that many of our respondents wanted outdoor activities in their neighborhood. Many encouraged more outdoor activity (more swimming pools, cheaper swimming lessons, water play fountains, tennis courts, bike trails) for their families in nearby parks or open fields.

Provider Accountability

1. What indicators of success would you use to assess the impact of your work?
2. How should your provider partner demonstrate good faith in moving forward with your recommendations?

3. How might the community want to be kept up to date on changes that are made, and how might they want to be involved in the design, implementation, or oversight of those changes?

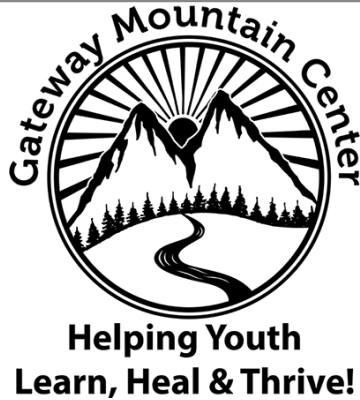
Ideas for Provider Accountability:

1. Analyze and share the information with the agencies involved in compiling it.
2. Action on several recommendations provided by the various reports from the involved agencies (i.e. more localized park activities, one centralized location for information, etc.)
3. Share findings with various other agencies in the city for collaborative efforts to solve some of the concerns
4. Each agency involved in this study could identify some of their interviewees who might add a slightly different perspective in designing ideas for improvement. Tahoe Conservancy should involve some of these individuals.

Cultivating Outcomes through Equity in the Tahoe Basin

CBO Name: Gateway Mountain Center

Team Members: Alex Humenetskyj, Brody Dwyer, Cody Wollitz, Peter Mayfield, Antony Stangel



Priority Population(s)

1. What population(s) is your work focused on?

Gateway Mountain Center (GMC) works primarily with middle and high school students in the greater Lake Tahoe Basin. While we included youth of all socioeconomic and demographics in our survey, our main focus was under-resourced youth who could be interested in Gateway Mountain Center programs.

2. Do you know what criteria was used in selecting this population(s)?

GMC is a youth development and behavioral health organization that serves youth between the ages of 7-24; however, the majority of the youth we serve are between 12-18 years old. Our project's goal was about increasing access and utilization of our Youth Wellness Center (YWC) located in Truckee. Middle and high school students are the primary clientele of the YWC.

3. What are the disparities/inequities experienced by this population that you hope to address?

Tahoe Truckee has nearly endless opportunities for learning, adventure, and exploration in the region. These opportunities are disproportionately available to and utilized by individuals who

come from wealthier families. Stigma, access, and lack of money and time are just a few of the reasons many under-resourced families and youth from the Latinx Community do not utilize Tahoe's natural resources and opportunities to the same extent as others in the region. We hope to provide nature-based extracurricular opportunities so all youth have access to the learning and nature the Tahoe Basin offers.

4. What has been your experience working with this population(s) in the past?

Over the last 17 years Gateway has served more than 27,000 youth in its mission of supporting young people from all backgrounds to transform their lives through nature-based experiences that connect them to self, community and the natural world. Gateway has been an innovator in weaving together nature-based therapeutic activities, enviro-literacy curriculum, mountain adventures as well as social and emotional skill building. Gateway's programs have been specifically created to deliver our mission to high-risk youth who also require high levels of skilled support. All of our programs are grounded in our Organization's Theory of Change and Method, Four Roots for Growing a Human: 1. Authentic Relationship, 2. Connecting to Nature, 3. Embodied Peak Experience, 4. Helping Others.

Process

5. Who in your organization has responsibility for this project and what were their roles? (name, title, role)

Alex Humenetskyj: COO, Oversee project completion and support process.

Brody Dwyer: Peer Coordinator/ Therapeutic Mentor: Create flyers, distribute survey, and acquire youth support. Support Grant Manager in completing project deliverables.

Cody Wollitz: Grant's Manager: Share information learned from EQWI with the team as well as help create, manage, and submit project deliverables.

Peter Mayfield: Project Liaison with major partners and the community.

Antony Stangel: Peer/ Therapeutic Mentor: Distribute survey, and acquire youth support.

6. What were the key questions you sought to answer through this project?

- A. Are local youth aware of the Tahoe Conservancy?
- B. What kind(s) of conservation projects interest them?
- C. What kind of nature based activities do youth do and what activities interest them?
- D. How do youth view our Youth Wellness Center?
- E. What changes would youth make in creating their ideal Wellness Center?

7. Who was your provider partner and what was their role?

The Tahoe Conservancy is our provider partner. The Tahoe Conservancy provided a unique opportunity for us to conduct this research with youth in the region. Through the training of EQWI, Gateway learned a valuable process that not only supports our organization but the Tahoe Conservancy as well, including how to understand community issues and interest in nature based work and conversations with youth.

8. How did you go about coordinating the work with your provider partner?

We were provided an opportunity to go through the CBPR process thanks to support from the Tahoe Conservancy. As this project allowed both Gateway Mountain Center and the Tahoe Conservancy to learn simultaneously, we crafted our survey in a way that would allow both organizations to gain valuable insights. We asked questions regarding nature activities and access that benefited both organizations.

9. What kinds of activities did you engage in to collect your data? How many participants did you engage?

We engaged 31 youth in our CBPR project. We created an online survey, generated a QR Code and produced a flier. Team members went into the community during “high youth traffic times” to make connections with youth and inform them of the survey and seek their participation. Additionally, we reached out to a large group of youth at our community “Youth Voice” forum that Gateway helped facilitate. Internally, we distributed the flier and survey to other departments and our Mentor Team to complete with the youth they support.

10. What kinds of challenges did you face and how did you address them?

Getting youth in the community to engage was a primary challenge. Once we incentivized the survey we were able to gain more engagement. Asking youth at the Youth Voice Forum allowed us to reach a subsection of youth interested in this type of engagement and all in one place.

Key Findings

1. What answers/learnings did you find to your key questions?

- Youth enjoy nature, and most spend significant time outdoors.
- Only about 1/3 of youth know about the Tahoe Conservancy but most are interested in doing some sort of community service project.
- Youth want a wellness center that has healthy food and fun activities like board games, sports competitions, and movie nights along with helpful resources.

2. What were the underlying causes to some of the questions you sought answers to?

- Youth say they don't have a safe/fun place to hang out after school.
- Youth want fun things to do in a safe environment that don't involve substances.
- We offer nature wellness programs and have a youth center that needs participants.

3. What stood out to you as being particularly insightful or interesting?

- Our wellness Center offers many of the things youth desire.

- Almost 90% of participants believe conserving Tahoe is at least fairly important.

4. Were there any surprises to you and your team?

- Weekly Visits: The majority (77.4%) of respondents indicated that they would like to visit the youth wellness center 5 or more days a week.
- People want to visit the YWC but haven't visited that frequently.
- There were no youth who didn't enjoy spending time outdoors.

Themes

5. What were some things that the people you engaged had general agreement on?

- Hosting community-based awareness activities.
- Reaching out to other schools and conducting presentations.
- Tailoring communication to resonate with kids' perspectives and interests in conservation.
- Leveraging social media and endorsements from well-known figures.
- Organizing community camps and youth conservation days.
- Tapping into local youth music initiatives.
- Emphasizing the importance of conserving their environment through awareness campaigns.
- Encouraging hands-on experiences, connecting interests to the mission, and using interactive learning methods like games and stories to educate them about wildlife encounters and outdoor activities.

6. What were trends that you saw in your data?

- Two-thirds of respondents have never heard of the Tahoe Conservancy, but 87.9% are concerned about conserving the lands near them.
- 87.9% of respondents spend at least 2-3 days outdoors.

7. What stood out to you as being particularly insightful or interesting?

- Awareness of Tahoe Conservancy: 67.7% of respondents (21 out of 31) indicated that they had heard of the Tahoe Conservancy, while 32.3% (10 out of 31) had not.
- Interest in Learning More: Respondents were asked to rate their interest in learning more about the Tahoe Conservancy on a scale of 1 to 5. The majority (51.6%) expressed a high interest, rating it as a 4 on the scale.

2. Were there any surprises to you and your team?

- How challenging it was to get our selected population to engage.
- That 46.7% [14 of 31] would be interested in a “Volunteer Day” but not necessarily participating in a “Community Clean-up Day” or doing “Trail Work”.

Key Recommendations

1. Based on what you learned, from asking your key questions, what are recommendations that would support more equitable outcomes for your selected population?

- Gearing activities and curriculum around our selected populations interests.
- Involving our selected population at a greater level of responsibility so they can own the projects and curriculum.
- Work with partners and youth themselves to bring awareness of what is available.

2. What needs to change in order for the priority population(s) to have greater access to outdoor recreation and stewardship at the Tahoe Basin?

- a. We must address key barriers identified:**
- 22.6% [7 of 31] cite School-related activities
 - 19.4% [6 of 31] Friends' lack of interest

- 12.9% [4 of 31] Transportation issues
- 12.39% [4 of 31] Weather challenges
- 12.39% [4 of 31] Cost concerns

An effective change involves engaging the local school district to incorporate outdoor activities into their curriculum. Empowering youth to advocate for their friends' involvement, partnering with local organizations to offer transportation and scholarships would significantly improve access for the priority population.

Provider Accountability

1. What indicators of success would you use to assess the impact of your work?

- Youth participation in activities and events.
- Community participation with partnerships, funding, donations.

2. How should your provider partner demonstrate good faith in moving forward with your recommendations?

- Our provider partner can demonstrate good faith in moving forward with recommendations by actively listening to the feedback provided by the youth on how to engage them. This includes implementing the suggestions provided by the youth, acknowledging their perspectives, and incorporating their ideas into the strategies or activities aimed at engaging them. Taking tangible steps based on this feedback showcases a commitment to valuing and incorporating the voices and opinions of the youth.

3. How might the community want to be kept up to date on changes that are made, and how might they want to be involved in the design, implementation, or oversight of those changes?

- Community members desire information through various channels like Social Media, local newspapers, community flyers, e-newsletters, USPS mailers, and local radio stations. The results of our survey suggests youth are eager to contribute ideas but require accessible and convenient involvement in implementing and overseeing changes to commit fully to participation.

Attachments (data collection tools and outreach materials)

- **Please include your data collection instrument (ie. survey questionnaire, focus group/interview questions)**

https://docs.google.com/forms/d/1zXgZFS0oI9ZXkmTWs6PXM0sJv4B34ujH8VOh_if4yMo/edit?ts=65089899



Gateway Mountain Center
Helping Youth Learn, Heal & Thrive!

Your Voice Matters!

Awesome youth of Truckee-Tahoe! Do you care about nature, conservation, and your well-being? We want to hear YOUR thoughts and ideas! 🌱👉 Join us in shaping the future of conservation and wellness for your community by taking a quick survey. Your insights will help us create a stellar Youth Wellness Center - and begin participating in conservation efforts that make sense to you!

WHY SHOULD I TAKE THE SURVEY?!



- ✓ *Make Your Voice Heard*
- ✓ *Shape Programs Just for YOU*

Contribute to a Greener, Healthier Community

4Roots Youth Wellness Center ~ 10038 Meadow Way, Unit C ~ Truckee
For more information contact ~ 4Roots@sierraexperience.org



Gateway Mountain Center
Helping Youth Learn, Heal & Thrive!

➡ **Scan QR Code & Participate** ➡

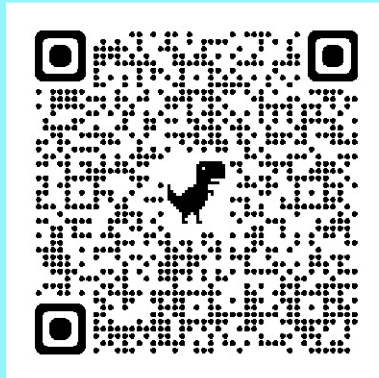
Don't wait!

Partner with us & BE THE CHANGE

Your opinions matter!

Get involved today!

Share your insights by October 12, 2023



🌱 **Together: we can build a greener, healthier, and happier future!** 🌱

Questions, comments, concerns? Reach out to alex@sierraexperience.org.

Cultivating Outcomes through Equity in the Tahoe Basin

Live Violence Free

Chelcee Thomas, Executive Director

Eanad Lott, Director of Operations & Client Services



Introduction

Live Violence Free (LVF) is the sole provider offering services to individuals and families experiencing domestic violence, sexual assault, or child abuse within the communities of South Lake Tahoe and Alpine County. We are committed to promoting a violence-free community through education and advocacy to address domestic violence, sexual assault, child abuse, and basic needs. LVF offers shelter, counseling, housing assistance, legal support, and advocacy for domestic violence, sexual assault, and child abuse survivors. All services are free and open to any individual who is experiencing or experienced violence or abuse.

All programs and staff are committed to providing culturally and linguistically responsive services, where victims are empowered to make the best choices for themselves. We believe that everyone has the right to safe and healthy relationships. We also believe that by building communities of support, we can come together to support those affected by violence and abuse. By breaking the cycle of violence through our intervention services and community education, LVF promotes a safer and more resilient community.

Priority Population(s)

The priority population includes survivors of domestic violence, sexual assault, or child abuse. Our study focused on current clients of LVF. In order to qualify for services as a client at LVF, a community member self-discloses their experience with violence or abuse. The population of survivors varies based on gender identity, ethnic group, primary language, mental and physical health disorders, and immigration status, specifically: (1) 70% identifying as woman; (2) 49% identifying as white, 25% Hispanic/Latinx, 1% Asian, 1% Native American, 1% Black/African American, 5% multi-race and 18% not reported; (3) the primary languages of clients are English, Spanish, and Tagalog; (4) 27% experience a mental or physical health disorder; and (5) 14% are immigrants or refugees. The priority population was selected based on whether or not they were a client of LVF and receiving our services.

Our population of survivors experience a myriad of disparities and inequities. Survivors of domestic violence, sexual assault and child abuse often face significant disparities and inequities, including access to support services; legal system inequities; economic disparities and limited access to economic resources; physical and mental health disparities from trauma; cultural and language barriers; immigration status; systematic and institutional barriers; societal norms like stigma and shame associated with being a survivor; LGBTQIA+ disparities; and the cumulative impact of intersectional forms of inequity based on ethnicity, gender orientation, socioeconomic status, disability, and sexual orientation. For the purposes of the research study, we hoped to elevate the voice of survivors and to focus on economic inequities, cultural and language barriers, societal norms, and intersectionality.

LVF has served the South Lake Tahoe community since 1977. Our team is highly qualified and experienced in the field of domestic violence, sexual assault and child abuse. We are trained in trauma informed practices, peer counseling, cultural competency, survivor-driven strategies, and emergent best practices. Further, the research team has over 25 years combined experience working with survivors.

Process

The project was led by the Executive Director of LVF, Chelcee Thomas. The Executive Director took the lead on all communications with the research team and Equity and Wellness Institute team, developing the survey questions, coordinating the administering of the survey questionnaire, analyzed the survey results, and developed all submitted reports. The research team also included the Director of Operations and Client Services, Eanad Lott. The Director of Operations and Client Services lead the efforts of communicating with LVF staff regarding the survey questionnaire, helping to develop the survey questions, and supporting the logistics of the research process with staff. LVF staff from all program areas, including Advocates, Therapists, and Paralegal, helped to administer the survey questionnaire to their clients.

The aim of this project was to gain further understanding of how survivors engage in, experience, and access outdoor recreation and to understand how survivors experience issues of racial equality. We sought to understand the barriers and challenges folks experience when accessing outdoor recreation activities in Tahoe, community engagement in regard to feeling welcome or comfortable in Tahoe and accessing the outdoors, and the impacts of racism.

The providing partner in this project was the Tahoe Conservancy. We did not coordinate any work with the entity.

A survey questionnaire was utilized to collect the data. The questionnaire was made available in English and Spanish, in both electronic and paper format. All staff had the opportunity to use language translation services to support data collection from clients who may be monolingual speaking in another language, such as Tagalog and American Sign Language. Questionnaires were given to clients during scheduled appointments with LVF staff, our food and clothing distribution, and while clients waited for appointments. We engaged a total of 39 participants.

We did not experience any challenges related to the research process and study. The questionnaire complemented our internal processes during client meetings and appointments. We were able to utilize these systems and integrate the questionnaire into current practices. As an agency, we were faced with many organizational-specific challenges that impeded the delivery and planning of our research. We were able to pivot priorities throughout the study in order to best meet the deliverables of our participation.

Key Findings

Our research elicited several key learnings and findings. Respondents discussed many barriers to accessing outdoor activities, with a focus on infrastructure, including parking challenges, insufficient streetlights and sidewalks, lack of transportation, ADA accessibility, limited snow removal, and concerns about overcrowding and over-tourism. Infrastructure challenges limit the accessibility of the outdoors and people are less likely to engage because of them. Another key learning was the impact of time, financial resources, and human and social capital. Financial barriers and economic disparities greatly impact how folks access the outdoors, with many lacking the resources needed to engage in these activities. Respondents also have work-related constraints that limit the time they have for outdoor activities. A lack of human and social capital impacts limited knowledge and awareness of outdoor activities, communities to engage in activities with, and perceived community support. Further, concerns about the safety of families and conflict with others while accessing the outdoors limits survivors feeling welcome and comfortable participating in outdoor activities. Lastly, for the population of respondents, direct insults, biases, and unequal treatment impact how they experience racism in the community.

The data was particularly interesting as it pertains to the findings on community and awareness of the Tahoe Conservancy. Feelings of exclusion and judgment, lack of trust and sense of belonging, and the division in the community negatively impacts how folks feel welcome and comfortable in Tahoe and also accessing the outdoors. It was also interesting to note that there is a general lack of awareness and confusion about the Tahoe Conservancy and the work of the agency.

In analyzing the data, the team was surprised by several findings. Many respondents spoke to other forms of equity, including sexual orientation, disabled individuals, and gender identity impacting their lives in Tahoe. People are impacted by other forms of oppression and inequity in the community. Another key finding was the lack of family-centered activities and options that underscores the need for more inclusive recreational opportunities. This limits what is available to local families. Lastly, an outlier respondent focused on the impact of personal health issues as a barrier highlights the importance of promoting accessible and adaptable outdoor activities.

Themes

In the data analysis process, 11 themes emerged: (1) infrastructure, (2) time, (3) financial resources, (4) human and social capital, (5) safety, (6) community and inclusion, (7) weather, (8) transportation and mobility, (9) racism, (10) other forms of equity, and (11) awareness of Tahoe Conservancy.

For infrastructure, respondents generally agreed on concerns about overcrowding, over-tourism, parking challenges, and lack of streetlights and sidewalks as barriers to accessing outdoor recreation. Respondents generally noted that work commitments impeded the time they have available to engage in activities. Lack of financial resources impact people's ability to do outdoor recreational activities. A trend in the data was the perception that activities in Tahoe are too expensive for them to participate in. Respondents also noted feeling unwelcome in places where financial resources are essential, leading to a sense of exclusion. In regard to human and social capital, the survey results illustrated a lack of knowledge and awareness about available outdoor activities, difficulty in finding communities to engage in activities with, and perceived lack of support and experienced challenges in living in Tahoe. Many respondents discussed their concerns about the safety of their families in the outdoors and worries about potential conflicts or safety concerns arising while in the wilderness or outdoors. The survey questions focusing on how folks are welcomed and feel comfortable in Tahoe, provided context to community and inclusion. Many respondents identified feelings of exclusion, judgment and hate within the community. There is a trend of mistrust and feeling like an outsider. Folks felt like an outsider if they didn't engage in the outdoors or if they didn't have the resources to do so. Respondents also noted a lack of diversity and inclusivity in outdoor activities and Tahoe in general. Issues around weather were another focal point for respondents, with agreement that snow removal and feeling unsafe in snowy conditions limits outdoor activities. A lack of transportation options, inadequate sidewalks and limited ADA accessibility in Tahoe all pose significant challenges for folks. Many respondents felt that they did not see or experience racism in Tahoe. Other respondents experienced unequal treatment, bias, discrimination, and direct insults. Discrimination based on disability and gender were also discussed by respondents. Lastly, there was a general lack of awareness and understanding of the Tahoe Conservancy. The majority of folks did not know

about the entity. Others confused the Tahoe Conservancy with other agencies in Tahoe, including the California Conservation Corps and Tahoe Regional Planning Agency.

Our team was particularly interested in the data focused on racism. Many respondents answered that they did not see racism in the community. We believe the general vernacular and understanding of the term racism, doesn't render itself to the more institutional, structural, and other intricacies of racial inequities. For example, many folks cited "not seeing" or "not feeling" racism in their lives. Our common understanding of racism is often limited to the individual acts of outward discrimination and prejudice, rather than also including an understanding of implicit bias, systematic oppression and injustice, microaggressions, and other institutional disparities. Framing the survey questions to better encompass these aspects of racism and racial equality may have garnered a more expansive understanding of how folks experience these issues.

Another insight and somewhat surprising theme was around barriers and community. These results confirmed our understanding of the importance of access to financial resources and transportation in order to engage in recreation activities. There were limited responses focused on personal safety when outdoors. For survivors of violence and abuse, we expected to see many more data points on this issue. Most of the data on feeling welcome and comfortable in the community were focused on division and exclusion based on economic disparities, between groups like tourists and locals, awareness and knowledge, isolated communities and lack of diversity.

Key Recommendations

Based on our findings and learning, we recommend the following strategies to support equitable outcomes for survivors:

- I. Engage in Community Outreach and Education
 - a. Increase the public's understanding of outdoor activities and how to access these activities.

- b. Promote recreation in all communities in Tahoe, ensuring that recreation activities are inclusive and accessible. Outreach materials should be in multiple languages and available through varying means of communication.
 - c. Improve awareness of the Tahoe Conservancy by engaging folks in the community, including community events, places of employment, and within partner organizations.
 - d. Deliver community-building initiatives and events to build a stronger sense of community and increase trust in Tahoe.
 - e. Create spaces for community members to make connections and develop support networks.
- II. Collaborate with Local Entities and Jurisdictions to Address Infrastructure Needs in Tahoe
- a. Improve and expand public transportation and transportation options, including the availability of free transportation to recreational sites like beaches, walking paths, and hiking trails.
 - b. Address safety concerns by increasing sidewalks and streetlights, while also increasing secure environments by expanding emergency response systems to the outdoors and the means to alert public safety agencies.
 - c. Implement destination and environmental stewardship strategies that balance excessive crowds, limited parking, and low to no cost options.
 - d. Address accessibility challenges, by promoting ADA accessibility and adaptive activity options in Tahoe.
- III. Address Financial Barriers and Challenges
- a. Increase the accessibility of outdoor recreation activities by creating and promoting no costs programs that allow communities to access what they need to engage in the outdoors. This may focus on outdoor gear and accessories, parking passes, instruction on activities, and affordable options. Taking the financial resources needed for outdoor activities away would increase access and promote inclusivity.
- IV. Promote Diversity, Equity, Inclusion, and Justice in the Tahoe Community

- a. Support community-based initiatives that increase understanding of racism and racial equality, and how individuals can promote equity and inclusion.
- b. Support diverse representation in outdoor recreation spaces, including hiring, recruitment and engagement activities.
- c. Integrate forms of oppression into policies and initiatives that emphasize the impacts of ethnic, gender, sexual orientation, ability, language, and socioeconomic disparities. Folks are experiencing intersectionality in the community and effective recommendations should include such understandings.

Overall, our priority population of survivors of domestic violence, sexual assault and child abuse would have greater access to outdoor recreation and stewardship in the Tahoe Basin if barriers of finances, infrastructure and transportation were reduced. Additionally, improved community cohesiveness and inclusion would support more equitable outcomes for survivors. Lastly, secure outdoor environments, emergency response systems, and other relevant safety measures would allow survivors the safety and healing needed to experience the outdoors and recreational activities.

Provider Accountability

Successful impact of the research and our work would mean that the survivor voice is understood and addressed in the provider partner's planning and initiatives. For survivors, their voices often go unheard or are diminished. We know that their experiences and challenges pose unique considerations. An indicator of success that demonstrates the impact of our work would be to see our findings utilized in innovative and effective strategy and implementation. We hope that the provider partner seeks to understand our recommendations and engage in the necessary difficult conversations and actions to address equity and ensure its efforts benefit all who make up Tahoe. The LVF community is very interested in being involved in the project moving forward. We would be especially interested in the research results from the other community-based organizations, the Tahoe Conservancy's plans, and any other opportunities to learn and provide input.

Attachments

Please see the attached survey questionnaire.