



GREEN SEATTLE PARTNERSHIP STRATEGIC PLAN

Engagement Findings Report

Document Purpose

The following report details findings, insights, and analyses from a broad range of stakeholder input, conducted to inform the Green Seattle Partnership's (GSP) strategic action plan for 2026-2028. This strategic planning process was designed to facilitate discussions and connections that nurture relationships among GSP staff, partners, volunteers, and community members. For additional context on the plan's development and purpose, please visit the webpage: www.greenseattle.org/strategic-plan/.

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Methodology

The findings reflected in this report pull from numerous sources, including briefings and advisory sessions with existing committees, focus groups, an online public survey, individual interviews, and a review of relevant City-led engagement efforts.

These engagement methods were implemented two times:

1. At the beginning of the strategic planning effort in April-May 2025 to understand stakeholder experiences with Green Seattle Partnership and to identify opportunities for future efforts.
2. Then at the end of the planning process in October 2025, we shared back the draft strategic action plan to confirm that stakeholder input and priorities were appropriately represented.



Acknowledgments

GSP is deeply grateful to all those who have openly shared their experiences, insights, and time with us to inform the direction of the strategic plan. Special thank you to:

- Seattle Office of Intergovernmental Relations
- Seattle Indigenous Advisory Council
- GSP BIPOC Affinity Group
- SPR leadership and staff (current and former)
- Office of Sustainability and Environment Urban Forestry Core Team
- Seattle Public Utilities Watershed Management Team
- GSP Forest Stewards
- Environmental Professionals of Color (EPOC)
- Urban Indigenous leaders
- Staff from the Government Affairs & Special Projects, and Environmental and Natural Resources departments at Snoqualmie Tribe

Note: Individual names have been withheld to protect anonymity.

Key Takeaways

The following 12 takeaways were reinforced across multiple conversations and means of engagement. They rise to the top as important to reflect and respond to, both during strategic planning and in continued relationship-building efforts with partners and community.

1. Partners, volunteers and community members overwhelmingly categorize their experiences with Green Seattle Partnership team members and programming as positive.

- Partners expressed that they value the autonomy and flexibility they have within their agreements with GSP.
- Partners named Lisa Ciecko (GSP) as an important mentor.
- Forest Stewards and volunteers named Eric Sterner (GSP) as a crucial and trusted relationship holder.
- People spoke to benefits both on the individual level, and at the psychosocial and ecosystem level.

“People are happy because they experience something they love. They get knowledge, get to be outside in nature, learn about planting, growing, and being in community.”

“GSP is a really special program. There’s nothing like this in other cities where you can ‘take ownership,’ invest time and energy, rooting into public lands... and GSP provides the tools to do it.”

“It’s really wonderful to walk through the park(s) year after year to see the trees and other plants thriving, getting bigger and bigger. It’s rewarding to see a green return on our efforts.”

“I’ve enjoyed the training, trust and empowerment GSP has given me as a Forest Steward volunteer.”

“The staff at GSP are the most responsive city staff I have ever met. I’ve found GSP to be a model organization to look up to — they are so thoughtful, use science, community, and partnership to achieve goals.”

2. Building and nurturing relationships was consistently identified as a priority for Green Seattle Partnership to expand, especially for and with BIPOC communities and residents.

- Community members who responded to the survey identified engagement with Black and Indigenous communities and communities of color as a top area of improvement for GSP.
- Where relationships exist, there is a perception that GSP has high staff turnover and/or role shifting, and that this can feel detrimental to long-term relationship cultivation.
- Follow-through was identified as a key need for nurturing long-lasting relationships and trust. Several partners and community members reflected that experiences with GSP have at times felt superficial, or that there hasn’t been focused follow-up and follow-through on input that is shared with the GSP team.

“Many BIPOC residents I’ve worked with feel disconnected from GSP spaces unless a familiar community org helps bridge the gap. Engagement efforts often lack long-term relationship-building, follow-up, or equitable compensation for time and expertise.”

“It often feels like decisions are made before community input is fully considered. While there is space to provide feedback, it's unclear how that feedback is incorporated. I haven't often seen community input result in significant shifts.”

3. Partner organization staff and Forest Stewards expressed appreciation for GSP's partnership model, alongside a desire for greater collaboration within that model.

- Both Forest Stewards and staff with contracted partner organizations would like to see venues and opportunities for more resource-sharing and insights into others' work.
- Partners also suggested that with the infrastructure for greater collaboration in place, that could enable capacity-building opportunities like collectively applying for grant funding.
- Partners and Forest Stewards expressed that this siloing also manifests in limited visibility into GSP's priorities and decision-making beyond their own scopes of work.

4. Community members see numerous opportunities for GSP to improve accessibility for its programming and volunteering opportunities, especially for BIPOC residents, and residents with English-language barriers, and non-homeowners.

- **Language:** English-only programming was identified as a barrier for many community members. Partners and community members suggested that more cultural navigators and interpreters could go a long way toward making participation accessible.
- **Incentives & Reciprocity:** A number of partners and community members recommended that by offering more and culturally attuned incentives, GSP could facilitate more mutually beneficial participation in its programs. Some of the incentives discussed included:
 - Stipends for volunteers
 - Paid training and education to help volunteers translate their experiences into green jobs
 - Providing hot and/or catered food, and making it culturally informed
- **Programming:** Some community members wondered about diversifying engagement opportunities to expand programming beyond restoration work, and whether this would then help expand GSP's community reach and improve relationship building with BIPOC and people who have less access to financial resources.
- Community members expressed a desire for increased opportunities to garden and tend to plot of land in a sustained, long-term relationship, with an emphasis on making that accessible for renters and others outside of the property-owning class. While Forest Stewards benefit from the unique long-term relationships with the land through that GSP program, community members are also seeking greater access to opportunities, similar to the p-patch program, that enable sustained and focused care of, and relationship to, a specific plot of workable land.

5. Tribal Nations and urban Native communities' engagement consistently emerges as a high priority.

- Partner organizations see an opportunity for GSP to collaborate with Tribal Nations and urban Native communities to identify where culturally attuned programming can be facilitated for connecting with the land.
- Urban Native leaders reflected their desire for storytelling that shares about Native stewardship and relationship to place, including historic gatherings that took place on lands that are now parklands.

- Urban Native leaders emphasized the importance of partnering with Tribal Leaders, Native leaders and Native-led organizations to collaborate in the creation and implementation of initiatives that center or include Indigenous knowledge.
- Urban Native leaders emphasized the importance of cultivating a sense of responsibility for GSP programming to be effective in supporting both Native ways of knowing and supporting ecological stewardship.

“We tend to start in a timeframe that avoids the tribal experience” ... “One of the most impactful stories I’ve heard was told by Valerie Segrest (Muckleshoot) about the history of trade, traditional foods and plants in Pioneer Square. It was reflective of tribal contributions and presence. Seattle could do a way better job of that.”

“Working with people are who deeply committed to their [cultural] protocols, and protecting these protocols, is key to do this work in a good way.”

6. Youth engagement was consistently and explicitly called out as a need and priority, especially for urban Native youth.

- Partners and community members echoed a need for programming that connects young people to nature and gives them the space to do so safely and autonomously. For Native youth especially, this relationship between individual/community and place is a site of important connection and reconnection.

“Youth need to be in relationship [with the land]. Be on the land. We need to create space for healing time. We’re not alone as educators [implied here is that the land itself is also full of teachers]. We need to give space for those relationships to grow.”

7. Partners and community members are interested in opportunities for GSP to lead in thinking about stewardship beyond Seattle’s officially designated parklands.

- Partners and community leaders would be excited to see GSP contribute to how the city can more impactfully integrate rich green spaces. Advisors suggested Native-led developers such as Chief Seattle Club and Seattle Indian Health Board as a potential place to lean in.
- Partners and community leaders also see unused green space as a place of opportunity and would be eager for an assessment of underutilized green spaces across the city. In particular, in historically redlined and under-resourced neighborhoods.

“Can we balance deforestation and development interests? Trees and housing are both important.”

8. There’s collective enthusiasm for expanding the bodies of knowledge that inform GSP’s restoration approaches and outcomes.

- Partners and community members expressed interest in how forests in Seattle could be tended for multiple cultural, traditional, and innovative purposes, including:
 - Indigenous or Traditional Ecological Knowledge
 - Food foraging, specifically in support of food sovereignty for urban Native peoples
 - Medicinal uses, potentially in partnership with herbalists
 - Green stormwater management and restoration of natural hydrologic processes

- Repurposing removed “invasive species,” such as using laurel for wood supplies, wattle for retaining walls, or working with other plant species for weaving

9. Partners and community members hope to see GSP’s restoration priorities include climate resilience and a greater emphasis on toxin removal / clean-ups.

- Regarding climate resilience, some ideas shared include integrating different genotypes and species, and considerations of microclimate zones.
- For toxin clean-ups, partners emphasized a concern about personal and public safety, and they expressed a desire to prioritize both removing toxins and educating the community about pollutants and prevention.

“Trying to keep Seattle green is about interconnectedness — everything flows into the Salish Sea. I’m trying to take care of everything that flows into the Salish Sea because it’s a food source to me ... maybe there’s a message about keeping the environment clean, because you wouldn’t want to pollute your food source.”

10. For GSP’s financial and programmatic resilience, partners and community members would like to see GSP diversify both its funding sources and workforce.

- While most partners and community members expressed limited visibility into GSP’s financial model, those with greater visibility reflected on the impact of federal funding loss for partner organizations and the importance of diverse revenue streams.
- Partners and community members hope to see more diversity in both GSP’s frontline staff and leadership, emphasizing a desire for staff to be representative of the communities GSP wants to engage.
- Across the board, partners and volunteers reflected on the uniqueness of GSP and their pride and enthusiasm to be able to build relationships with the land and community in shared public spaces.

Full Results

Spring Survey Analysis

Dates: 4/2/2025 - 4/16/2025

Promotion Strategy: Forest Steward newsletter, GSP Partner Organization newsletter, Seattle Parks & Recreation 'Leaflet' posting, email to City of Seattle Urban Forestry Core team and colleagues in Planning and Capital Development Branch (PCD).

Questions:

- Various demographics questions, including organization, tribal affiliation, race/ethnicity, age, gender identity, annual household income, zip code, and languages spoken
- Questions to understand audience perceptions of GSP, including:
 - What three words would you use to describe Green Seattle Partnership to a friend?
 - GSP's strengths
 - Areas for improvement for GSP
 - Rating experiences partnering or engaging with GSP
 - Open-ended feedback on experiences partnering or engaging with GSP
- Questions to reflect audience alignment with GSP's existing strategic priorities (from 2017 strategic plan), including:
 - Are these priorities aligned with what you'd hope to see the organization focused on?
 - How would you rate the progress Green Seattle Partnership has made in regard to its 2017 priorities?
- Questions to inform storytelling and anniversary celebration planning, including:
 - What would you like a community celebration to look like?
 - Is there anything you wish you knew more about regarding Green Seattle Partnership and the work we do?

Sample size: 210 respondents

Demographics:

- 60% were/are Forest Stewards & volunteers
- 68% identified as white
- Highest response rate was between 30-49 years of age, with the next highest age range being 65+
- Almost 50% identified as female (40% identified as male)
- Largest majority (about 45%) reported an annual household income of \$100k or more
- While community members responded that they speak a variety of languages other than English at home or in community, all but one of survey responses were in English. Spanish is the most-spoken language other than English

Results:

The following sections captures results from the survey. A complete summary of responses can be found at: [GSP Strategic Plan Survey Results](#).

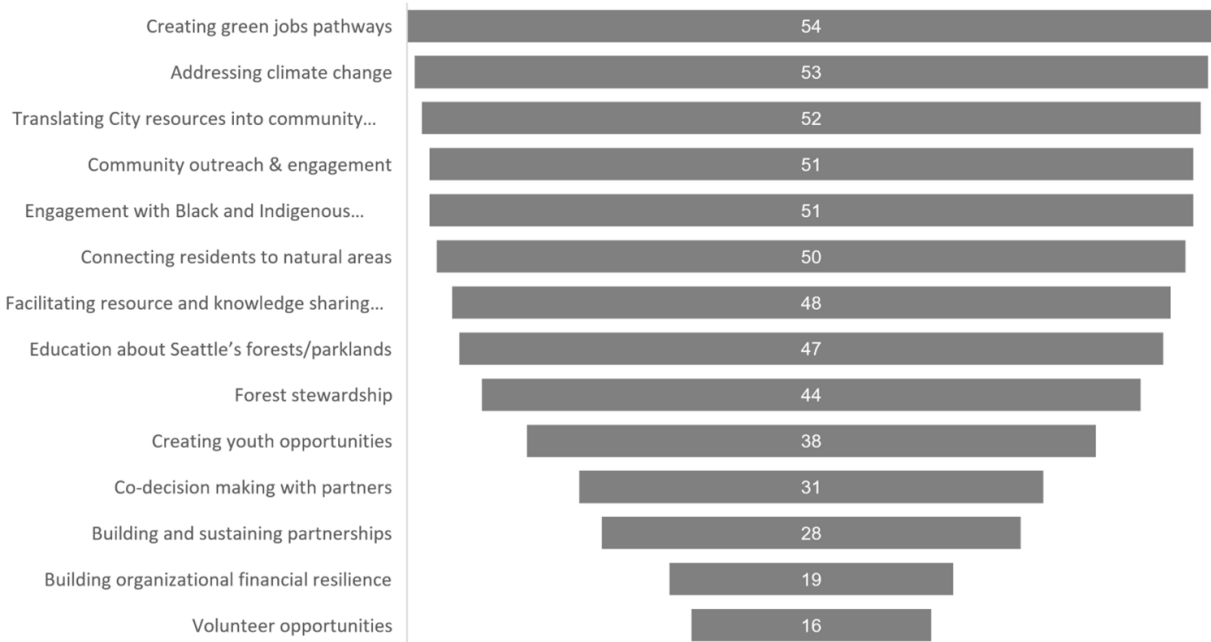
How Community Experiences GSP

- The most common words used to describe GSP were: community, restoration, and volunteer



- GSP's top 3 strengths were ranked as:
 1. Volunteer opportunities
 2. Connecting residents to natural areas
 3. Forest stewardship
- Community respondents identified opportunities for improvement across the board (see *screenshot below*)
 - Areas identified as *most* needing improvement (by a small margin) were:
 1. Creating green job pathways
 2. Addressing climate change
 3. Translating City resources into community priorities
 - Areas identified as *least* needing improvement were:
 1. Volunteer opportunities
 2. Building and sustaining partnerships
 3. Building organizational financial resilience

Which of the below, if any, are areas where you'd like to see Green Seattle Partnership improve?



Reflections on GSP Priorities

- 78% felt 2017 priorities were aligned with what they hoped to see GSP focus on.
- Those who indicated "some priorities are aligned, but others are missing" frequently noted the priorities were right, but they hoped to see more focus on specific themes, such as:
 - Green jobs
 - Diversity & BIPOC engagement
 - Health and mental well-being
- Overall assessment of progress made on these priorities:
 - Forest stewardship: 54% reported "Some progress made, understandable given capacity"
 - Community Building & Engagement: 46% reported "Some progress made, understandable given capacity"
 - Financial Resilience: 64% said this is "Unknown"

Demographic-based Differences

In drilling down across racial, income, age, gender, and location breakdowns, responses were mostly consistent with full-survey findings. Notable variances included:

- Engagement with Black and Indigenous communities and communities of color was a top area of improvement for respondents who identified as BIPOC, 18-29, outside of the gender binary, or reported an annual household income of less than \$100,000
- 55% of respondents who identified as outside of the gender binary felt the 2017 priorities aligned with what they would hope to see GSP focus on. 45% indicated that some of the priorities are, but others are missing.

Fall Survey Analysis

Dates: 10/7/2025 - 10/15/2025

Promotion Strategy: Emailed focus group attendees from spring engagement, including Forest Steward focus group, Environmental Professionals of Color (EPOC), Snoqualmie Tribe staff, GSP's BIPOC Affinity Group, GSP's Urban Indigenous Leaders focus group, as well as Office of Sustainability and Environment Urban Forestry Core Team and Seattle Public Utilities watershed management team.

Questions:

- Review of the Overarching Plan Vision
 - How well do you feel this vision reflects what Green Seattle Partnership should aspire to be?
 - Why did you select your answer?
 - Is there anything missing from this statement? If so, please explain.
- Overarching Pillar Feedback
 - Do these pillars represent the areas you'd like to see GSP prioritize its focus and resources?
- Pillar Action Plans (questions were asked for each pillar one by one but are collated here to save space)
 - What are you most invigorated about when it comes to the Partnership Building, Community Programming, and Stewardship & Land Care pillars?
 - What questions or concerns, if any, do you have about the pillars?
 - Are there any ideas or considerations you'd like to offer to strengthen the pillars?
- Overall Plan Feedback
 - Is there anything important missing from this plan that you'd hoped to see included?
 - Based on what's included in the plan now, are there any partners or resources you recommend GSP connect with for the plan's implementation?
 - What other ideas or feedback do you have which you would like the Strategic Planning Committee to consider as the plan is refined and finalized?
 - Are there parts of this plan you'd be excited to partner on bringing to life? If so, please describe.

Sample size: 3 respondents

Demographics: N/A

Results

The following sections captures results from the survey.

Partnership Building

- **Invigorating Feedback**
 - Building partnerships that improve equity citywide.
 - Creating partnerships with non-environmental organizations creates the potential to identify diverse funding streams, which will in turn support fiscal sustainability.
- **Questions/Concerns:**

- Fundraising outside of Green Seattle in more affluent areas (i.e.. Friends groups) that serve to undermine equity across all areas.

Community Programming

- **Invigorating Feedback**
 - Youth leadership opportunities for skill building is extremely valuable.
 - Excited about GSP's desire to reach youth through the use of service-learning graduation credits. This would be an opportunity for students to learn about responsible recreation and the importance of Leave No Trace.
- **Questions/Concerns/**
 - How will participation barriers for elders be addressed in future program offerings.
 - Can we build job opportunities into the GSP partner infrastructure to keep up with the applicant pool?

Stewardship & Land Care

- **Invigorating Feedback**
 - Investment in projects based on the greatest ecological justice needs
 - Provides the potential for students and underserved communities to increase their scientific knowledge about the natural systems around them. It also provides a platform to educate about responsible use of these natural spaces.
- **Concerns/Questions**
 - Like to see commitment to utilizing the best management practices and best available science in restoration activities
 - How will funds be distributed and/or redistributed?

Focus Groups & Advisory Sessions

Methodology

To obtain diverse perspectives, we facilitated discussions and briefings with existing committees and conducted focus groups with current and potential partners and community members. Our approach for each of these can be found below.

BIPOC Affinity Group

Date: March 27, 2025

Sample size: 10 participants

Discussion: Included an overview of the strategic planning process, the feedback received to date, and the following questions:

- What has your overall experience been like with GSP?
- In the next 3-10 years, what would you like to see GSP do more of or different?
- What are your thoughts on GSP's application of equity to its programming?
- How do you perceive GSP's progress on its 2017 priorities? Improving forest health and stewardship? Community building and engagement? Building and sustaining financial resilience?

Forest Steward Focus Group

Date: April 23, 2025

Sample size: 6 participants

Discussion:

- Included an overview of the strategic planning process, GSP's 2017 priorities, and the following questions:
 - What has it felt like engaging with GSP as a Forest Steward?
 - How have you felt supported by GSP staff?
 - Are there ways in which you could be supported differently or better?
 - Reflecting on your experience with GSP to date:
 - What are you most proud of accomplishing together? What are you proud of?
 - What has felt challenging?
 - Is there something about your experience with GSP you've always wanted to share but haven't ever found the right time for?
 - How have you seen GSP change over time?
 - What 2-3 priorities do they most want to see GSP focus on...
 - In the next three years?
 - How about 10 years?
 - Is there anything GSP is currently spending time or resources on that you'd like to see them leave in the past?
 - What's your perspective on how GSP decision-making happens?
 - Do you feel that your input informs decision-making?
 - Do you have examples of a time when your input was either incorporated, or when you hoped it would be, but it was not?
 - From your vantage point, who do you think benefits the most from GSP?
 - Who (or what) do you think is left out?
 - How could GSP do a better job of reaching and engaging them?
 - There are a lot of communities that haven't received the same government resourcing and investments as others in Seattle, and that have been more impacted by things like pollution and harmful policies. Do you have ideas for how GSP could be more accountable to these communities, or be a better partner to them?
 - Reflecting on GSP's 2017 priorities (forest health and stewardship, community engagement, and building and sustaining financial resilience):
 - Do you have any questions about this set of priorities?
 - Is there anything you'd expect to see included here, that you aren't currently seeing?
 - From your perspective, which of these priorities has GSP made the greatest progress with?
 - Which has had the least progress?

Environmental Professionals of Color (EPOC) Focus Group

Date: April 25, 2025

Sample size: 3 participants (3 additional EPOC members provided answers to the questions via email)

Discussion:

- Included an overview of the strategic planning process, GSP's 2017 priorities, and the following questions:
 - Reflecting on your experience with GSP to date:
 - What are you most proud of accomplishing together? What are you proud of?
 - What has felt challenging?

- Is there something about your experience with GSP you've always wanted to share but haven't ever found the right time for?
- How have you seen GSP change over time?
 - How has that changed your experience with the organization?
- What 2-3 priorities do you most want to see GSP focus on...
 - In the next three years?
 - How about 10 years?
- If you are not familiar with GSP, what do you think a group like GSP should be prioritizing and how?
 - In the next three years?
 - In the next 10 years?
- Is there anything GSP is currently spending time or resources on that you'd like to see them leave in the past?
- What's your perspective on how GSP decision-making happens?
 - Do you feel that your input informs decision-making?
 - Do you have examples of a time when your input was either incorporated, or when you hoped it would be, but it was not?
- From your vantage point, who do you think benefits the most from GSP?
 - Who (or what) do you think is left out?
 - How could GSP do a better job of reaching and engaging them?
- Thinking about communities that have been most harmed or burdened by environmental racism and white-led "conservation," how could GSP be more accountable?
- What have your observations or experiences been like with how GSP engages with BIPOC people and communities across Seattle?
 - What values have you seen GSP engage and lead with?
 - What would you like to see GSP do more of, or differently, in its engagement with BIPOC and other systematically marginalized communities?
- Reflecting on GSP's 2017 priorities (forest health and stewardship, community engagement, and building and sustaining financial resilience):
 - Do you have any questions about this set of priorities?
 - Is there anything you'd expect to see included here, that you aren't currently seeing?
 - From your perspective, which of these priorities has GSP made the greatest progress with?
 - Which has had the least progress?

Indigenous Advisory Council

Date: May 9, 2025

Sample size: 4 participants

Discussion:

- Included an overview of the strategic planning process, the feedback received to date, and the following questions:
 - What 2-3 priorities do you most want to see GSP focus on in the next three years? How about the next ten years?
 - What values have you seen GSP engage and lead with?

- In recent focus groups, we've heard folks encourage more sharing of Tribal engagement on the land, and the stories of Native stewardship and relationship to place. Is this something you would like to see from GSP? What form would you hope to see it take?
- How would you hope to see GSP engage with urban Native communities in Seattle?

Indigenous Advisory Council Follow Up

Date: October 31, 2025

Sample size: 2 participants

- Are there parts of this plan that you are particularly excited to see brought to life?
- Is there anything important missing from this plan that you'd hoped to see included?
- What other feedback would you like the Strategic Planning Committee to consider as the plan is finalized?

Urban Indigenous Leaders

Date: June 9, 2025

Sample size: 4 participants

Discussion:

- A summary of the GSP, the strategic planning process to date, and the following questions:
- What have your observations or experiences been like with how GSP engages with the land?
 - What values have you seen GSP engage and lead with?
- In other focus groups, we've heard folks encourage more incorporating Indigenous Knowledge and Tribal perspectives, sharing of Tribal engagement on the land, Tribal and Native access to natural areas, and stories of Native stewardship and relationship to place.
 - Is this something you would like to see from GSP? What form would you hope to see it take?
- How would you hope to see GSP engage with Tribal Nations and urban Native communities in Seattle?

Snoqualmie Tribe Staff

Date: July 14, 2025

Sample size: 2 participants

Discussion:

- A summary of the GSP, the strategic planning process to date, and the following questions:
 - How would you imagine collaborating with GSP to better serve Native people & communities in Seattle?
 - What opportunities do you see for collaboration between GSP and the Snoqualmie Tribe?
 - How might we strengthen our ongoing collaborations with the Snoqualmie Tribe?

Snoqualmie Tribe Staff Follow Up

Date: October 8, 2025

Sample size: 2 participants

Discussion:

- A summary of the GSP, the strategic planning process to date, and the following questions:
 - How would you imagine collaborating with GSP to better serve Native people & communities in Seattle?

- What opportunities do you see for collaboration between GSP and the Snoqualmie Tribe?
- How might we strengthen our ongoing collaborations with the Snoqualmie Tribe?

OSE Urban Forestry Core Team

Date: October 20, 2025

Sample size: 4 participants

Discussion:

- A summary of the GSP, the strategic planning process to date, and the following questions:
 - Is there anything important missing from this plan that you'd hoped to see included?
 - What other ideas or feedback do you have which you would like the Strategic Planning Committee to consider as the plan is refined and finalized?
 - Are there parts of this plan you'd be excited to partner on bringing to life?

Results

The following themes arose across focus group and advisory sessions.

Experience with GSP

- **Positive reflections**
 - GSP programming and volunteering is valued as a good way to get to know community and be on/with the land
 - GSP's open format programming feels welcoming and flexible
 - Partners enjoy a sense of autonomy and flexibility
 - The GSP community overall feels excited and well-supported
- **Challenging experiences**
 - Partners and volunteers acknowledge the presence of siloes (across individual parks, orgs, and entities). Forest Stewards shared that within the context of their parks, they have limited understanding of what's happening outside of their scope of focus or into what other groups/orgs are doing within the park, including SPR visits and contractor work.
 - Partners and volunteers feel they have limited insight into GSP's decision-making processes.
 - Partners expressed having to do a lot of on-site cleanup, and that support, such as having access to regularly cleaned bathrooms, would be beneficial.

Areas for Strategic Prioritization

Priority areas for partners, volunteers and community members included:

- **Access to GSP programs**
 - More meaningful incentives for participation
 - Diversifying language access
 - Support with cultural navigation
 - Deepening community engagement
 - Increasing access for Native youth
- **Restoration approaches**
 - Addressing climate change
 - Inclusion of Traditional Ecological Knowledge (TEK). Prioritization of toxic waste clean-up, especially where BIPOC are working on and with the land

- Engaging with Native-led organizations (such as Chief Seattle Club, Seattle Indian Health Board and others) to identify where major property development initiatives could align with GSP's strategic priority areas of land care and engagement of urban Native communities.
- Assessing underutilized green space across the city
- Incorporating access to culturally specific food gathering in parks
- Diversifying local species, including and beyond plants
- **Partnerships and governance**
 - Access and transparency for decision-making and program design
 - Deepened relationships with urban Native communities and Tribal Nations
 - Expanded collaboration across partners, including space for sharing resources and learnings
 - Expanding or deepening partnership with other governmental agencies to increase safe access to the land and safer community programming
 - Support for partners' financial resilience through sustained funding, not just project-based contracts
 - Follow-up with staff at Snoqualmie Tribe to explore their offer to collaborate in their public education campaigns and getting their volunteer base connected to GSP restoration efforts and other GSP programmatic opportunities

Open Houses

Dates: 10/7/2025, 10/15/2025

Promotion Strategy: Emailed focus group attendees from spring engagement, including Forest Steward focus group, Environmental Professionals of Color (EPOC), Snoqualmie Tribe staff, GSP's BIPOC Affinity Group, GSP's Urban Indigenous Leaders focus group, as well as Office of Sustainability and Environment Urban Forestry Core Team and Seattle Public Utilities watershed management team. This same audience received the fall survey link as well.

Questions:

- Is there anything important missing from this plan that you'd hoped to see included?
- What other ideas or feedback do you have which you would like the Strategic Planning Committee to consider as the plan is refined and finalized?
- Are there parts of this plan you'd be excited to partner on bringing to life?

Sample size: 17 participants

Results

Results affirmed action plan outcomes and strategies are in alignment with spring engagement and summer pillar workgroup findings.

Review of Previous Engagement

Methodology

This strategic planning engagement effort builds on numerous previous community input gathering efforts.

Many of the findings from this latest engagement reinforce what has been shared before.

The approach to reviewing the following materials consisted of reviewing relevant sections including summaries of community engagement and feedback, research, and environmental restoration practices that overlap with and influence the work of GSP.

Previous Findings from Seattle Parks & Recreation (SPR) Community Engagement

The below is a high-level synthesis of findings from across the following:

- [SPR input and feedback from 2019](#) (currently recounted in the appendix for "Healthy People, Healthy Environment, Strong Communities a Strategic Plan for Seattle Parks and Recreation")
- SPR 2021 Strategic Plan Final Engagement Synthesis (available internally only)
- [SPR 2022 Action Plan Summary of Engagement](#)
- SPR 2023 Survey
- [ECOSS 2022 Engagement Report](#)

Community Priorities for Seattle Parks

Community members reflected the following priorities for parklands in Seattle:

- Youth inclusion
- Allow BIPOC people to regain influence
- Improve safety
- Environmental stewardship through restoration, educations, and other actions
- Support community organizations through skill-sharing & capacity building
- Prioritize climate resilience
- Racial equity and cultural appreciation
- Education programming
- Volunteer opportunities & career pathways
- Long-range plans for restoration
- Expanded community engagement

Challenges and Barriers

Community members reflected the following as a primary challenge for their engagement:

- Distrust for SPR as land holding institution (specifically regarding engaging with SPR)
- Limited time to dedicate to restoration and park events; competing priorities
 - Some events not accessible depending on when they take place – can conflict with work and school hours
- Belonging and familiarity
 - Unknown facilitators and history of poor inclusion
- Proximity to accessible transportation
- Eco grief and burnout

Key Motivators

Community members reflected the following as a primary motivator for their engagement with SPR:

- Spending time outdoors with family

Previous Findings from Tribal & Urban Native Engagement

The below is a high-level synthesis of findings from across the following:

- [2022 Native Neighborhood Community Survey](#)
- [Native and Indigenous Foods Listening Session Report](#)
- 2023 Recommendations from Indigenous Advisory Council for Daybreak Stay/Discovery Park
- 2023 Indigenous Advisory Council Indigenous Land Stewardship Programming
- [2024 City of Seattle Tribal Nations Summit](#)
- [May 2024 Seattle Parks and Recreation Tribal Nations Gathering Summary Report](#)

Overarching Approaches & Practices

The following recommendations apply to the City of Seattle’s overarching approaches and practices:

- Explore adding Indigenous research methodology into approach.
- Cultural vitality and visibility are essential. Celebrate Native and Indigenous identities, food practices, languages, and cultural ways.
- Decolonize and dismantle systemic racism and oppression.
- Prioritize justice-centered work led by and for the people and communities most impacted.

Land Care

The following themes were reflected as land care priorities:

- At the core is the imperative to take care of all people, all living beings, and places.
- Support land back and experiential and intergenerational learnings.
- Establish a land protection protocol.

Governance & Collaboration

The following themes were reflected as relates to governance and collaboration priorities:

- Intergovernmental communication and consultation.
- Identification and facilitation of equitable partnerships.
- Invest in Native-led efforts and Native and BIPOC communities.
- Co-create policies and programs with Native and Indigenous peoples

Other Supporting Resources

- [Equity and Environment Agenda](#)
- [Shape Our Waters Comp Plan](#)
- [Urban Forest Management Plan](#)
- [Food Action Plan – Community Engagement Report](#)