



BOULDER PARKS AND RECREATION Master Plan Update

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Engagement Window 2 Summary

September 2021

EXECUTIVE SUMMARY

This engagement window focused on collecting and evaluating feedback from the community using anecdotal and statistically valid methods to better understand the community needs and desires, including:

- Inform and consult with the public to help define and prioritize existing and emerging values and opportunities.
- Collaborate with core stakeholders to prioritize opportunities within the values framework.
- Determine the community's shared vision for BPR and the park, facility, program and service needs that BPR should focus on given resource limitations.

Overall, the process must be equitable, open, and collaborative to build trust community-wide. The process is documented carefully to secure support for, and approval of, the Master Plan by city management, advisory groups, City Council, department staff, as well as the diverse user groups of the community.

OUTREACH

- 5,760 FOLLOWERS
- 3,700 FOLLOWERS
- 7,300 FOLLOWERS
- E-BLAST: 30,000 SUBSCRIBERS
- PROJECT E-LIST: 550 SUBSCRIBERS

ENGAGEMENT

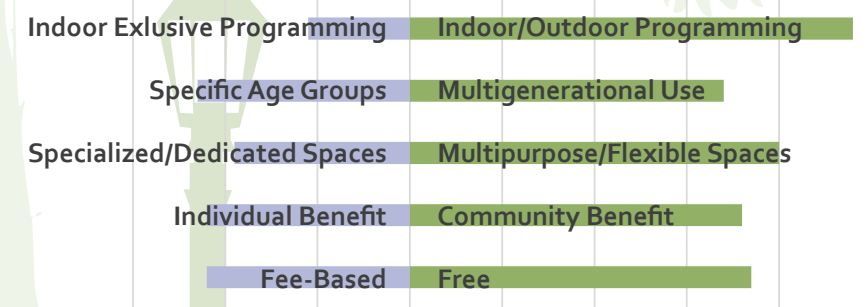
- STATISTICALLY VALID SURVEYS: 284
- OPEN PARTICIPATION SURVEYS: 142
- SUMMER OUTREACH: ~130 RESPONSES



FOR TEENS, BY TEENS. "YOUTH" AND "TEENS" ARE NOT THE SAME

"Youth" includes teens, but teens have different needs and wants should also be looked at separately. Teens were clear that they want more leadership and volunteering opportunities, as well as events and places to gather and spend time.

THE COMMUNITY PRIORITIZED ACCESS/INCLUSION AND MULTI-USE/FLEXIBILITY TO SERVE THE BROADEST PORTION OF THE COMMUNITY.

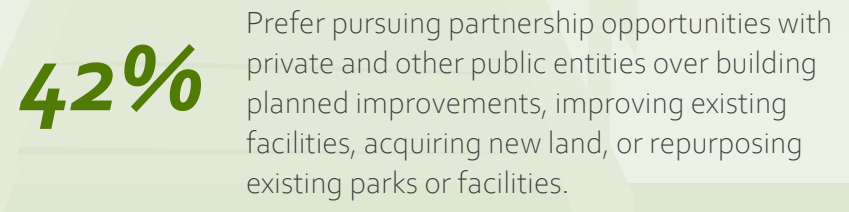


WHAT WE LEARNED

"TAKING CARE OF WHAT WE HAVE" CONTINUES TO BE SUPPORTED BY STAFF AND THE COMMUNITY



HOWEVER, TO ADDRESS INCREASING USE AND NEEDS, THE COMMUNITY PREFERS USING PARTNERSHIPS TO FILL GAPS IN SERVICE



OUR UNDERSERVED POPULATIONS HAVE DIFFERENT PRIORITIES

The **low-income (LI)** and **unhoused (UH)** communities prioritized certain amenities much higher - and with more intensity - than the **general population (GP)**, including bathrooms, paths and sidewalks, shade, and seating.



OVERALL, THERE IS AGREEMENT THAT OUR PARKS ARE FOR EVERYONE, ARE TO BE USED RESPECTFULLY, AND SHOULD BE SAFE AND CLEAN.



THE COMMUNITY INDICATED THAT BPR'S ROLE IN HEALTH AND WELLNESS IS TO ENGAGE AND ENCOURAGE ACTIVITY WITH IMPROVED PARKS AND PROGRAMMING



OUR STAFF IS THE PULSE OF THIS ORGANIZATION. HERE'S SOME OF WHAT THEY HAD TO SAY:

- 1 Use the pandemic as an opportunity to evaluate programs and processes with a new lens
- 2 Focus on the community experience, including improving the registration system, marketing, public engagement, etc.
- 3 They want data-driven decision making with transparency

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INTRODUCTION TO ENGAGEMENT

A critical component of the Boulder Parks and Recreation Master Plan Update is community engagement. The importance of community involvement in the decision-making process is a priority for the City of Boulder. The engagement plan should compel the community to be active in the development of the recommendations and priorities which should progress into support of the approval, and ultimately the implementation of the plan allowing the department to effectively deliver community-oriented park and recreation opportunities to its community members. An overview of community engagement in the City of Boulder was used for guidance and available for review.

Overall, the process must be equitable, open, and collaborative to build trust community-wide. The process is documented carefully to secure support for, and approval of, the Master Plan by city management, advisory groups, City Council, department staff, as well as the diverse user groups of the community.

COVID-19, the current pandemic, has heavily influenced the engagement to include a much higher level of online engagement than would traditionally be planned. We are Parks and Recreation and being out in the community is part of our heart and soul. As the pandemic evolves, tactics may include more in-person engagement (as public health orders allow). The safety of our community members and staff is the highest priority. Our decision is partly based on the 2018 ACS data (conducted by the U.S. Census Bureau) which shows that 96% of Boulder's population have a computer and 90% have broadband internet. Great care will be taken to safely reach out to populations that are most likely to have limited access.

Staff and consultants will remain flexible with resources to address any additional opportunities and needs that

may arise throughout the process. In these unprecedented times, staff may be using new engagement strategies that are unproven and may need additional time or to pivot midstream as the effectiveness is evaluated.

ENGAGEMENT OVERVIEW

The engagement for the BPR Master Plan Update includes 4 windows of engagement designed to correlate with the project process to ensure the community voice has a role at each key decision-making point. Summaries of each engagement window will be available to demonstrate transparency and trust in the process. A visual timeline is available to demonstrate the alignment of the process phases and engagement windows with major touchpoints for information or discussion with boards and City Council.

- **Engagement Window #1: Share a Foundation of Information and Inquiry**
February-March 2021, Complete [\(link\)](#)
This engagement window focused on developing interest and awareness of the project. Staff presented a foundation of information for the community to develop common understanding of current mission and vision of the department, outcomes since 2014 plan and agree on future opportunities and challenges to be explored in the master plan process.
- **Engagement Window #2: Identify and Evaluate Options**
April - August 2021, [We Are Here](#)
This engagement window focused on collecting and evaluating feedback from the community using anecdotal and statistically valid methods to better understand the community needs and desires.
- **Engagement Window #3: Developing Recommendations**
September-November 2021
This engagement window will focus on reviewing the high-level recommendations and prioritization to garner support for the plan and to verify it is representative of the community.
- **Engagement Window #4: Making and Communicating Decisions**
December 2021 - February 2022
This engagement window will focus presentation of the draft plans highlighting values and recommendations to guide the next 5-10 years.

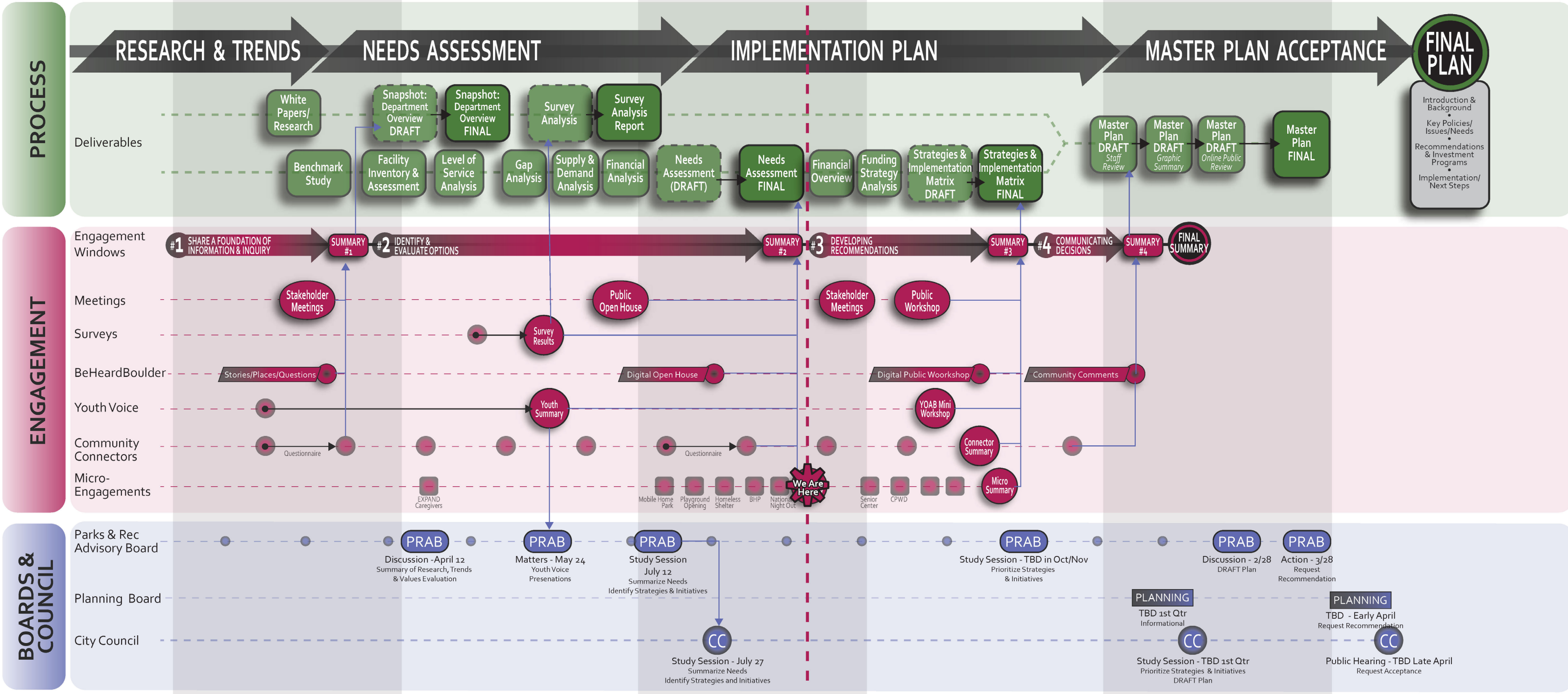




BOULDER PARKS AND RECREATION Master Plan Update

Timeline 2021 1st Quarter 2nd Quarter 3rd Quarter 4th Quarter 2022 1st Quarter 2nd Quarter

Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec Jan Feb Mar Apr May June



FINAL PLAN

- Introduction & Background
- Key Policies/Issues/Needs
- Recommendations & Investment Programs
- Implementation/Next Steps

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Aug 2021

File Location: City of Boulder\Master Plan Update - Documents\Public Engagement\Engagement Planning\Poster of Timeline

ENGAGEMENT WINDOW #2: IDENTIFY AND EVALUATE OPTIONS

Objectives

This engagement window focused on collecting and evaluating feedback from the community using anecdotal and statistically valid methods to better understand the community needs and desires.

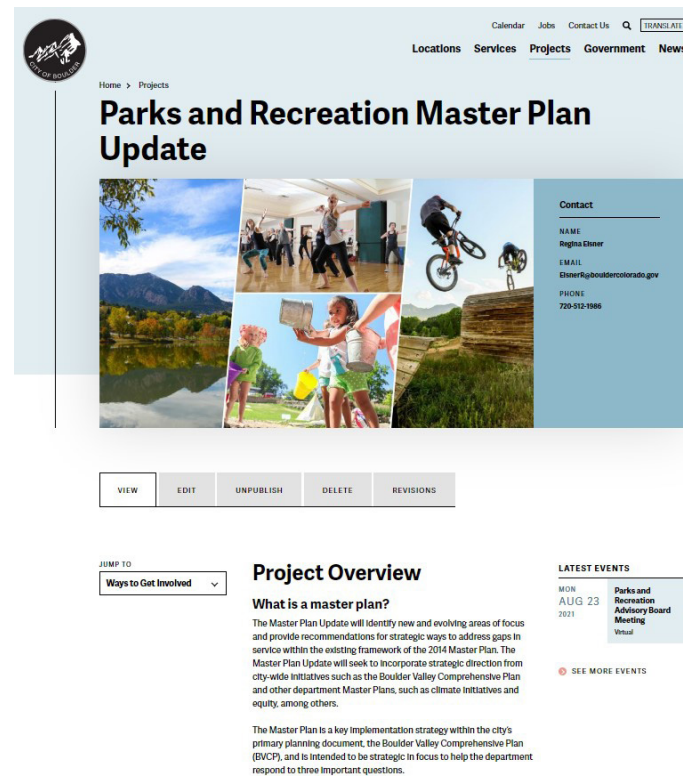
- Inform and consult with the public to help define and prioritize existing and emerging values and opportunities.
- Collaborate with core stakeholders to prioritize opportunities within the values framework.
- Determine the community's shared vision for BPR and the park, facility, program and service needs that BPR should focus on given resource limitations.

Outreach Overview

Outreach in this plan is defined as the way the department reached out to inform and build interest in the community. As noted above, the pandemic is an unprecedented time requiring additional effort and untested methods for engagement. Staff used the previous master plan as a base for the outreach. Using creative methods (such as coordinating communication and outreach with a citywide master plan team) and new communication options (such as the Spanish Facebook page), staff increased the outreach effort beyond previous projects of the same magnitude.

Social Media and Email Outreach Numbers

- Web page
On July 12, the city transitioned to a new website design. The existing Master Plan Update website was replicated on the new website, with new features to improve accessibility. All previous project updates, files, and links were included.
- Eblast
- Staff newsletters
- Press Releases
- Daily Camera articles
- Email updates to listserv
- Banners, A-frames and posters
- Digital rec guide half and full page
- Nextdoor
- Social Media Pushes
- Channel 8 interview
- Citywide newsletter
- Evergreen video
- Snapshot



The new website, BPRMasterPlan.org.

The main content that we pushed out to the community was about the online survey, the open house, and the community feedback request post-open house. These were the outreach activities to engage the community to increase awareness of and participation in the activities.

Three press releases were sent during this engagement window on the online survey, the open house, and the community feedback request post-open house. In addition, a story was posted on the presentation of information to City Council.

Statistically-Valid Survey and open online survey

- Press release sent on April 20.
- Posted to Facebook, Instagram, Twitter, NextDoor, sent to e-blast e-newsletter subscribers, published in the digital recreation guide on April 27, and featured in Inside Boulder News.

Open House

- Press release sent on June 11.
- Posted to Facebook, Instagram, Twitter, NextDoor on June 16, sent to e-blast e-newsletter subscribers twice (save the date and event information on June 30), sent to email update e-newsletter subscribers on June 15, published in the digital recreation guide, featured in Inside Boulder News on June 18, and ad posted in "News from City Hall" section of the Daily Camera on June 20.

Post-Open House – seeking additional community feedback

- Press release sent on July 1.
- Posted to Facebook (post boosted from July 8-12), Instagram, Twitter, NextDoor on July 9, sent to e-blast subscribers, sent to Plan update e-newsletter subscribers on July 7, published in the digital recreation guide on July 16, and featured in the Library e-newsletter on July 8.
- Engaged city staff with a staff-focused survey. Sent to staff twice via internal e-newsletter on July 12 and follow-up email from Ali Rhodes on July 19.

Presentation to City Council, wrap up of Needs Assessment phase

- Posted on the city's website on Aug. 6.
- Sent to citywide e-newsletter subscribers, e-blast subscribers, and posted on Facebook on Aug. 9.

Attendees of the Open House speak with staff and participate in the jar activity, one of 11 different stations.



ENGAGEMENT METHODS FOR FEEDBACK

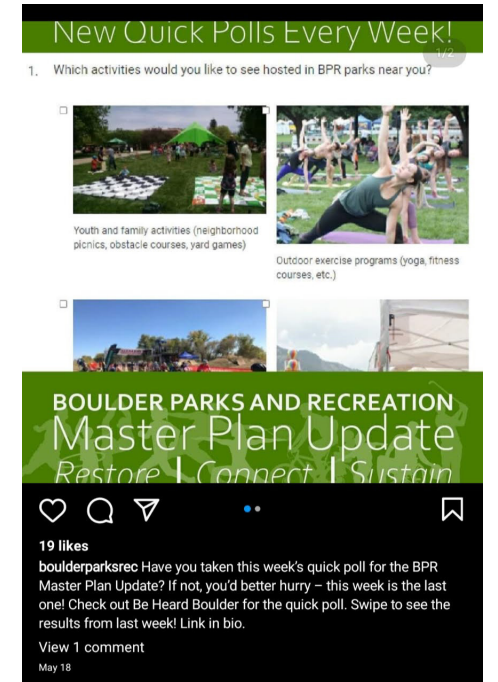
This is quick description of the engagement methods used in engagement window #2. Outcomes of each method will follow.

- **Statistically Valid Survey – April to May**
A statistically valid survey was undertaken by Polco’s National Research Center, conducted on the City’s behalf.
- **Open Participation Survey – April to May**
The same survey questions as the statistically valid survey were made available for open participation to any community member. Polco’s National Research Center evaluated both the statistically valid and the open participation surveys.
- **Youth Engagement – January to May**
 - **Growing Up Boulder**
Growing up Boulder developed a comprehensive youth outreach program to develop awareness, verify values and provide a needs assessment. A summary of the youth engagement was presented to PRAB in May.
 - **Youth Opportunities Advisory Board (YOAB)**
Staff engaged the board which gained interest of students to organize a subset of the board to participate in an action team dedicated to the BPR Master Plan. Staff mentored the students guiding them through the project. Students presented their finding to PRAB by YOAB in May.
- **Public Open House In-person and Virtual - June to July**
Staff hosted the first public open house as pandemic restrictions were lifted. The presentation was recorded and posted online accompanied by a digital version of the in-person engagement activities. The open house is a method to gather input regarding research validation and needs assessment. Specific objectives for the second engagement window were:
 - Present findings from research conducted to date, including mission/vision reviews, the organizational assessment, facility inventory, program inventory, financial analysis, stakeholder interviews, public survey, and other public engagement findings.
 - Gather input regarding each of the research topics mentioned above to confirm and validate findings.
 - Refine community needs assessment.
- **Micro Engagements – July to August**
 - Mapleton Mobile Home Block Party - July 9
 - Staff attended the block party. The audience was in the category of lower fixed income residents. Questionnaires were available in English and Spanish.
 - Chautauqua Playground Renovation Celebration – July 13
 - Staff hosted a table at the playground celebration to build awareness and an opportunity to participate in the engagement activities via the questionnaire.



English and Spanish versions of a flyer used at one of the microengagements to encourage participation.

- Boulder Homeless Shelter -July 20
- Staff hosted a table at the homeless shelter during evening check-in along with Reimagine Policing and Comprehensive Stormwater master plan staff. A simplified version of the questionnaire was used to coach conversations.
- National Night Out - Aug 3
- Staff attended the event with questionnaires in English and Spanish. There are multiple NNO events around the city. The Foothills Community Park location was targeted to the Latino community. Questionnaires were available in English and Spanish.
- Community Connectors – Ongoing throughout the project
- Latino community members were invited to participate in the BPR Master Plan to codesign engagement processes to be more culturally appropriate and inviting.
 - Boulder Housing Partners
 - Financial Aid Applicants
- **Staff Questionnaire - July**
Staff was asked to respond to a series of questions related to organization readiness in a short multiple choice questionnaire with some open-ended opportunities to share their thoughts.
- **Weekly Quick Polls - April**
In response to early feedback that questionnaires were too long, staff applied suggestions to create a weekly graphic polling questions with and new questions and the previous week’s results posted each week.
- **General Comments – April to August**
Staff corresponds with the community in a variety of ways throughout the project. Documentation of the comments, questions and concerns are collected and shared to continue a high level of transparency in the process.



Weekly Quick Polls throughout April helped keep the community engaged and able to provide feedback.

STATISTICALLY VALID SURVEY HIGHLIGHTS

A total of 4,000 addresses were randomly selected from a list of all residential addresses in the Boulder’s ten subcommunities. A total of 284 survey recipients completed the survey. The survey data were statistically weighted to adjust for non-response among certain demographic groups, a survey research best practice. The dataset of survey responses were analyzed using the Statistical Package for the Social Sciences. The highlights of the statistically valid survey are listed below. For the full process, analysis and related charts, refer to the City of Boulder Parks and Recreation Master Plan Update Survey Summary of Results prepared in June of 2021.

- The fitness and recreation opportunities in Boulder are highly regarded by residents.
- Nearly all residents reported having visited a public park in the 12 months prior to the pandemic, and over 8 in 10 had used a Boulder recreation facility or their services.
- Most residents were satisfied with all aspects of the services provided by the Parks and Recreation Department employees.

- Two thirds or more of residents with an opinion were very or somewhat satisfied with each of the specific types of recreation facilities rated through the survey. Opinions were particularly positive for paved paths, sort surface paths, fields, natural areas and grassy lawns.
- The specific types of facilities residents felt were most needed were community gardens, scenic gardens, indoor ice arena and natural areas, with more than half of those with an opinion feeling additional facilities were needed.
- The ways in which residents felt that the Boulder Parks and Recreation system overall contributes to the Boulder community were in helping Boulder to be a physically healthy community and a community with a high quality of life.
- When presented with a series of trade-off statements about parks and recreation offerings in Boulder, residents preferred that:
 - Parks and recreation programs serve many different skill levels as opposed to a focus on skill development at the beginning and intermediate levels.
 - Activities and programs at parks and facilities be mostly available for drop-in use as opposed to mostly pre-registered.
 - Program offerings include diverse opportunities rather than focus mostly on popular sports and fitness.
 - The Parks and Recreation Department provide facilities and programs identified by residents even if they are offered by other providers rather than take care to not replicate facilities and programs offered by others.
 - Individuals who live outside city limits but work or own a business in Boulder should pay resident fees rather than the higher non-resident fees.
- Residents were roughly split on whether individuals living outside of Boulder should pay more than residents or pay the same as residents.
- Residents generally supported the use of taxes for programs for children, people of lower income and people with disabilities, but preferred user fees to support sports programs, general introductory classes, or specialized or advanced programs.
- Slightly more residents opposed a new sales tax to support Boulder parks and recreation facilities and programs than supported this idea. However, 9 in 10 supported renewing existing sales taxes for parks and recreation when they expire.
- When asked how important it was for the City of Boulder to provide recreation programs for various populations groups, residents placed the highest priority on serving people with disabilities and people with low incomes.
- In choosing to allocate dollars across five competing priorities, residents gave the highest emphasis to maintaining existing park and recreation facilities and to removing financial barriers for underrepresented communities to participate in existing recreation programs and services.
- Residents were most likely to use the Boulder Parks and Recreation Guide, the City of Boulder website or an email / listserv as a source of information about park and recreation programs.

OPEN PARTICIPATION SURVEY COMPARISON HIGHLIGHTS

Notification for the open participation survey was mostly through common methods that Parks and Recreation uses to communicate with their users. The open participation survey was likely a higher percentage of regular users than the statistically valid survey using mailed postcards to targeted residents. The open participation survey also included non-residents. Below are the highlights comparing the results of the statistically valid survey in comparison to the open participation version. For the full process, analysis and related charts, refer to the [City of Boulder Parks and Recreation Master Plan Update Survey Summary of Results prepared in June of 2021](#).

- Mailed invitation respondents gave more positive ratings to multiple aspects of the Boulder Parks and Recreation Department and services, including to employees' ability to provide quality programs and services and to employee's ability to care for park and recreation facilities; and to disc golf courses, leisure pools, interactive water features, paved paths, natural areas, grassy lawns and outdoor even areas. However, open participation respondents gave higher ratings to soccer fields.
- Mailed invitation respondents were more likely to think Boulder has enough of open multi-use fields, leisure pools, scenic gardens, soft surface paths and natural areas than were open participation respondents, while the open participation respondents were more likely to think Boulder had enough soccer fields, tennis courts, volleyball courts, and indoor ice arenas than were the mailed invitation respondents.
- Mailed survey respondents were more likely to feel that Boulder Parks and Recreation system greatly contributes to Boulder being an accessible and connected community and a community with a high quality of life overall compared to open participation respondents. However, the proportion believing the Parks and Recreation system greatly contributes to other areas was roughly similar between the two groups. The two groups also gave similar ratings to how much they agreed that various purposes should be fulfilled by the recreation facilities and programs offered by the City of Boulder.
- Open participation respondents were more likely to support a new sales tax to fund City of Boulder parks and recreation facilities than were the mailed invitation respondents.
- A strong majority of respondents from both groups felt it was essential or very important to provide recreation programs for various populations in Boulder, but the mailed invitation respondents tended to place even greater importance than the open participation respondents on several of the groups, including people who identify as a race/ethnicity other than White, people with disabilities, people with low incomes, and children. Both groups gave low priority to tourists and visitors to Boulder.
- When allocating \$100 among competing priorities, open participation respondents allocated more dollars to constructing new park and recreation facilities compared to mailed invitation respondents. Conversely, mailed invitation respondents allocated more dollars to removing financial barriers to underrepresented communities compared to the open participation respondents.



YOUTH ENGAGEMENT SUMMARY: YOUTH ENGAGEMENT AND ACTIVITY

Growing Up Boulder: One hundred fourteen students generated design recommendations by researching Parks and Rec facilities, programs, and parks, and then considered what they would most like to see included in the master plan update. For the full process, analysis and related charts, refer to the [Parks and Recreation Master Plan Update Report: Growing Up Boulder's Summary of Findings Published May 2021](#).

Teenagers: This age group had requests that were distinct from the other age groups, and not surprisingly, their recommendations closely align with research about how teens use space and wish to interact with their community at this particular developmental stage in life. Teens (14-18) recommended:

- That teens be offered leadership opportunities to co-create activities with Parks and Rec staff for their peers; in other words, “nothing for us without us”
- That Parks and Rec offer safe, welcoming spaces for teen-only gatherings; this ranges from active events, such as non-competitive sports leagues to movie nights
- Opportunities for teens across the city to meet each other; covid has only increased a sense of isolation, and young people now want to get out and spend time together in safe group settings
- Teen-friendly play equipment; even though they are in high school, teenagers still want to play on playgrounds and in the water; they just want equipment that is challenging enough, and sanctioned, for them to use

All ages: The common ideas that were most frequently requested across age groups are listed below.

- Water play: students want new and improved pools with upgraded amenities for enhanced fun such as water jets, slides, and diving platforms; they want this for their pets, too!
- Active play: students voiced their hopes for new and improved parks and playgrounds; they are asking for more play structures, sports fields, adventure parks, and novel concepts like underground playgrounds and tunnels
- Extended play: to keep them (and their families and friends) comfortable, playing all day and night, students want shade, seating, drinking fountains, first aid kits, and lighting
- Equity and Inclusion: young people repeatedly expressed their desire for Boulder’s Parks and Rec department to find ways to include everyone in our city; from thinking about transportation services to/from rec centers to equipping our parks and playgrounds with accessible play structures for all ages and abilities, young people are interested in everyone feeling that they belong; teens want to step into leadership opportunities and be more integrated into the larger community
- Nature and the outdoors: students appreciate the beauty and natural spaces in our community. They want more climbing trees and time outside at parks and playgrounds; they want to create and interact with fairy gardens, engage in nature play, and see more flowers and enhanced garden spaces
- Novelty and challenge: students are seeking updated equipment in our playgrounds; they are asking for new and greater physical challenges as found in obstacle courses, bike and skateboard parks, and roller skating rinks
- Caring for animals and pets: students want more opportunities to interact and play with their pets--off-leash dog and cat parks with all kinds of creative amenities (treat dispensers, obstacle courses); many would like a petting zoo
- Environmental awareness and respecting what we have: taking care of our facilities in and outdoors were on young people’s minds; for example, they suggested goat lawn mowers and using sustainable materials for building

Slides from GUB’s presentation to PRAB in May.

Themes Across All Age Groups

1. Water play
2. Active play
3. Extended hours for play
4. Community, equity, and inclusion
5. Nature and the outdoors



Roller-Skating Rink



Zip-Line Pool

Here is my drawing and my letter about my idea for goats in parks.



- Classes, camps, and lifelong learning: students love taking Parks and Recreation classes, going to rec centers and camps; students have a hunger for a broad range of classes (from horseback riding and gymnastics to mini golf)
- Welcoming, safe public spaces: teens in particular strongly expressed a need for gathering with friends in welcoming, hangout venues; after a year of being isolated, teens requested more opportunities for social interaction, belonging, and community, and they want support from the Parks and Rec department to help them make these connections

The Youth Opportunities Advisory (YOAB)

YOAB also joined the project team to share the voice of students at the local high schools. The student team conducted two surveys

- In the pre-survey, students were provided summaries of the Master Plan’s key themes, and were asked to vote on the three focus areas that are most important to them. The top three answers were:
 1. Youth Engagement and Activities
 2. Taking Care of What We Have
 3. Community Health and Wellness
- In the second survey, 102 students answered more in-depth questions regarding how and where they use parks, as well as services and activities they would like to see. Key takeaways include:
 - The two most frequently used park features were Walking/Biking Paths and Open Park Space with more than double any other responses. Teens prefer to use flexible, freely available, non-structured spaces.
 - When asked which Boulder parks need to be updated or modified, most students agreed that the city’s largest and most frequently used parks (Central Park & Civic Area, East Boulder Community Park, Foothills Community Park, Harlow Platts Community Park, and Valmont City Park) needed improvements. The largest response, however, was “none”.
 - They want to see more youth-oriented activities like Youth Volunteer Services, Summer Camps, Youth Rec Center Programs, and Youth and Family Services.
 - The key motivator for students to join BPR activities and programs is Food, with Volunteer Hours in second place and Music coming in third. Group Activities and Event Merch were less popular but saw some support.
 - When asked, “What parks, facilities, and programs best keep Boulder a healthy and vibrant community?”, Paths/Trails and Parks were the definitive winners, well over the responses for options as Boulder Sports Leagues, Parks & Rec Programs and Activities, Rec Centers, and more. This adds to the idea that students want access to spaces and amenities that are free and flexible.
 - Most students responded that well-maintained Bathrooms/Water Fountains and more Sports Courts/Fields are the changes or improvements they’d most like to see in Boulder’s parks.

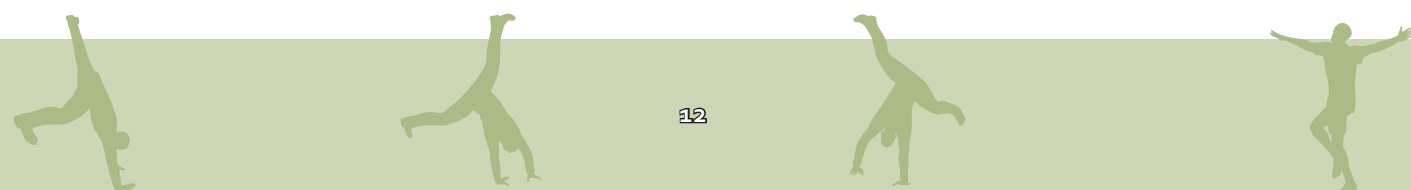
OPEN HOUSE & MICROENGAGEMENT: RESULTS AND OBSERVATIONS

The format of the open house included an informational presentation followed by several stations for engagement activities. The presentation was recorded and can be [viewed on YouTube](#), and the activities were re-created in a digital format on Be Heard Boulder for community members who were unwilling or unable to attend in person. In addition, the key activities were re-created in a paper copy to use at the microengagements. Utilizing a sub-set of the activities from the open house allowed staff to compile a cumulative set of results. Note that comparisons of the results of general population to other groups were only made when there was a significant difference or a notable indicator. All results are in the appendix.

Below is a list of groups engaged in window #2. Some groups such as youth and people living with disabilities were the focus of engagement window #1 as part of the facilitated engagement work by Growing Up Boulder. EXPAND youth participants and caregivers were included as part of their report. These groups will continue to be part of the conversation. Other groups, such as older adults, are an upcoming focus. The risks of the pandemic and the lower comfort of digital access has delayed this engagement; nonetheless it is still a priority.

Groups	Category	# English Responses	# Spanish Responses	Dates Available
Open House Event	Not Targeted (General Population)	45+ participated in the in-person activities	n/a	6/24
BHB (BeHeardBoulder.org)	Not Targeted (General Population)	Between 29 and 57 (average of 44)	0	6/25 - 7/12
Chautauqua Playground Celebration	Not Targeted (General Population)	3	0	7/13
Mapleton Mobile Home Park Block Party	Targeted: Low income, Spanish-speaking	10	3	7/9
Unhoused Individuals at the Boulder Shelter	Targeted: Low income, Unhoused	27	0	7/21
Financial Aid Applications	Targeted: Low income	11	1	7/15 - 7/27
National Night Out	Not Targeted (General Population)	5	2	8/3

Upcoming groups for focused outreach: older adults, Center for People with Disabilities, youth, low-income, Spanish-speaking community



ACTIVITY #1: TAKING CARE OF WHAT WE HAVE

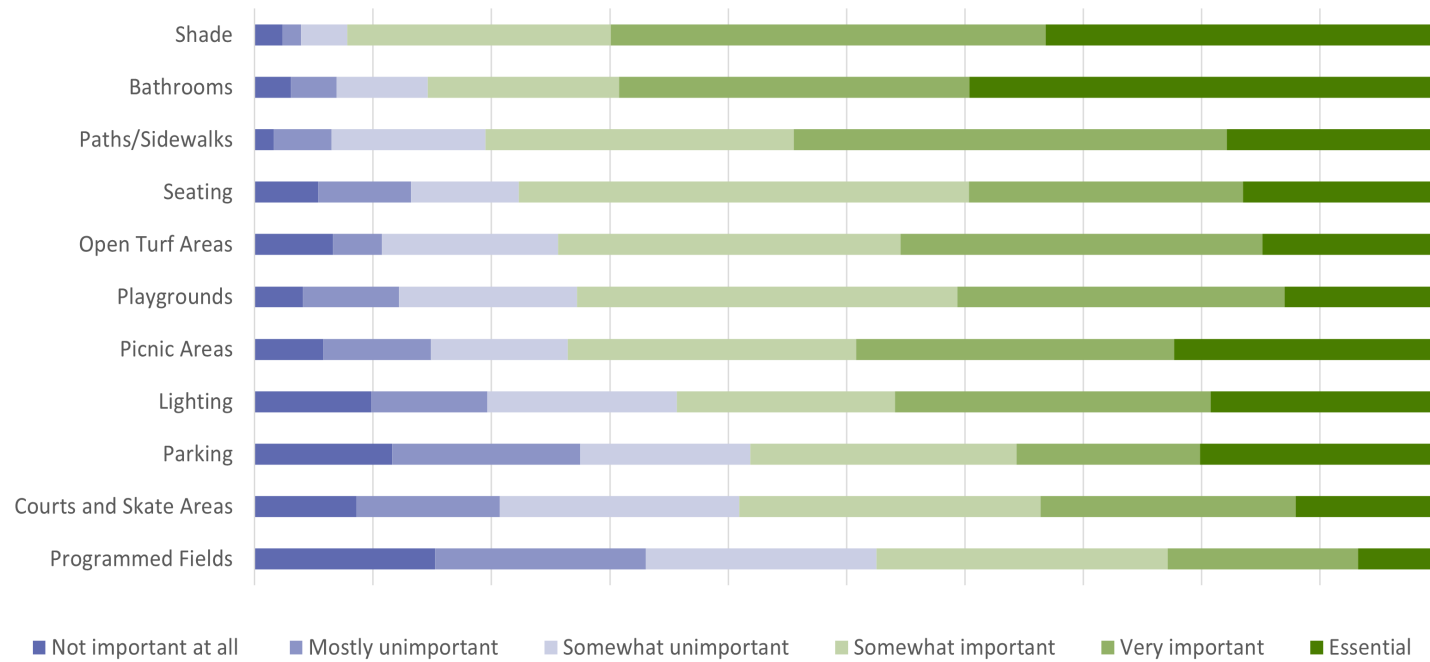
Question: As BPR renovates and improves parks, how important are each of these to have in your local park?

Instructions: Place a dot on the scale to indicate your preference for each park feature.

Average number of responses: 123

Note: This question was included with all versions of questionnaires

As BPR renovates and improves parks, how important are each of these to have in your local park?



See Appendix item A for detailed results.

Observations:

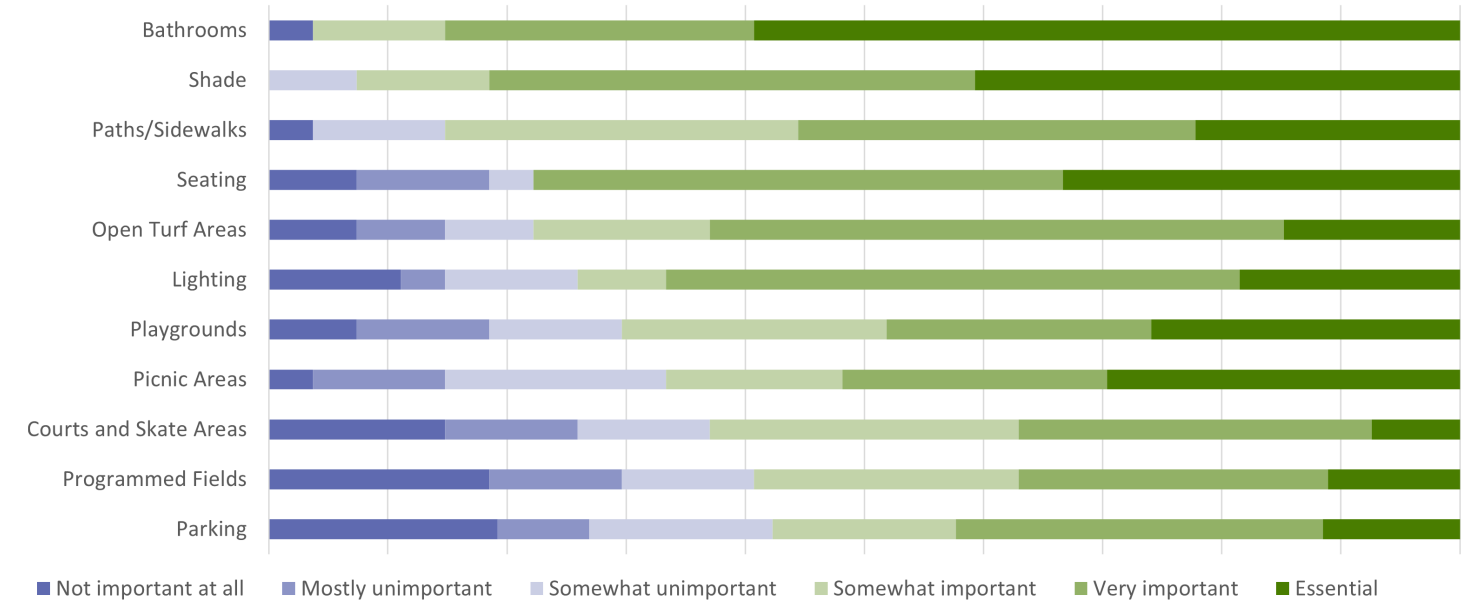
- Shade and bathrooms were the most important amenities for renovations to local parks
- Programmed fields, parking and court & skate areas were less important for renovations to local parks.
- All of the amenities highlighted, except Programmed Fields, were considered at least somewhat important to the majority of the community.
- The question was in regard to local parks. The response does not indicate that programmed fields are not important, but rather that type of amenity may better serve in a larger community or city park.

Targeted Group Comparisons:

Results from People Experiencing Homelessness

- 27 surveys were collected at the Boulder Homeless Shelter at nightly check-in.

As BPR renovates and improves parks, how important are each of these to have in your local park? (Results from questionnaires from the Boulder Shelter for the Homeless only)



See Appendix item B for detailed results.

Observations of General Population vs. People Experiencing Homelessness:

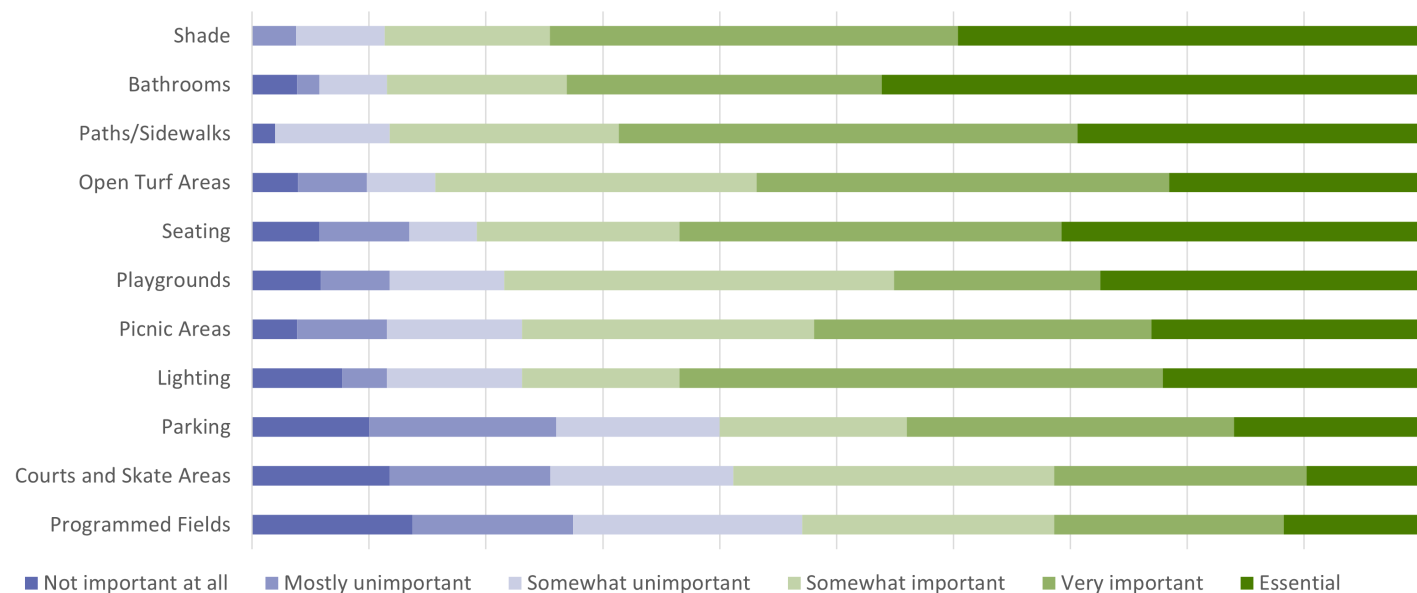
- In general, the responses from those living without housing were scored higher in importance than those of the general population, which highlights how much those living without housing rely on the public park system.
- The prioritization is very similar between the general population and the people experiencing homelessness. However, the unhoused population indicated a stronger overall opinion.
- Lighting for the unhoused was the largest lift in prioritization compared to the general population.



Results from Low-income Populations

- 52 questionnaires were collected at the Mapleton Mobile Home Park Block Party, the Boulder Homeless Shelter, and through BPR Financial Aid Applications.

As BPR renovates and improves parks, how important are each of these to have in your local park?
(Results from questionnaires from targeted group "Low Income" only)



See Appendix item C for detailed results.

Observations of General Population vs. Low-income Populations

- In general, the responses from low-income participants were scored higher in importance than those of the general population, which highlights how much they rely on the public park system.
- The prioritization is very similar between the general population and the low-income participants. However, the low-income population indicated a stronger overall opinion.
- Playgrounds decreased in importance while lighting and court and skate areas lifted.
- Again, this indicates that all of the amenities are at least somewhat important to essential.

ACTIVITY #2: TAKING CARE OF WHAT WE HAVE

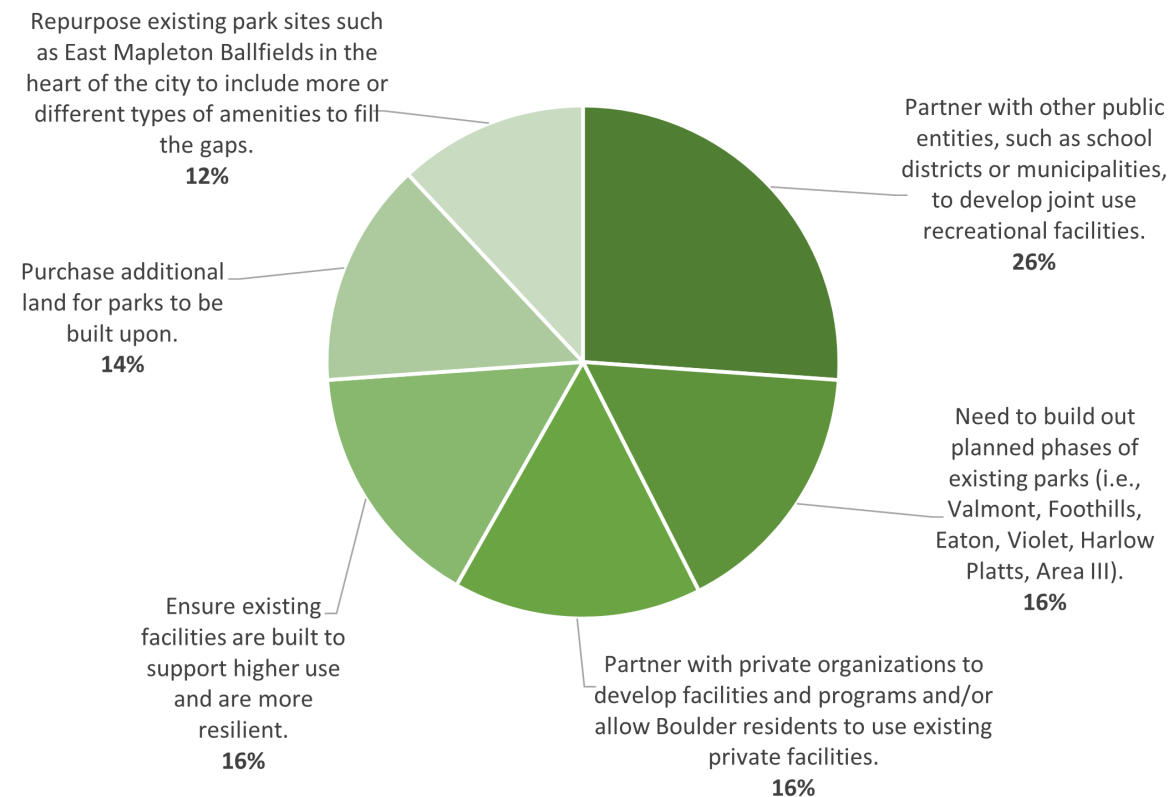
Question: Given the high use and lack of certain types of features, how should BPR respond to the increased need for parks and facilities?

Instructions: Choose your top two preferences.

Number of Responses: approximately 70

Note: This question was only included in the activities on BHB and in the in-person activity

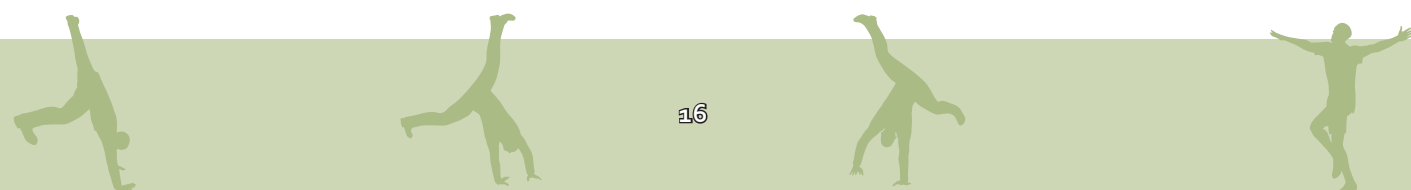
Given the high use and lack of certain types of features, how should BPR respond to the increased need for parks and facilities?



See Appendix item D for detailed results.

Observations:

- Partnerships with other public entities, such as school districts or municipalities, to develop joint use recreation facilities was chosen most often as a focus but the chart indicates that it will take efforts in every area to respond to increased need.
- Guidance from PRAB and City Council was to focus first on amenities we already have, ensuring they are built to sustain higher visitation and use.
 - Both PRAB and City Council deprioritized purchasing additional land as least important/feasible.
 - Definite interest in building out and repurposing existing facilities, as well as partnering with other public entities (non-profits, districts or municipalities).



ACTIVITY #3: BUILDING COMMUNITY AND RELATIONSHIPS

Question: Do you agree or disagree with each statement about public places?

Instructions: Choose "Agree" or "Disagree" for each statement.

Average number of Responses: 90

Note: This question was included in the Open House activity, online Be Heard Boulder activities, and the questionnaire given to individuals at the Boulder Shelter.

Do you agree or disagree with each statement about public places?	Agree	Disagree
People should respect the parks, natural environment and ecosystems they visit.	92	0
Public spaces should be shared among people of different backgrounds, identities, and experiences (e.g. race, ability, income)	87	2
Everyone has a responsibility to fulfill the social contract - an implicit commitment to mutual protection and well-being.	85	1
Public space should be accessible, safe, delightful, and welcoming for all, without privileging one person or group over another.	84	7
The community should help define how the social contract is maintained with respect to everyone's dignity.	75	12

Observations:

- Overall, the community was in support of all of the statements.

Targeted Group Comparisons

General population vs. People Experiencing Homelessness

Do you agree or disagree with each statement about public spaces?	General Population		Unhoused	
	GP Agree	GP Disagree	UH Agree	UH Disagree
People should respect the parks, natural environment and ecosystems they visit.	100%	0%	100%	0%
Public spaces should be accessible, safe, delightful, and welcoming for all, without privileging one person or group over another.	90%	10%	100%	0%
Public spaces should be shared among people of different backgrounds, identities, and experiences (e.g. race, ability, income)	97%	3%	100%	0%
Everyone has a responsibility to fulfill the social contract - an implicit commitment to mutual protection and well-being.	100%	0%	96%	4%
The community should help define how the social contract is maintained with respect to everyone's dignity.	83%	17%	93%	7%
Total	94%	6%	98%	2%

See Appendix item E for detailed results.

Observations of General Populations vs. People Experiencing Homelessness:

- Both groups agreed 100% that people should respect the parks, natural environment, and ecosystems they visit.
- 10% of the general community did not agree that public spaces should be for all while all of the unhoused agreed that public spaces should be for all.
- In the conversations with individuals at the Boulder Shelter, there was a general distrust of who is creating the social contract and how it would be enforced.
- The general population responded in 97% agreement to the statement "Public spaces should be shared among people of different backgrounds, identities, and experiences (e.g. race, ability, income)" while individuals living without housing responded with 100% agreement.
- In general, the unhoused sample responded in more agreement with all the statements than the general population. This could indicate a higher level of optimism or agreeability from those living without housing.



ACTIVITY #4: BUILDING COMMUNITY AND RELATIONSHIPS

Question: How can BPR strive to ensure all visitors feel safe and welcomed in Boulder's parks?

Instructions: Choose your top two preferences

Number of Responses: approx. 110

Note: This question was included in every version of the questionnaire except for the one answered by individuals at the Boulder Shelter. It was determined that this question contained potentially triggering language, and we wanted to ensure our first contact for outreach was a positive experience. In addition, conversations with them were shorter so the questionnaire was made more succinct.

How can BPR strive to ensure all visitors feel safe and welcomed in Boulder's parks?	Preferences
Reduce crime and illegal activities in the parks (i.e., camping, violence, drugs, etc.)	69
Reduce unclean conditions, vandalism, or mitigate facilities that need maintenance	61
Trash picked up regularly	24
Reduce barriers to accessing the parks (i.e., connectivity, costs, language, etc.)	22
Increase the frequency that facilities and equipment is renovated or replaced	16
Increase the types of amenities that are available	13
Prevent too many people at one time - overcrowded	9
Other	7

Responses for "Other":

- don't allow alcohol
- Partner with municipalities to enhance programs that reduce homelessness and drug abuse.
- Enforce current laws and support law enforcement
- real bathrooms - not porta potties
- Educate the community on which types of activities make visitors feel welcome/unwelcome for various demographics. A huge part of safety and acceptance is acknowledging that everyone may use parks differently and an openness to these various uses will help everyone feel accepted and more welcome.

Observations:

- This confirms and provide some additional detail to conversations in engagement window #1 regarding concern for safety and cleanliness in public parks.

Target Group Comparisons

General population vs. Low-income populations

How can BPR strive to ensure all visitors feel safe and welcomed in Boulder's parks? Place dots in your top two preferences	GP Top 2 preferences	LI Top 2 preferences	Difference between LI and GP (=LI-GP)
Reduce barriers to accessing the parks (i.e., connectivity, costs, language, etc.)	7%	23%	16%
Increase the types of amenities that are available	4%	8%	4%
Prevent too many people at one time - overcrowded	3%	6%	4%
Trash picked up regularly	9%	13%	3%
Increase the frequency that facilities and equipment is renovated or replaced	8%	8%	0%
Other	3%	2%	-1%
Reduce unclean conditions, vandalism, or mitigate facilities that need maintenance	30%	19%	-11%
Reduce crime and illegal activities in the parks (i.e., camping, violence, drugs, etc.)	37%	19%	-18%

See Appendix item F for detailed results.

Observations of General Populations vs. Low-income Populations:

- Crime and cleanliness continue to be priorities for both groups. Low-income respondents place a significantly higher value on reducing barriers than the general public.
- This indicates the continued need for free and accessible spaces for low-income populations.

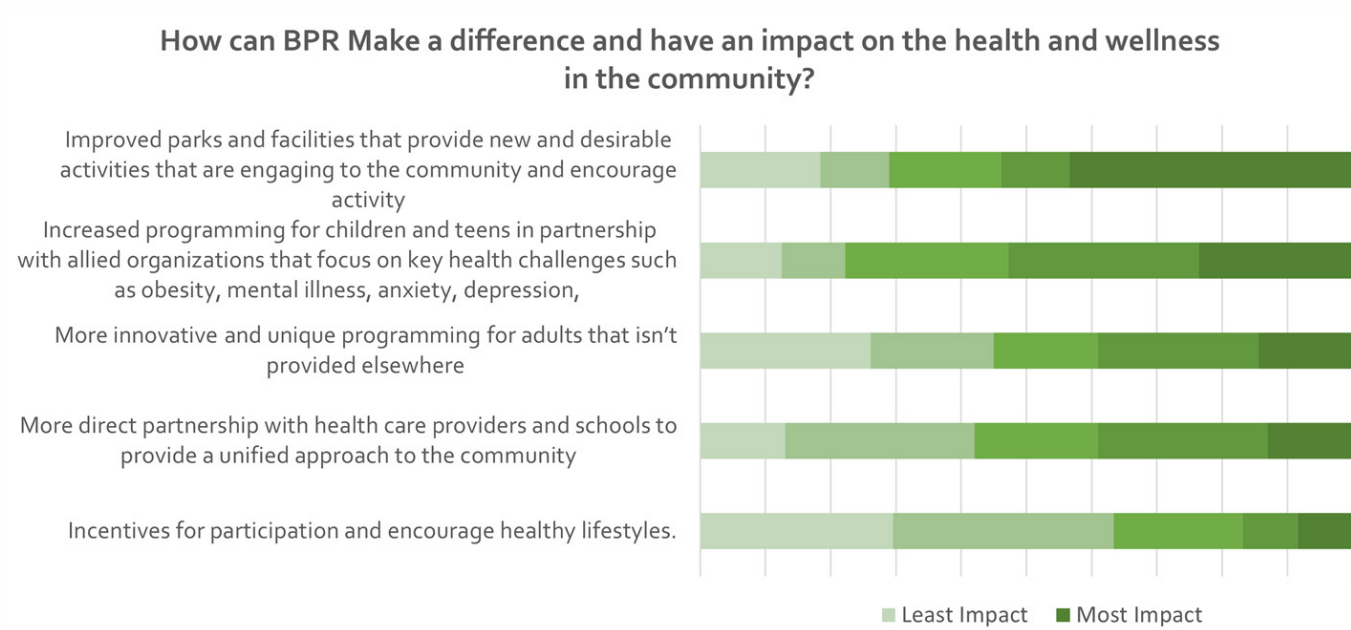
ACTIVITY #5: COMMUNITY HEALTH AND WELLNESS

Question: How can BPR make a difference and have an impact on the health and wellness in the community?

Instructions: Rate highest to lowest, with "5" for most impact and "1" for least impact.

Number of responses: 76

Note: This question was provided in all questionnaires except to individuals at the Boulder Shelter due to limited questionnaire length.



See Appendix item G for detailed results.

Answers to "If you have another suggestion, add it here:"

- Reduce charges - it doesn't matter how fabulous the facilities are if families can't afford to use them.
- This is not an issue. Just get lifeguards and open the pools!
- Family based activities will bring both children and adults to parks. Competitive activities like disc golf tournaments will appeal to a wide range of ages.
- Keep the facilities clean and well maintained. Enforce behavior consistent with the social contract and eliminate encampments and trash piles. Run the programs that are popular and draw attendance. Then let the people decide. Assume Boulder citizens are intelligent and will choose activities without artificial and external incentives. Keep it simple. Or put another way - make nice parks and people will come and play.
- Sidewalks are all over the city and already promote healthful walking opportunities at no extra cost to taxpayers.
- 1. Stop allowing the Fairview high school swim team and synchronized swim team from using the south boulder rec center pool. 2. Make the south boulder rec center open more hours in the day.
- We don't really need more than the programs to get people to take advantage of what's already here. Boulder has some of the most if not the most access to nature and physical exercise than any community the size in the world
- more parks / open space in general that people can access - with shade these 5 listed ideas do not seem to answer the issue. how do you provide an incentive for someone to use a park?
- Increase the size of parking lots for recreation centers and pools. Seniors (who often can not bike) need to drive to fitness classes

multiple times per week. Also increase pools available for warm water fitness and more classes for all water fitness. Poll just seniors to find out what they need more of. Their needs differ from other other adults. Physically fit seniors are able to participate and volunteer in the community -- continuing to be assets and not cost as much in supportive services.

- Signage that promotes mental health in bathrooms/other public park places
- Boulder has virtually eliminated recreation and fitness classes for older adults, including rec classes and the EB Senior Center. Boulder's attention to older adults is far inferior to Longmont and Louisville and Boulder older adults are being forced to seek classes and services in neighboring towns.

Observations:

- Improved parks and facilities that provide new and desirable activities that are engaging to the community and encourage activity was indicated as the most impactful on community health and wellness while incentives for healthy lifestyles was indicated as the least impactful.



ACTIVITY #6: FINANCIAL SUSTAINABILITY

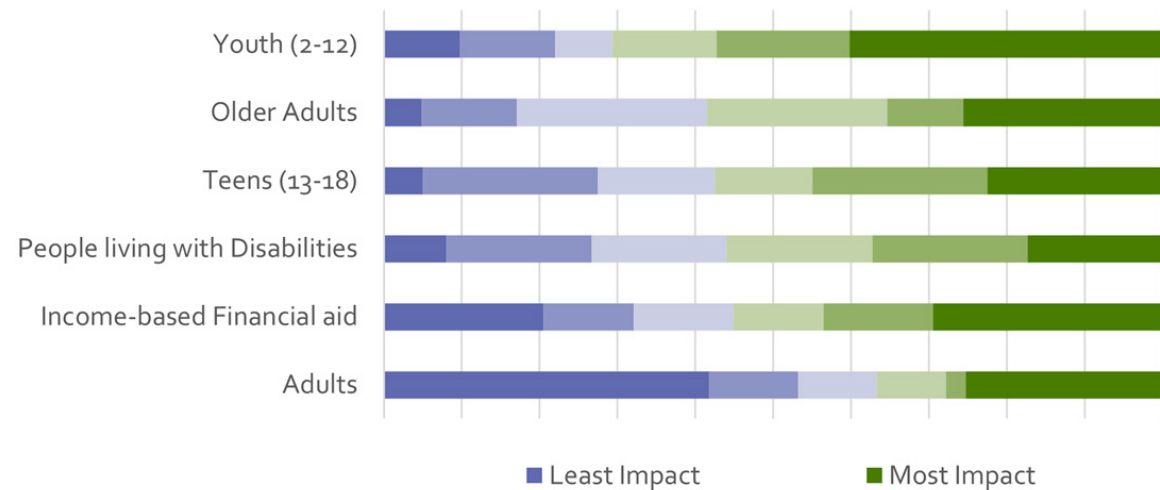
Question: Rank where you feel like your taxes are best spent.

Instructions: Rate highest to lowest, with "6" for most impact and "1" for least impact.

Number of responses: 74

Note: this question was not on the unhoused survey. The Open House activity did not ask for ranking, but instead asked each participant to place 5 buttons in jars to indicate how to distribute taxes and has been included adjacent to this table, but is not included in the compiled numbers.

Rank where you feel like your taxes are best spent



See Appendix item H for detailed results.

Observations:

- Continued enthusiasm for age-based subsidies for youth and older adults.
- Adults were identified as least impactful for taxes spent.
- Income-based financial aid has the second highest level of support for being the most impactful.
- The jar activity at the June 24 open house, where individuals were given 5 buttons and asked to distribute them amongst the 6 jars to demonstrate how taxes should be divided, doesn't really match the general questionnaire outcomes. Within that activity and participants, older adults and teens were allotted more buttons than other groups. People living with disabilities and income-based financial aid received fewer buttons.

ACTIVITY #7: FINANCIAL SUSTAINABILITY

Question: Indicate how you would like BPR to fund each of the programs, facilities, or services offered below.

Instructions: Choose one funding option for each of the programs, facilities, or services listed.

Number of responses: 54

Note: this question was only presented at the open house and on the BHB survey online.

Indicate how you would like BPR to fund each of the programs, facilities, or services offered below.	Increase Fees to pay for	Find additional funding sources	Reduce services or resources to balance budget
Maintenance of free parks and facilities	7	30	16
Renovation of free parks and facilities	14	30	15
Programming that benefits the general community	15	19	19
Programming that benefits certain groups or specialized uses	20	11	19
Maintenance and operation of rec centers and facilities	24	13	16
Development of specialized facilities to drive revenue	20	8	24
Financial aid provided to targeted populations within the community	0	31	16
Total	100	142	125

Observations:

- Fees should not be increased in financial aid targeted programs and services
- Free parks and facilities along with financial aid are core functions of the department and need to be supported. More than 50% of the respondents indicated that it was important to find funding sources for them.
- There is less interest in increasing fees for maintenance than for renovation of free parks and facilities.
- Multiple strategies should be considered for programming that benefits the general community. This indicates the programs need more individual analysis to decide between service reduction and fee increase.
- This chart indicated the highest level of support for increased fees for maintenance and operation of rec centers and facilities. These facilities are perceived to have a pay structure in place. There is more desire to increase fees in places with a fee structures while free spaces, like parks, were seen as core services to find money for.
- Increasing fees and reducing services for some groups and specialized uses should be considered. This indicates the programs need more individual analysis to decide between service reduction and fee increase.
- There is a split between increasing fees and reducing services for development of specialized facilities. Open house members indicated that this question was confusing and had difficulty envisioning development. They were also unsure of the type of development referenced.
- There was some question about raising fees on development of a new facility to generate revenue.



ACTIVITY #8: COMMUNITY HEALTH AND WELLNESS

Question: When considering the addition of new facilities or amenities, how should BPR prioritize and determine which types of amenities are built?

Instructions: Please indicate your preference by placing one dot on the line between each of the pairs below.

Average number of responses: 58

Note: this question was only presented at the open house and on the BHB survey online.



When considering the addition of new facilities or amenities, how should BPR prioritize and determine which types of amenities are built?

Indoor Exclusive Programming	2	1	8	13	9	26	Indoor/Outdoor Programming
Specific Age Groups	6	5	12	6	9	19	Multigenerational Use
Specialized/Dedicated Spaces	9	3	7	10	14	16	Multipurpose/Flexible Spaces
Individual Benefit	3	4	15	7	14	15	Community Benefit
Fee-Based	5	4	13	14	11	12	Free

Observations:

- Community is generally supportive of the more inclusive, flexible options and prioritize openness and inclusion of the broadest possible proportion of the community.

ACTIVITY #9: EQUITY AND RESILIENCE WITHIN EACH KEY THEME

As a follow up to the engagement in window #1 where the community, PRAB and City Council confirmed the key themes and agreed that Equity and Resilience should be woven into each of those themes. The community was asked what Parks and Recreation's role should be within each key theme. The raw comments are included below. This feedback will be used in a follow up staff workshop to help redefine each key theme with the explicit inclusion of Equity and Resilience. The redefined key themes will be shared with the community in Engagement Window #3 to ensure community, boards and council understand and support the new definitions.

A: COMMUNITY HEALTH AND WELLNESS

Current key theme definition: Ensure public health and wellness through parks, facilities, and programs to keep Boulder a healthy and vibrant community. What should BPR's role be regarding Equity and Resilience within this theme?

Raw Answers:

- subsidized help for low income or needy families. family oriented programs
- Ensure that 'public' includes EVERYONE in the community and think about long term benefits, especially for facilities/programs that are adaptable as much as short term gains to be more resilient.
- I think parks and rec should focus on the infrastructure not health and wellness (that's more of a medical area)
- Providing clean, safe, healthy ecosystems that can handle all the outdoor passive recreation uses that are already free. ID'ing carrying capacities and site plans for outdoor areas.
- Work towards green space being within x ft of all residents. May require work with private developers to have open green space. It's been shown to have significant mental health benefits to have trees and grass nearby everyone.
- Access is key. If fees become too high they can be exclusionary. This should be taken into account. Location and cleanliness of parks also play a large role in accessibility.
- BPR can be an advocate for all who use facilities - housed and unhoused individuals. BPR can be an advocate for all who use facilities - pushing back against racist stereotypes advanced by people who live around Wonderland Lake who want to restrict picnic access.
- All parks should be pesticide and herbicide free, regardless of their use or location
- Keep it simple. Create great parks and open spaces. You disrespect minorities and other groups when you assume they don't know how to enjoy the public parks. No group needs a special program to learn how to enjoy trees, grass and open space.
- No transgenders in female changing area. Safety for all. Follow science. XX chromosomes are female.
- Areas with higher density deserve parks within walking distance so that adults, families, pets can play too without requiring a drive. They've given up (or can't afford) backyards and aren't close to mountain trails, and so the community park space should be equitable on east side as it is on west side.
- 1. Keep all rec centers open the same hours. 2. Stop charging permit fees for stand up paddle boards. 3. Completely Defund any homeless and affordable housing programs and put those funds towards transportation and recreation
- Share the wealth
- build parks in areas that are underserved. people need green shady places more than fancy playgrounds - they need outdoor spaces with bathrooms - not fancy just accessible
- Survey underserved communities and find out how they would best use this space and incorporate their needs into the master plan
- All Rec Centers, Parks and amenities should be equally accessible to all.
- Also add collaboration with school district and nearby P&R properties to support outdoor learning opportunities for all students, especially near schools with more underrepresented demographics. Introduce parks and nature play for youth and solicit youth and teacher input on outdoor learning opportunities near schools so kids are attracted to P&R activities, properties, and their opportunities from an early age.

B: YOUTH ENGAGEMENT AND ACTIVITY

Current key theme definition: Engage youth with parks, facilities and programs that provide direct experience with nature, experiential learning and opportunities to close the educational achievement gap. What should BPR's role be regarding Equity and Resilience within this theme?

Raw Answers:

- *BPR should be very active*
- *Keep parks safe and welcoming for everyone and include nature play opportunities. Partner with schools and encourage use of park lands.*
- *Where asked by schools then yes.*
- *There are already a lot of programs for this age group from schools and other organizations so less focus here.*
- *Partner with NGO's to provide experience with nature to all youth, especially those from lower income families.*
- *Partnering with schools and local youth programs such as BSA and GSA.*
- *BPR can host a summer program that introduces youth to the outdoors, provides equipment (backpack, water bottles, hiking shoes), and provides a low cost and safe camping option to youth to introduce them to camping.*
- *Rich or poor, kids like to play in the park. Keep the parks clean and well maintained. Build facilities for sports and activities. Youth will figure out how to enjoy it.*
- *Use the sugar soda tax as it was set aside for this.*
- *why aren't there playgrounds in Boulder Junction?*
- *None. You should not have any role*
- *Creation, promotion and event facilitation*
- *BPR just needs to provide the parks - parents and family raise the youth. Invest in green spaces and shady spots and people including youth will utilize them - lots of bike racks - not parking spaces*
- *Incorporate environmental education in these activities so children know they directly impact their surroundings. Make an effort to get marginalized groups involved in these activities.*
- *Awesome! Please consider identifying specific outdoor learning opportunity partnerships for every school in Boulder. Work with teachers, administrators, and the students to learn what outdoor learning opportunities they desire that can help them develop lifelong connections to nature. Partner with OSMP department to collaborate on additional opportunities (I work with OSMP - we would love to collaborate, as we are doing through Boulder Youth Nature Initiative!). Growing Up Boulder has experience facilitating these types of specific conversations with teachers, students, the City (OSMP) and school administrators.*
- *Opportunity! Opportunities where kids of all backgrounds can evolve from participating in programs to being counselors-in-training to being counselors. BPR has a really COOL opportunity to lead youth through early employment and skill development opportunities. I think this is truly a groundbreaking area for BPR!!!!*
- *Go for this big time!*
- *Provide the space to explore and engage with nature.*
- *BPR should work with the school district(s) to provide these experiences for youth. Schools vacant during the summer could provide the facilities. Minority families should be encouraged to participate as families in the activities. BPR funds should not be used for these efforts unless combined with the school district efforts.*
- *BPR should be more active in this area in open spaces--BPR currently seems to give way to private ventures who take over open spaces.*
- *Partner with local organizations to encourage use of BPR facilities to build a life-long love of recreation and interaction with the widest possible variety of people*
- *provide youth specific programs, provide scholarships/financial help to those who need it*
- *Yes to educational opportunities for kids*
- *Need to provide parks, facilities and programs that youth are actually motivated to participate in.*

C: BUILDING COMMUNITY RELATIONSHIPS

Current key theme definition: Build community engagement and cultural activities through outreach programs and initiatives. Promote a healthy community to address social and cultural inequities. What should BPR's role be regarding Equity and Resilience within this theme?

Raw Answers:

- *BPR should listen to neighborhoods advice.*
- *Work with others in the city to identify all communities in engagement activities and make parks relevant and important spaces for all.*
- *No outreach just provide infrastructure .*
- *Make standard practice changes but not necessarily special events and such.*
- *The best people to address these inequities will be people directly from the group that is impacted. Reaching out to leaders in the Black, Latino, Indigenous and other communities will bring greater insight to the barriers and thus solutions.*
- *Provide cultural activities that are attractive to a wide age range of individuals.*
- *Not a significant role.*
- *Respect all ages and promote security Don't be divisive. We are all the human race.*
- *None. You should not be involved in this.*
- *Creation, promotion and event facilitation*
- *I think you are focusing on programming - you need to focus on providing parks that are accessible to people in all parts of town. That is where you should invest your budget - not a bunch of programming. Schools, clubs, organizations can do special events in the parks once in a while. Provide the parks wherever you can and people will use them.*
- *Mitigate the effects that climate change will have on the communities that will be impacted the hardest before disaster strikes.*
- *Engage whole families in nature discovery/nature play opportunities. Use outdoor learning in schools as a gateway to family programs.*
- *Go for this too*
- *Provide programming that engages diverse groups.*
- *Make sure front desk staff have sensitivity training and view their jobs as customer service reps for BPR. Arrogant young jocks can seem sexist and ageist. BPR should coordinate closely with the city's multicultural program staff to survey and determine needs of minority groups for parks and recreation programs. BPR doesn't have to do the surveys -- just welcome those who do come for service.*
- *BPR should have more outreach programs and not in out of the way parks. How about walks along Boulder Creek and inner city parks to educate citizens about what we have?*
- *Partner with other outreach organizations to support and more widely distribute the benefits they provide.*
- *If outreach involves facilitating illegal tent camps, that is not your role. All social and cultural groups should feel welcome to use the parks respectfully and lawfully without BPR intervention.*
- *Not sure what is being proposed with this.*

D: TAKING CARE OF WHAT WE HAVE

Current key theme definition: Prioritize investments in existing parks and facilities to ensure the long-term viability of the park and recreation system. What should BPR's role be regarding Equity and Resilience within this theme?

Raw Answers:

- *Preserve what we have by not overusing the resources. Each park has a carrying capacity. When numbers go over that then there is degradation in all ways. If there is not enough park space than more should be bought but do not destroy the natural*



lands that we are so grateful for. Do not develop event centers---Let the Community do that on their own in urban areas. Events and parties with alcohol do not work well with Natural Habitats or family experiences.

- Resilience more relevant than Equity for this theme. Consider long term benefits of investments and adaptability to changing culture, demographics, and climate. Spread money equitably around the community but ultimately this is a needs based decision. However, ensure that routine maintenance is happening equitably across the community.
- Yes absolutely this is number one goal. Clean up and maintain parks. Provide security so homeless aren't overtaking.
- Stop building so much and focus more on what we have from facilities to natural spaces. Focus resources on already free to the public resources.
- Ideally making parks the centerpiece of the community will ensure that the community recognizes it is in their best interest to take care of the park in return. Clean and accessible should be the priority. And being careful that if BPR chooses to partner with the private sector that it doesn't undermine what makes public parks so great.
- This is a top priority. Maintain the facilities we have. Maintain trails. Empty the trash. Fix broken equipment. Resurface tennis and other courts when they fall into disrepair. This is the BPR mission. Stick to it.
- Follow and enforce laws respecting all life in the human race.
- provide pet waste bag stations and increase pick up; neighbors are not picking up after dogs in the only green space we have so people can't play there, picnic or sunbathe there.
- Put all the drug meth head homeless people in jail.
- You guys make the decisions but solicit feedback from the public like you're doing now for other stuff first in making the priorities
- Invest in real bathrooms, drinking fountains, bike racks, and shade, And connectivity. Try to get new developments to include lots of public spaces and donate land for parks. The best time to buy park land is now. Be considerate of the local communities when you are thinking of what to do in a park. As for their input - and really work to honor their needs.
- Improve existing parks to better serve everybody, not just wealthy residents and areas.
- Solicit specific input for this topic from our Spanish-speaking, Black, Asian American, Native American, Pacific Islander, LGBTQIA+, youth, people experiencing homelessness, and people experiencing disabilities communities (any any other underrepresented communities). What infrastructure and facilities do they need to feel welcome, engaged, and supported, as well as an input on the policies in place that dictate conduct in P&R properties? Prioritize these investments.
- Not clear how to answer this. Yes, take care of what we have.
- Build resilience into the facilities but now so much that it takes away funds from equity goals.
- Prioritize services to Boulder city taxpayers -- not to university students and faculty and staff who have their own luxurious recreation center. Not to non-resident users from outside the city. Improve the parking situation at Carpenter pool. At South Boulder Rec Center. Make sure to meet the needs of seniors, who will become more numerous. Set fees so that income is not a barrier to using facilities and programs.
- Maintain and improve current systems. We should have less grass and more bioswales and natural areas.
- Make sure what we have is safe and comfortable for our community members. Illegal camping is making it impossible for most groups to feel comfortable in our public spaces
- maintain what we have, provide financial support to those who need it
- Less prescriptive programming when designing facilities would allow for more flexible uses in the future.
- This is an important priorit

E: FINANCIAL SUSTAINABILITY

Current key theme definition: Balance multiple and increasing demands within existing resources, recognizing the limits of public funding and the need to focus on core services. What should BPR's role be regarding Equity and Resilience within this theme?

Raw Answers:

- Expansion includes added maintenance. Do not expand unless it can be maintained. It may be necessary to reduce for the greater good. Many stores try expansion only to find out that they can't meet budget. Wish lists should be modified and reduced.
- Taxes should cover infrastructure. Outreach should be defunded if not enough budget.
- Charge on a sliding scale for all others based upon income.
- Keep taxes approved for parks and open space directed to parks and open space!!
- Lobby the government to tax the rich so that the funding might increase.
- use fee based services to cover costs when needed. for rec centers, tennis courts, sports courts and other specialized facilities, if you cannot fund them adequately with no charge, make the users pay for the service. Far better to do that than letting the facilities become unusable.
- Use funds already collected. Don't spend more than you have. No new or extended taxes
- Ask Council for the money they spent on increase police budget back
- You should stay within your budget. And look for ways to cut costs and reduce taxes.
- You guys make the final decision but solicit feedback like you're doing now from the general public regarding priorities
- Trim down your staffing and invest in the parks themselves. Boulder has a lot of "Park management and planning personnel" . we need more people on the ground - taking care of the parks, emptying trash and maintaining landscaping, etc... make your budget work. If money is not coming in - reduce spending. Don't try to rely on Public Private partnerships to balance the books. Don't privatize services and turn parks into Revenue generators - at the expense of the general public - and to the benefit of private vendors.
- Not doing things that hurt marginalized people in the name of environmentalism, like raising the cost of parking to "discourage driving" while offering no new alternatives and slashing bus routes.
- see 1
- Look for partnerships and creatively solving issues.
- Whenever possible BPR should coordinate with other entities to gain funds and provide services. School districts, various city departments, community foundations, county government, foundation grants, etc. Wise stewardship of funds, providing the best services to the most city residents -- those should be the goals. And achievable through coordination with other agencies and entities.
- Clearly define "core", and consider partnering with local groups to make maintenance of existing facilities an activity where youth gain skills and great experiences with a wide variety of people
- Charge more for high use parks. I.e. parking at chautauqua, entrance fees. Especially for non residents.
- provide rec center and facility users with fair pricing, with discounts to older adults and others who need assistance
- SAfe and welcoming outdoor spaces should be the priority. Most people don't need programming to tell them how they should relax and recreate while in a beautiful outdoor space.
- Not sure how to make this balance.

F: ORGANIZATIONAL READINESS

Current key theme definition: Leverage the use of new technologies, data driven decision-making and collaborative decision-making tools to respond to changes over time within the industry. What should BPR's role be regarding Equity and Resilience within this theme?

Raw Answers:

- Follow advice from naturalists--reduce traffic, reduce lighting, reduce usage.
- I would presume budgets are developed by data driven methods.



- Only useful if fully implemented... stop trying to do the newest thing and focus on the basics.
- Make sure that "data driven decision-making" maintains a human component. Data is only as good as the context it is given in, and people provide that context.
- This seems like it is out of scope for BPR and a waste of effort. Do what you need to run the organization, but this is a means to an end, not an end in itself. BPR management should be able to decide what data/decision tools are needed to run the department - it's not a question for the public.
- Don't trust tech. Follow the money. Info gets twisted based upon who is funding the data.
- You guys make the final decision but solicit feedback like you're doing now from the general public regarding priorities
- transparency to the public concerning the actual feedback from surveys and information gathering. This is one of your better sections because it allows actual feedback - not just data points in a survey format. Data points can be easy to analyse - but feedback allows respondents to actually share what they feel - and provide insight and specific ideas. Don't try to "keep up with the industry". The goal should be to serve the general public's needs. Seriously consider Sustainability and Climate Change when you make strategic decisions.
- Who cares, we know that the climate is changing and who it will impact the most. No new data set or technology will make us act and do the things we know we must do. It's a convenient way to advance absolutely zero new solutions while looking like you are.
- Yes Be organizationally ready
- Not sure.
- Learn more about your customers. Who are they, what are they at the facility for, are they pleased with their experiences. How often do they come? Why that facility? What suggestions would they have? Much useful information could be gleaned from your customer information and from staying in touch with your customers. Also other city surveys could produce useful information for BPR, concerning people who do not use parks and rec facilities. Why not? What programs would interest them?
- Assure that use of data-driven decision making doesn't become a beauty/popularity contest.
- keep gathering input from community, check in periodically. the meetings and online surveys are a great start!
- New technology and data are always good. Collaborative decision-making should be balanced with the knowledge of experts in the field. Sometimes, community collaboration goes off-the-rails because only a few people can show up for the collaboration and there's little balance in the direction.
- Not sure how important this theme is.

ACTIVITY #10: HISTORIC PLACES PLAN (HiPP)

Question: The following community values were considered vital to determining the best use and maintenance of the Harbeck-Bergheim House in 2019. Would you agree or disagree that these values should be applied to the other historic places that BPR owns and manages?

Average number of responses: 46

Note: This question was presented at the Open House and on Be Heard Boulder only.

HiPP Values	Agree	Disagree
Public Access	30	6
Community Benefit	30	7
Neighborhood Compatibility	28	8
Community Use	28	6
Parks and Rec Master Plan alignment	24	10

Observations:

- In general, the community agrees that these values should be applied to the other historic places that BPR owns and manages.
- Information collected will support and inform the concurrent HiPP project. Outcomes will be provided to the project management team for use in both plans.



ACTIVITY #11: NEW IDEAS

The community was given the opportunity to provide new ideas in an open-ended comment format. The comments were categorized to provide easier reference to review. The new ideas were intentionally not summarized. Staff efforts to summarize the comments detracted from the variety and nuance of the individual ideas and comments.

Raw Answers:

- **Taxes, fees, and finance**

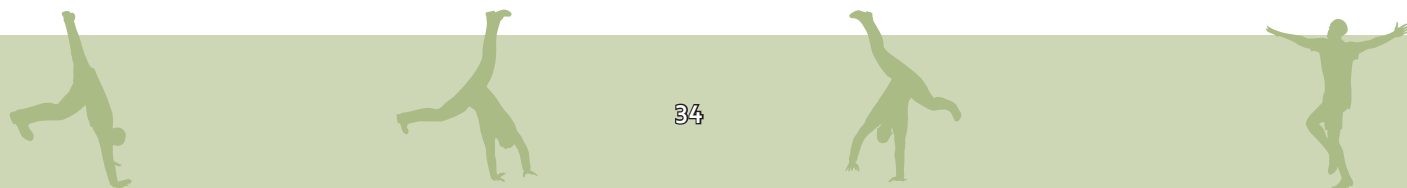
- *Figure out why every other city in Boulder County can offer rec facilities at a lower cost than Boulder. Then do that.*
- *I am supportive of a tax to offset the cost for rec center membership.*
- *Cut your budget by 20% and reduce taxes.*
- *Stop charging permit fees for stand up paddle boards.*
- *You may want to postpone large capital intensive projects if the budget is bad.*

- **Facilities, Courts, and Amenities**

- *While not new, work with the pickleball community to come up with viable public / private opportunities that create additional pickleball courts. This model has been done successfully in a number of communities around the country.*
- *Provide an outdoor skating rink.*
- *Pickleball is eclipsing tennis. Please make more tennis court multi-purpose, by adding pickleball lines and movable nets, like at NBRC. Please ... at least triple to number of courts. Thanks!*
- *I'd love to see more pickleball courts! It's one of the fastest growing sports in America, and Boulder is definitely behind compared to Longmont, Superior, Aurora, etc. If you create a few more courts around town, people will use them! We have a big group in Boulder (20ish people) who would love to use a variety of courts. However, please make these DROP IN courts. If they're only available for reservation/pay to rent, then the amount of people who have access to them will fall and it'll be pointless. These don't take up too much space, and allow for great socialization and exercise. Thanks!!*
- *More drop-in pickle ball courts, please! We have a lot of interest in a 20-30's group and would love to have more access!*
- *More free lit drop-in pickle ball courts would support the rapidly growing community of players.*
- *Build a large, lighted tennis and pickleball facility within Boulder city limits. Charge for usage by Boulder residents, and charge higher fees for non-residents. Subsidize fees for disadvantaged children. People want this facility and will pay for it. Boulder is far behind other communities when it comes to this type of facility. Look at Gates Tennis Center in Denver as a great example of a public, pay for use facility with great programs, a wide following, and outstanding service to the community.*
- *Please buy the Millenium Hotel and turn those tennis courts into public courts with a mini rec center pro shop!*
- *Add Restroom facilities and be sure to maintain them well as well as all existing restrooms that are public on longer high use trails and paths within and out of the city*
- *Develop an indoor tennis facility. Meadows Club is impossible to join and Harvest House bubble will be lost when hotel is developed? Maybe a joint venture with the university as they need indoor courts for the women's tennis team?*
- *Add Restroom facilities and be sure to maintain them well as well as all existing restrooms that are public on longer high use trails and paths within and out of the city*
- *We need more pickle ball courts at East Boulder Rec Center! I had such a great time and it was an incredibly friendly environment to make new friends.*
- *I would love to see Boulder build a stronger whitewater scene. We are a outdoor sport haven and we are not caring for our creek or encouraging sustainable use. Would love to see a community of boaters engaged with our creek to help care for it and teach our community about river safety and recreation. Yet again illegal camping has made the riverfront feel uncomfortable and unwelcoming. Fly fisher-people would be another great community to tap here to discuss building trout friendly habitat. I'm so*

sad and frustrated to see our creek polluted and abused. This used to be a great place for my young family to meet with friends but not anymore.

- *Please make more pickleball courts! We're running out of space.*
 - *Our family has loved the outdoor ice rink in downtown Boulder for years. We would very much enjoy the opportunity to have our children ice skate with friends and family. Please bring back the ice! (glice at chautauqua was not great)*
 - *I like the idea that historic places are actually being used rather than just looked at. Look at the historic places and think about all the ways that they can function as places where people can be engaged, gather for lectures, take classes, etc*
 - *Another North Boulder 18 hole disc golf course like at Valmont.*
 - *A beach-like area where people can go to tan.*
 - *Larger park accessible to Boulder Junction that has a playground, picnic, and unprogrammed areas (Alpine Balsam will be next to N. Boulder park, Diagonal should have a shared community lawn in its plan when developed too)*
 - *Would love to see pickleball court painting and roller nets added to more public tennis courts.*
 - *Please stop allowing the Fairview high school from using the pool at the south boulder rec center.*
- **Partnerships and Volunteers**
 - *ask for volunteers from local communities. teachers, artists etc. You don't have to do it all.*
 - *You may want to consider using interns to help with projects and build a network of volunteers (youth) to get involved in their local park.*
 - **Transportation, Development, and Population Increases**
 - *New developments are going in that are street line to street line - no trees, green, or outdoor space. People move to Boulder to enjoy the outdoors. I'd rather these complexes be one story higher with more space for green around the building, to be used by occupants or others and therefore reducing the stress on public parks.*
 - *I understand the Boulder Reservoir has 300,000 visitors a year plus a lot of Special Events that concentrate vehicle flow on the weekends. The Reservoir traffic is affecting the neighborhoods adversely. Why don;t you move the Reservoir Entrance so that is is accessed from Hwy 119 to mitigate this situation? It would help with the Jay Road / 51st street intersection as well. The Fire Training emergency vehicles are allowed to access Hwy 119. Moving the Entrance makes sense. It would be good to get this concept included as a part of the Hwy 119 redesign that is taking place in the near future. CDOT needs to embrace this change to solve the long term issue and embrace traffic circles (roundabouts) to help with traffic flow,*
 - *It is time to consider decentralized services for recreation centers, where possible. Yoga classes and dance classes can be taught in churches and on-line, as we have discovered via covid. The walkable neighborhood doesn't seem to embrace walking to a recreation center. Why? When many Boulder residents visit a recreation center multiples times per week to stay fit, it may be one of the biggest expenditures of gasoline in their budget. Many retirees certainly drive more regularly to recreation centers than any other destination, as they are not commuting to work anymore. Work with the transportation and sustainability staff at the city to brainstorm ways to reduce the greenhouse gases produced by all that driving to the recreation centers. I'd propose gradual development of smaller neighborhood pools, both warm and cold water combined with smaller multipurpose recreation rooms for weights and fitness classes, and a social space to play games, etc. These centers would be located to be part of the 15 minute neighborhood -- walkable. And perhaps co-located on school district property. Schools are already scattered through neighborhoods. I emphasize warm water because many seniors and disabled suffering from arthritis can not abide exercising in cold water, but need the beneficial movement offered by warm water exercise. Please look at the usage (demand) statistics for the three recreation centers. How many of these classes/activities require a big central rec center? How many could be conducted in another facility? Perhaps in a facility owned by another entity but used cooperatively with the city. Please research small aquatic exercise facilities (not lap pools) to be used by a neighborhood. Consider building such a facility in a currently under served and low income area where people could walk to it for exercise. Try out the concept. These ideas are the future of sustainability and resource conservation in Boulder.*
 - *All BPR services should be free and accessible to local residents first! Parking should be for people with a local sticker, and others towed at their expense. BPR should buy their own tow truck and this could discourage overuse and generate revenue. People*



who drive to Chautauqua, or Shanahan Ridge from out of town, for example, should not be able to take everything over and leave their messes behind.

- better transit access to parks. secure bike parking at parks and trailheads so that people can visit without a car.
- Parks & Rec :Offer free, or nominally-charged, basic bike maintenance for basic bike riders - like the first of each month or at the same time for 1 hour. E. Also, put small little signs here and there throughout the city on the bike paths that say Path Users: 1. Walk/ride on right side 2. Pass on left, 3. Announce "On your left" before you pass. It gives everyone a head's up and then we all speak the same language and know what's coming. I love this town and all the great stuff you provide for us for a reasonable price.
- **Communication**
 - Not everyone subscribes to the Daily Camera. You might want to consider public announcements in the Boulder Weekly as well.
- **Equity, Access, Diversity, and Inclusion**
 - Bring more attention to the "undesirable" parts of Boulder history, like acknowledging violence against marginalized groups and stolen lands, not just the glossy good stuff. Otherwise your goal of including and considering these same groups does not actually matter in the grand scheme of this master plan.
 - A lot of sports equipment can be expensive. For inclusivity, provide a rental/repair facility for sports equipment: bikes, skis, paddle boards, etc.
 - My apologies for not submitting this comment sooner, since it is not a new idea. There appears to be a great emphasis placed on youth programs (and rightly so). However the senior population in Boulder is increasing yet there are not many programs available designed exclusively for seniors. There were some senior programs offered only at the East Boulder Rec Center. Note that Tai Chi is a popular program offered for seniors throughout the country, but not at BPR. Please put some emphasis on serving the senior populace.
 - Outreach to the homeless community to see what BPR can do for them in order to mitigate illegal use of park lands.
 - Community gardens are a way to build community and provide good food especially for low income folks.
 - if you do an online scheduling system again hat was created during the pandemic and, making it user friendly would be great. I am 54, have decent computer skills, and that was way too hard and way too many steps to register for a class. It needs to be changed so that it just populates the account you already created and then you simply use what you have within your account. I appreciate that you made it possible to sign up online for online classes during the pandemic, so good job, but please make it way more user friendly, so anyone, especially seniors, can just navigate it really easily.
 - Increase fines and jail time for camping in public parks.
- **Sustainability and the Environment**
 - WALK YOUR TALK on caring for our environment!!! That seems to be a new idea for BPR.
 - You may want to focus on Sustainability, Wildlife, and the Environment when you think of how the parks are used. Are you working with those City departments when you consider actions?
 - When the Reservoir Visitors Service Center was demolished - it was destroyed in few days. It would have more sustainable to deconstruct it to enable materials to be reused when possible.
- **Wildlife, Trails and Natural Lands**
 - A nature trail would be great!
 - The south 1/3 of North Boulder Park is often wet and there are obvious drainage issues in this park. How about converting a portion of the grass to be a more natural bioswale? Something like what was done at Crest View Park with the drainage and boardwalk.
 - Eliminate the geese at veile lake

STAFF QUESTIONNAIRE RESULTS AND OBSERVATIONS

Question #1: Taking Care of What We Have

What are you hearing most frequently from our community members?

Instructions: Choose one value.

Number of Responses: 83

What are you hearing most frequently from our community members?

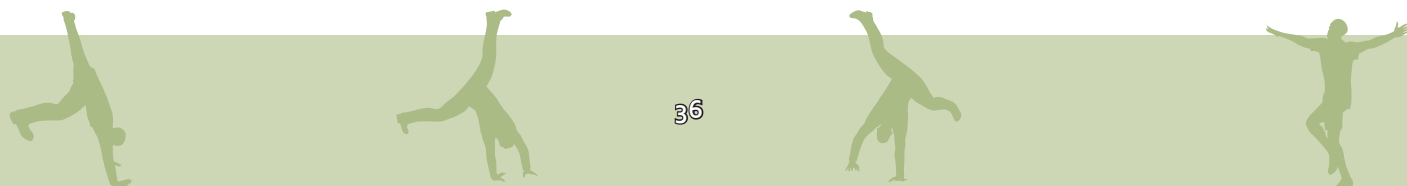


"Other" Write in responses:

- Both appreciate and a request for more programs/services to be offered
- Complaints about rules/codes that limit access and ability to freely enjoy parks.
- Tree pruning requests
- Two things - they love the new outdoor pool at Scott Carpenter and they hate how the other pools are not open during crowded times.
- Reduced entrance fees
- South Boulder Rec Center has so much potential. Why doesn't the city spend money to improve/remodel/update?
- open swimming pools
- They want the Salberg facility re-opoened for Pilates. Noth Boulder is very under-served in regard to Pilates.
- Some frustration about services & facilities
- Virtual drop in classes
- fear and comfortability around transients

Observations:

- The majority of what staff is hearing from the public seems to relate to day-to-day interactions, including immediate needs and positive expressions of appreciation.
- Less frequent comments from the public relate to changes or improvements on a larger scale, such as amenity, program/service, or facility improvements.



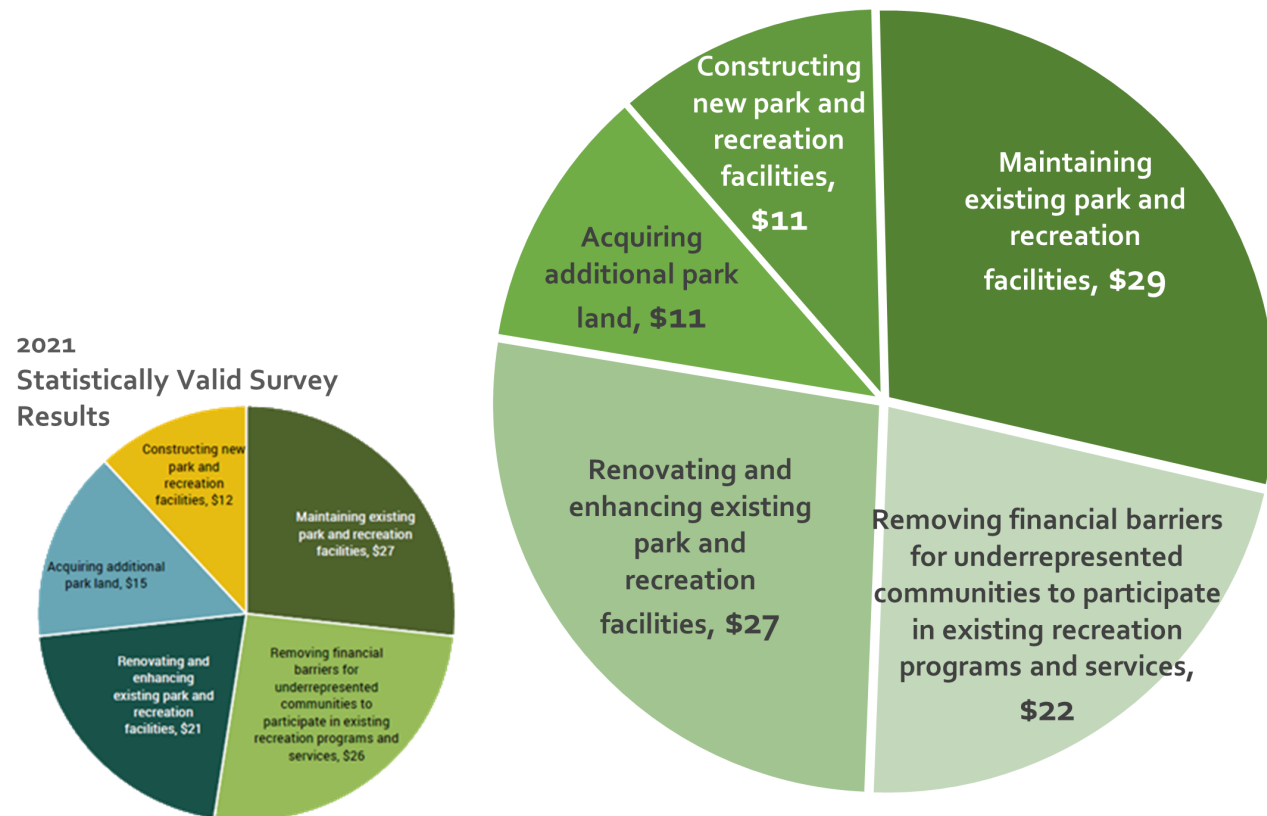
Question #2: Financial Sustainability

If it were up to you, how would you allocate \$100 across the following competing priorities?

Instructions: Type numbers between 0 and 100 into the five categories below.

Average number of Responses: 62

If it were up to you, how would you allocate \$100 across the following competing priorities?



See Appendix item I for detailed results.

Observations:

- Compared to the results of the statistically valid survey, staff felt much more strongly about maintaining existing park and recreation facilities, as well as renovating and enhancing existing park and recreation facilities. The other options resulted in similar allocations to those found in the statistically valid survey.

Question#3: Organizational Readiness

Question: Please indicate how much you agree or disagree with the following statements, consider your responses as pre-COVID or as we are now moving out of the pandemic.

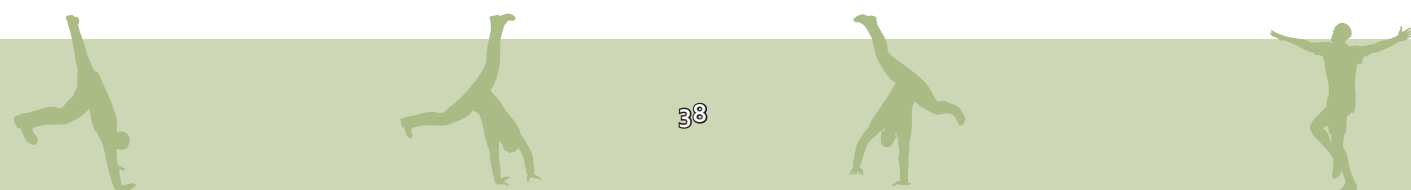
Instructions: Move the slider to the left (Agree) or right (Disagree) to indicate your opinion.

Average number of Responses: 61



Observations:

- Staff appears to be polarized on their opinions for all six statements with the highest concentration of responses on each end. More report feeling more neutral. There tends to be more responses on the "Agree" end of the spectrum, but the stark concentration of "Disagree" suggests that more effort could be made to reach out to staff that feel unsupported, unheard, left out, and undervalued.



Question #4: Organizational Readiness

Question: *As pandemic conditions ease and BPR prepares for the future, do you have any thoughts or ideas you would like to share about how we could build back better?*

Instructions: *Open-ended questions*

Number of Responses: 63

Summary of Staff Comments

- Sentiment to re-evaluate programs and processes with a new lens and avoid returning to previous practices and operations. Staff would like to take this opportunity to shift the focus to evolving community needs and demographics.
- Access, cleanliness, maintenance and innovation in parks and facilities are a priority.
- Affordability and accessibility continue to be a priority. Flexibility for in-person and hybrid are desired with concerns of staffing levels to manage them appropriately.
- Staff has identified a gap in communication ranging from internal to external needs.
- The main concern is the confusion caused by multiple reservation systems. Staff expressed a need for a comprehensive reservation system designed with the end-user in mind.
- An updated customer-focused marketing program.
- Evaluation and communication regarding the reasoning management is requiring staff to return in-person, level pay and respect for employees bearing the load, ongoing unsustainable workloads, and adequate staffing for programming were highlighted in the staff comments.
- Staff desire for "explanation of the WHY." Some misunderstandings and fragmented communication bring frustrated answers that sometimes are more about lack of info/explanation.
- There are concerns about work culture, re-aligning job descriptions to revised work and refining the focus to align staff efforts.

Question #5: Organizational Readiness

Question: *Is there anything else you think we should know as we work to develop the next 5-7 years of BPR initiatives to support a dedicated, talented and modern workforce?*

Instructions: *Open-ended questions*

Number of Responses: 45

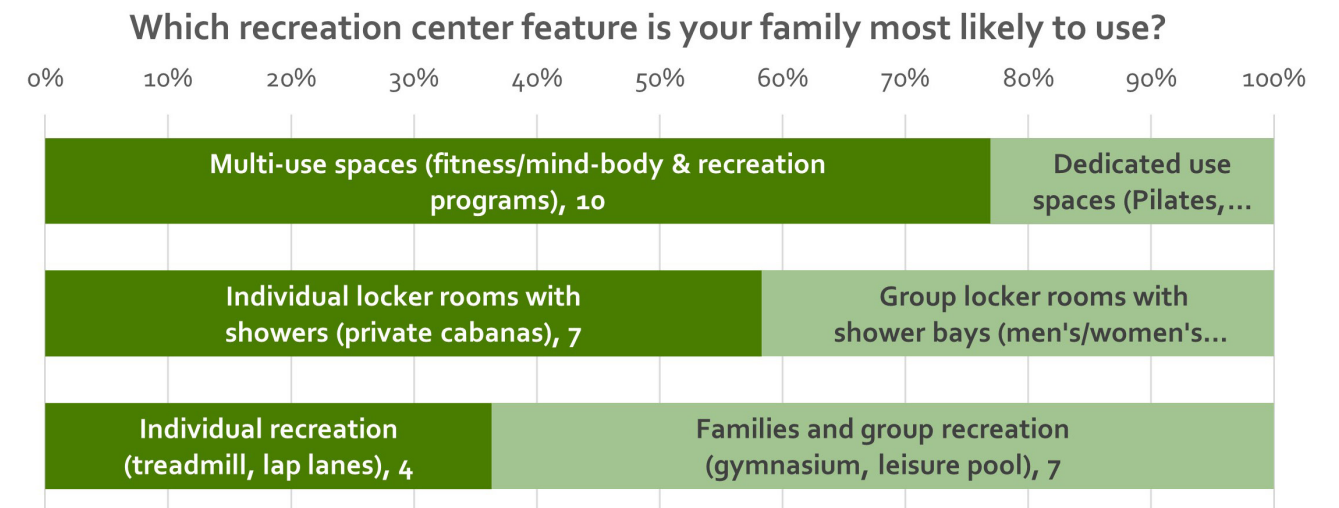
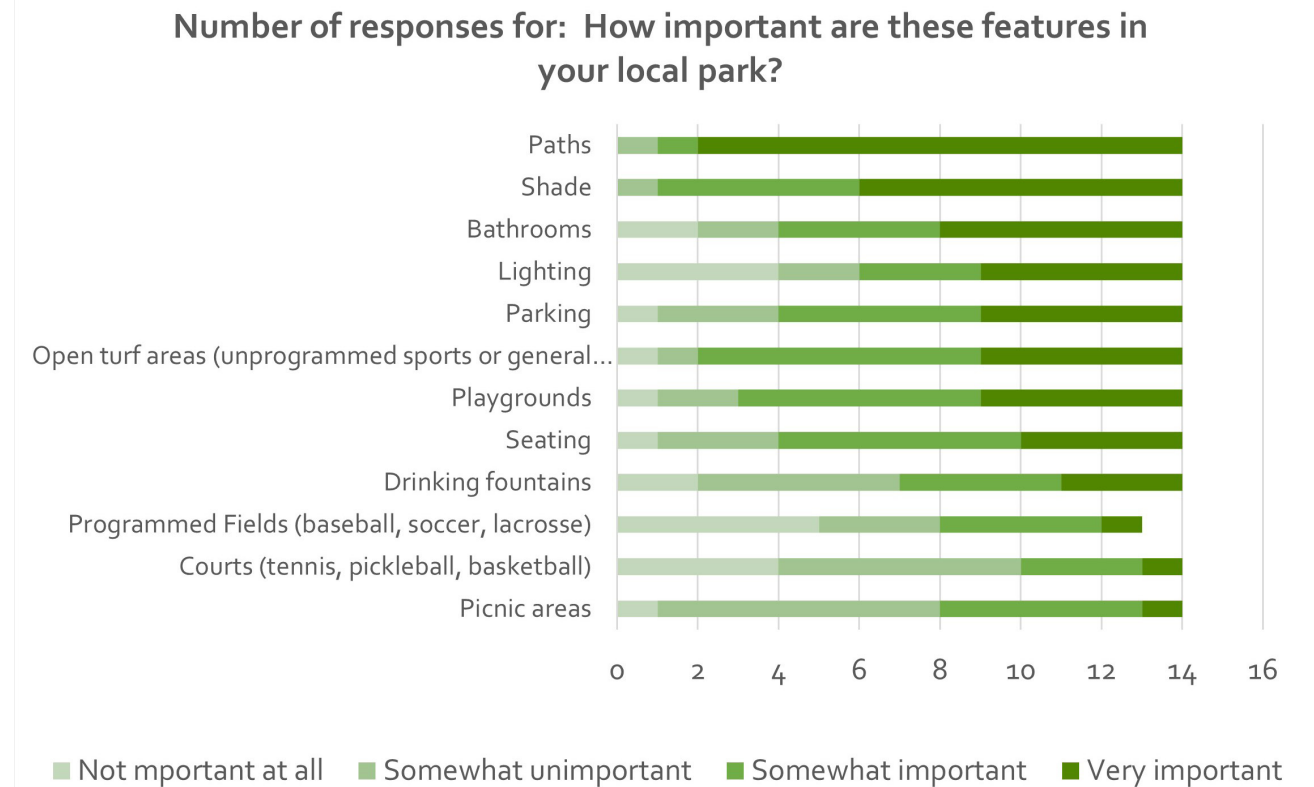
Summary of Staff Comments

- Cleanliness safety and access continue to be a priority.
- Focus on evaluating and improving processes to address current trends in communication, marketing and engagement.
- The level of productivity evaluation of WFH, hybrid and in-person would support the transition.
- Compensation in pay and appreciation, low staffing levels and ongoing unsustainable workload should be addressed as the pandemic lingers on.
- Fear of loss employment, exhaustion, and turn over lead to questions about the future and the overall approach to staff retention.
- Additional opportunities for career advancement planning and staff training should be fair and available to all employees.
- Data-driven decision-making with priorities placed on natural resources and ongoing maintenance.
- Consider the development of a matrix for major maintenance and capital investments similar to programming evaluations.

WEEKLY QUICK POLLS

The following charts were the results of quick, approximately week-long questions presented to participants on Be Heard Boulder. The number of participants was generally small, so the results cannot be considered representative of the population, but rather appreciated as quick and simple ways to engage the community on a weekly basis.

Week 1



Week 2

What keeps you or members of your household from using recreation centers, parks and/or facilities, or from using them more often?

(Please check all that apply.)

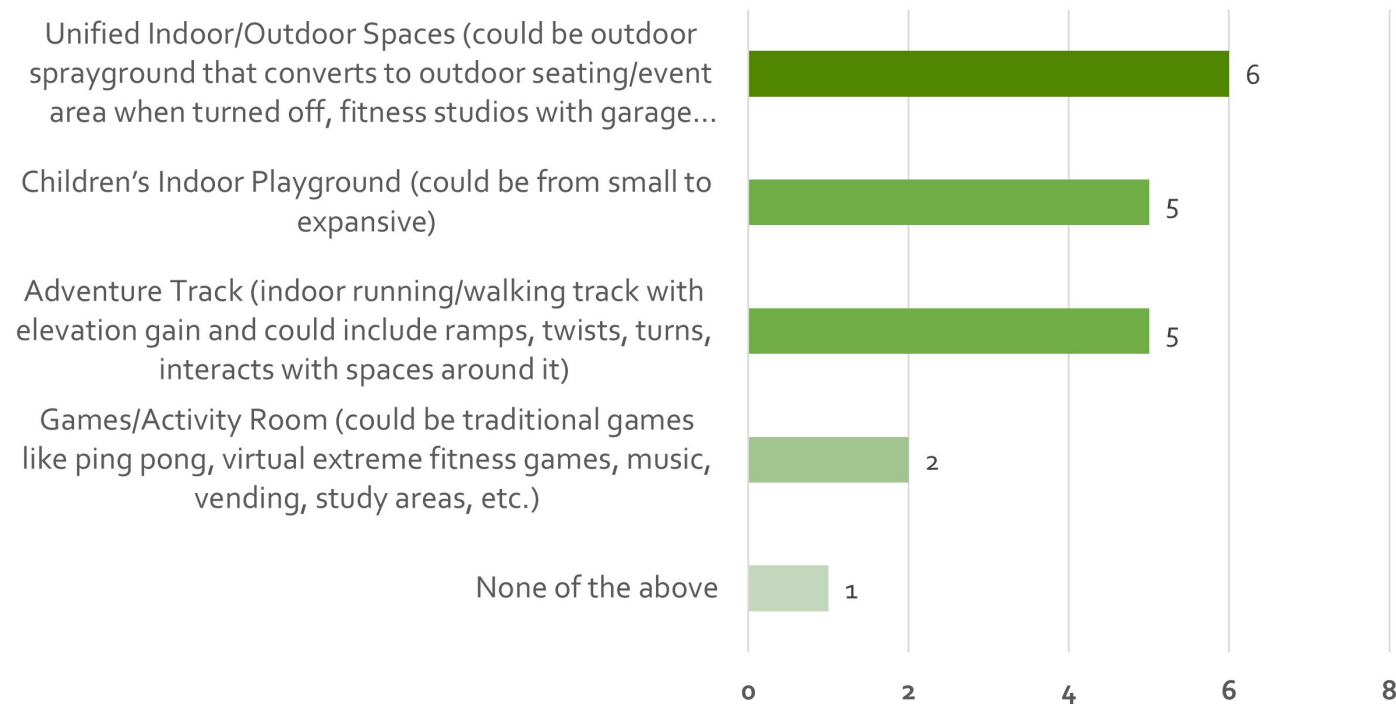


Responses for "Other":

- Hours of availability for wakeless rowing at the reservoir
- Specifically in West Boulder at the 2nd and Pearl Street trail, road intersection. There needs to be vehicle speed restrictions, (or better, an enforceable dis-mount requirement on the park trail in respect to small children and less aware pedestrians) entering and exiting Settler's Park via the Boulder Creek Trail and Pearl Street.

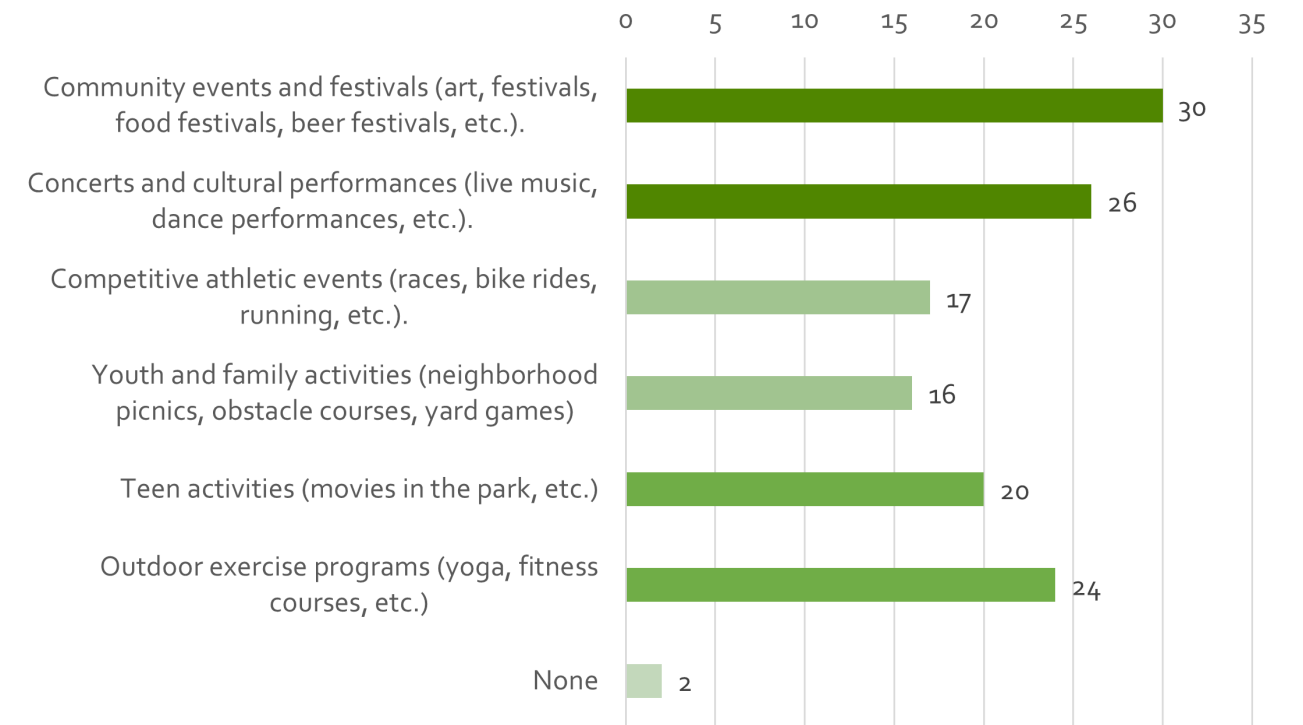
Week 3

What would you like to see at recreation centers in the future? Choose one or all of the options you or your family would be interested in using.



Week 4

Which activities would you like to see hosted in BPR parks near you?



NEXT STEPS

Staff is currently planning for the Engagement Window #3: Developing Recommendations. Window #3 will build upon the outcomes of the previous engagement window used to develop the project process documents, such as the Needs Assessment, as shown on the timeline on pages 2-3.

Window #3 will focus on reviewing the high-level recommendations and development of prioritization to garner support for the plan and verify it is representative of the community.

- Inform and consult the public to verify that their voice was heard and demonstrated in the work.
- Collaborate with stakeholders to understand if we are on the right track with recommendations and priorities within the broader landscape of other stakeholders and budget limitations.
- Ensure alignment among decision-makers (PRAB/Council), the community, and what the research analysis indicates.
- Integrate equity analysis and instrument in outlining recommendations.

Two significant engagement methods in window #3 include a second round of stakeholder meetings and a public workshop. The format of each will include a virtual option as we closely watch guidance provided for the unpredictable future of the pandemic.

Staff will continue to include community connectors to co-create the process and identify opportunities for staff to engage with low-income and Latino communities by meeting them where they are at. Additional outreach will be focused on people with disabilities, older adults, and youth.

Questionnaires will be used as a way to provide ongoing on-demand opportunities to engage in the process. As in window #2, a variety of digital and paper questionnaires will be used throughout the window based on user convenience and ensuring that the feedback directly informs the plan's outcomes.

A summary of each engagement window is provided for transparency to the community and intended to be a document consultants will incorporate in and make reference to develop the documents used as building blocks for the final master plan.

APPENDIX

Contents

Item A: Activity #1, "As BPR renovates and improves parks, how important are each of these to have in your local park?" - Score totals from all engagement, sorted by average score.

Item B: Activity #1, "As BPR renovates and improves parks, how important are each of these to have in your local park?" - Comparison of results from the general population and from individuals who participated at the Boulder Shelter for the Homeless.

Item C: Activity #1, "As BPR renovates and improves parks, how important are each of these to have in your local park?" - Comparison of results from the general population and from individuals who participated in "Low Income" targeted engagement.

Item D: Activity #2, "Given the high use and lack of certain types of features, how should BPR respond to the increased need for parks and facilities?" - Results from all engagement, sorted by highest number of responses.

Item E: Activity #3, "Do you agree or disagree with each statement about public places?" - Comparison of results from the general population and from individuals who participated at the Boulder Shelter for the Homeless.

Item F: Activity #4, "How can BPR strive to ensure all visitors feel safe and welcomed in Boulder's parks?" - Comparison of results from the general population and low income datasets.

Item G: Activity #5, "How can BPR make a difference and have an impact on the health and wellness in the community?" - Score totals from all engagement, sorted by average score.

Item H: Activity #6, "Rank where you feel like your taxes are best spent." - Score totals from all engagement, sorted by average score.

Item I: Results from the staff questionnaire, "If it were up to you, how would you allocate \$100 across the following competing priorities?", compared to the results from the Statistically Valid Survey (SVS).

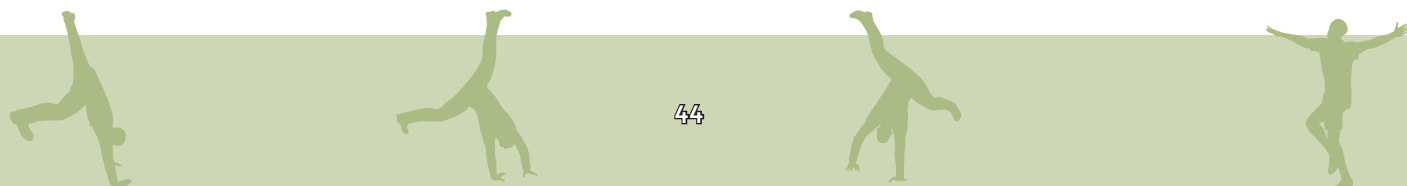
Item J: Results from the staff questionnaire for "Please indicate how much you agree or disagree with the following statements. Consider your responses as pre-COVID or as we are now moving out of the pandemic."

Item K: Raw answers from the staff questionnaire, questions #4 and #5

Item L: General Comments

Item M: Proposal to Increase Pickleball Court Access in Boulder, submitted via email

Item N: Email regarding need for restrooms



Item A: Activity #1, "As BPR renovates and improves parks, how important are each of these to have in your local park?" - Score totals from all engagement, sorted by average score.

As BPR renovates and improves parks, how important are each of these to have in your local park? Place a dot on the scale to indicate your preference for each park feature.	Not important at all	Mostly unimportant	Somewhat unimportant	Somewhat important	Very important	Essential	Avg Score (out of 6)	Number of Responses
Shade	3	2	5	28.5	47	42.5	4.9	128
Bathrooms	4	5	10	21	38.5	51.5	4.8	130
Paths/Sidewalks	2	6	16	32	45	22	4.4	123
Picnic Areas	7	11	14	29.5	32.5	27	4.2	121
Open Turf Areas	8	5	18	35	37	18	4.2	121
Seating	6.5	9.5	11	46	28	20	4.2	123
Playgrounds	5	10	18.5	39.5	34	16	4.1	121
Lighting	12	12	19.5	22.5	32.5	23.5	4.0	122
Courts and Skate Areas	10	14	23.5	29.5	25	14	3.8	129
Parking	15	20.5	18.5	29	20	26	3.7	116
Programmed Fields	18	21	23	29	19	8	3.3	118
Total points for each column	90.5	116	177	341.5	358.5	268.5	4.1	

Item B: Activity #1, "As BPR renovates and improves parks, how important are each of these to have in your local park?" - Comparison of results from the general population (GP) and from individuals who participated at the Boulder Shelter for the Homeless (UH).

Ranking of Average Scores from the General Population and Unhoused results

Features	GP Avg Score	Features	UH Avg Score
Shade	4.9	Bathrooms	5.3
Bathrooms	4.8	Shade	5.1
Paths/Sidewalks	4.4	Seating	4.6
Seating	4.2	Paths/Sidewalks	4.6
Open Turf Areas	4.2	Lighting	4.3
Playgrounds	4.2	Open Turf Areas	4.3
Picnic Areas	4.1	Picnic Areas	4.3
Lighting	4.0	Playgrounds	4.2
Parking	3.8	Courts and Skate Areas	3.7
Courts and Skate Areas	3.7	Parking	3.7
Programmed Fields	3.3	Programmed Fields	3.6
Average Score	4.1	Average Score	4.3

Total responses from the General Population Results (Responses from the Unhoused were removed from this table for comparison purposes)

Unhoused Responses	Not important at all	Mostly unimportant	Somewhat unimportant	Somewhat important	Very important	Essential	Avg Score	Number of Responses (in row)
Bathrooms	1			3	7	16	5.3	27
Shade			2	3	11	11	5.1	27
Paths/Sidewalks	1		3	8	9	6	4.6	27
Seating	2	3	1		12	9	4.6	27
Open Turf Areas	2	2	2	4	13	4	4.3	27
Lighting	3	1	3	2	13	5	4.3	27
Playgrounds	2	3	3	6	6	7	4.2	27
Picnic Areas	1	3	5	4	6	8	4.3	27
Courts and Skate Areas	4	3	3	7	8	2	3.7	27
Programmed Fields	5	3	3	6	7	3	3.6	27
Parking	5	2	4	4	8	3	3.7	26

Total responses from the Unhoused Results

Unhoused Responses	Not important at all	Mostly unimportant	Somewhat unimportant	Somewhat important	Very important	Essential	Avg Score	Number of Responses (in row)
Bathrooms	1			3	7	16	5.3	27
Shade			2	3	11	11	5.1	27
Paths/Sidewalks	1		3	8	9	6	4.6	27
Seating	2	3	1		12	9	4.6	27
Open Turf Areas	2	2	2	4	13	4	4.3	27
Lighting	3	1	3	2	13	5	4.3	27
Playgrounds	2	3	3	6	6	7	4.2	27
Picnic Areas	1	3	5	4	6	8	4.3	27
Courts and Skate Areas	4	3	3	7	8	2	3.7	27
Programmed Fields	5	3	3	6	7	3	3.6	27
Parking	5	2	4	4	8	3	3.7	26

Item C: Activity #1, "As BPR renovates and improves parks, how important are each of these to have in your local park?" - Comparison of results from the general population (GP) and from individuals who participated in "Low Income" (LI) targeted engagement.

Ranking of average scores from the General Population and Low Income results

Features	GP Avg Score	Features	LI Avg Score
Shade	4.9	Paths/Sidewalks	4.9
Bathrooms	4.9	Seating	4.8
Paths/Sidewalks	4.4	Shade	4.8
Seating	4.2	Open Turf Areas	4.6
Playgrounds	4.1	Bathrooms	4.6
Open Turf Areas	4.1	Lighting	4.5
Picnic Areas	4.1	Playgrounds	4.4
Lighting	3.9	Parking	4.4
Courts and Skate Areas	3.8	Picnic Areas	4.3
Parking	3.7	Programmed Fields	3.5
Programmed Fields	3.3	Courts and Skate Areas	3.5
Average Score	4.1	Average Score	4.4

Total responses from the General Population results (Responses from the Low Income dataset were removed from this table for comparison purposes)

Park Feature	Not important at all	Mostly unimportant	Somewhat unimportant	Somewhat important	Very important	Essential	Avg Score	Number of Responses (in row)
Shade	3	0	1	21	28.5	21.5	4.8	75
Bathrooms	2	4	7	13	24.5	27.5	4.8	78
Paths/Sidewalks	1	6	11	22	25	7	4.2	72
Playgrounds	3.5	6.5	6	29	19	6	4.0	70
Seating	4	7	11	20.5	15.5	11	4.0	69
Open Turf Areas	6	2	15	21	19	7	3.9	70
Picnic Areas	3	6	12.5	26.5	19	4	3.9	71
Courts and Skate Areas	9	13.5	10.5	15	9	21	3.8	78
Parking	5	6	16.5	21.5	11	6	3.7	66
Lighting	8	10	13.5	15.5	11	12	3.7	70
Programmed Fields	11	14	13	18	9	2	3.1	67

Total responses from the Low Income results (Includes responses from the Mapleton, Unhoused, and Financial Aid Applications datasets)

Park Feature	Not important at all	Mostly unimportant	Somewhat unimportant	Somewhat important	Very important	Essential	Avg Score	Number of Response
Shade	0	2	4	7.5	18.5	21	5.0	53
Bathrooms	2	1	3	8	14	24	5.0	52
Paths/Sidewalks	1	0	5	10	20	15	4.8	51
Open Turf Areas	2	3	3	14	18	11	4.5	51
Seating	3	4	3	9	17	16	4.6	52
Playgrounds	3	3	5	17	9	14	4.3	51
Picnic Areas	2	4	6	13	15	12	4.4	52
Lighting	4	2	6	7	21.5	11.5	4.4	52
Parking	5	8	7	8	14	8	3.8	50
Courts and Skate Areas	6	7	8	14	11	5	3.6	51
Programmed Fields	7	7	10	11	10	6	3.5	51

Item D: Activity #2, "Given the high use and lack of certain types of features, how should BPR respond to the increased need for parks and facilities?" - Results from all engagement, sorted by highest number of responses.

Given the high use and lack of certain types of features, how should BPR respond to the increased need for parks and facilities? Place dots in your top two preferences.	Number of Responses
Partner with other public entities, such as school districts or municipalities, to develop joint use recreational facilities.	35
Need to build out planned phases of existing parks (i.e., Valmont, Foothills, Eaton, Violet, Harlow Platts, Area III).	22
Partner with private organizations to develop facilities and programs and/or allow Boulder residents to use existing private facilities.	21
Ensure existing facilities are built to support higher use and are more resilient.	21
Purchase additional land for parks to be built upon.	19
Repurpose existing park sites such as East Mapleton Ballfields in the heart of the city to include more or different types of amenities to fill the gaps.	16

Item E: Activity #3, "Do you agree or disagree with each statement about public places?" - Comparison of results from the general population and from individuals who participated at the Boulder Shelter for the Homeless.

Do you agree or disagree with each statement about public spaces?	General Population		Unhoused		Difference between UH and GP	
	GP Agree	GP Disagree	UH Agree	UH Disagree	Agree	Disagree
People should respect the parks, natural environment and ecosystems they visit.	66	0	26	0	-40	0
Public spaces should be accessible, safe, delightful, and welcoming for all, without privileging one person or group over another.	60	7	24	0	-36	-7
Public spaces should be shared among people of different backgrounds, identities, and experiences (e.g. race, ability, income)	62	2	25	0	-37	-2
Everyone has a responsibility to fulfill the social contract - an implicit commitment to mutual protection and well-being.	60	0	25	1	-35	1
The community should help define how the social contract is maintained with respect to everyone's dignity.	50	10	25	2	-25	-8
Total	298	19	125	3		

Item F: Activity #4, "How can BPR strive to ensure all visitors feel safe and welcomed in Boulder's parks?" - Comparison of results from the general population and low income datasets.

How can BPR strive to ensure all visitors feel safe and welcomed in Boulder's parks? Place dots in your top two preferences	GP Top 2 preferences	LI Top 2 preferences	Difference between LI and GP (=LI-GP)
Reduce barriers to accessing the parks (i.e., connectivity, costs, language, etc.)	10	11	1
Increase the types of amenities that are available	6	4	-2
Prevent too many people at one time - overcrowded	4	3	-1
Trash picked up regularly	14	6	-8
Increase the frequency that facilities and equipment is renovated or replaced	12	4	-8
Other	5	1	-4
Reduce unclean conditions, vandalism, or mitigate facilities that need maintenance	46	9	-37
Reduce crime and illegal activities in the parks (i.e., camping, violence, drugs, etc.)	56	9	-47

Item G: Activity #5, "How can BPR make a difference and have an impact on the health and wellness in the community?" - Score totals from all engagement, sorted by average score.

How can BPR Make a difference and have an impact on the health and wellness in the community?	Least Impact 1	2	3	4	Most Impact 5	Average Score (Out of 5)
Improved parks and facilities that provide new and desirable activities that are engaging to the community and encourage activity	14	8	13	8	33	3.50
Increased programming for children and teens in partnership with allied organizations that focus on key health challenges such as obesity, mental illness, anxiety, depression,	9	7	18	21	17	3.42
More innovative and unique programming for adults that isn't provided elsewhere	18	13	11	17	10	2.83
More direct partnership with health care providers and schools to provide a unified approach to the community	9	20	13	18	9	2.97
Incentives for participation and encourage healthy lifestyles.	21	24	14	6	6	2.32

Item H: Activity #6, "Rank where you feel like your taxes are best spent." - Score totals from all engagement, sorted by average score.

Rank where you feel like your taxes are best spent.	Least Impact 1	2	3	4	5	Most Impact 6	Average Score (Out of 6)	Jar Activity: button distribution
Youth (2-12)	8	10	6	11	14	33	4.37	9
Older Adults	4	10	20	19	8	21	3.98	14
Teens (13-18)	4	18	12	10	18	18	3.93	11
People living with Disabilities	6	14	13	14	15	13	3.76	8
Income-based Financial aid	16	9	10	9	11	23	3.76	7
Adults	33	9	8	7	2	20	2.95	9

Item I: Results from the staff questionnaire, "If it were up to you, how would you allocate \$100 across the following competing priorities?", compared to the results from the Statistically Valid Survey (SVS).

If it were up to you, how would you allocate \$100 across the following competing priorities?	Sum (total \$)	Responses	Staff \$ (avg)	Staff %	SVS %
Removing financial barriers for underrepresented communities to participate in existing recreation programs and services	\$1,761	62	\$28	\$22	\$26
Renovating and enhancing existing park and recreation facilities	\$2,579	76	\$34	\$27	\$21
Acquiring additional park land	\$710	49	\$14	\$11	\$15
Constructing new park and recreation facilities	\$657	48	\$14	\$11	\$12
Maintaining existing park and recreation facilities	\$2,698	74	\$36	\$29	\$27
Totals	\$8,405	61.8	\$126	\$100	\$101

Item J: Results from the staff questionnaire for “Please indicate how much you agree or disagree with the following statements. Consider your responses as pre-COVID or as we are now moving out of the pandemic.”

Please indicate how much you agree or disagree with the following statements, consider your responses as pre-COVID or as we are now moving out of the pandemic.																														No response	Grand Total								
This header row of numbers indicates where on the scale bar the respondent placed their marker.																																							
	1	2	4	5	8	9	10	11	13	15	17	18	20	21	24	25	28	29	31	37	40	44	48	50	55	60	65	66	67	70	76	80	86	89	90	95	##		
I get the information I need about things going on in the department that are important for me to do my job.	8	3	3	1	1	1	3	1	1	3	2	2	1	1	1	1	1	1	3	1	2	1	2	5	1	1	1	2	1	1	1	1	2	1	1	1	5		68
I know how to provide my comments and suggestions to improve the work of the department to best serve the community.	7	2	3	1	1	1	2	1	1	2	1	2	1	1	1	1	1	1	3	1	2	1	1	5	1	1	1	2	1	1	1	1	2	1	1	1	5	3	62
I have the training and knowledge to do my job well.	7	2	2	1	1	1	2		1	1	1	2	1	1	1	1		1	3	1	2	1	1	5	1	1		2	1	1	1	1	2		1	1	5		56
I have equal access and opportunity to pursue training and development that advances my career.	6	2	2	1	1	1	3	1	1	3	1	2	1		1	1		1	3	1	2	1	1	5	1	1	1	2	1	1	1	1	2	1	1	1	5	5	60
I would like more opportunities to work with broader teams within the department, to contribute larger department initiatives, like the Learning and Develop Matrix Team.	7	3	3	1	1	1	2	1	1	3	2	1	1		1	1	1	1	3	1	2	1	1	4	1	1	1	1	1	1	1	1	2		1	1	4	8	59
I have the flexibility to explore creative ways to improve my work or the work of the department to positively impact the community's health and quality of life.	7	3	2	1	1	1	3	1	1	3	1	1	1	1	1	1		1	3	1	2	1	1	4	1	1	1	2	1	1	1	1	2	1	1	1	5	4	61

Item K: Raw answers from the staff questionnaire, questions #4 and #5

Question #4: As pandemic conditions ease and BPR prepares for the future, do you have any thoughts or ideas you would like to share about how we could build back better?

Program/Process Evaluation

- Don't try so hard to go back to the way it was. Think outside of the box about how it can be with some of the old norms and expectations removed.
- Make sure there is a mix of building back with things we know worked well, but also acknowledge we are shifting into a new arena and need to consider shifts in service and new programs/ ideas. Not everything needs to be or should be brought back exactly the same as it was.
- Covid led us to evaluate core functions and we should continue to focus on those and make them better rather than building other things back up.
- Try to avoid 'going back to the way it was' and re-think about how we should be doing it now.
- Take a hard look at programs and facility configurations; avoid doing things because "we've always done it that way." It's tough after a tumultuous year and a half, but need to remember that the goal isn't just "get back to normal."
- "weniger aber besser" - less but better. We need to pare down the things we do for the citizens and do them to our utmost. BUT to do that we need a mission that gives us a single priority by which to measure our work.
- Be more prepared if we happen to have this come up again. You lost a significant amount of revenue by not be prepared when the pandemic hit. The lack of communication was terrible in the fitness program.
- Covid in some form is with us permanently. Plan accordingly.

Physical Improvements

- handwashing stations for parks
- Better management and strategies that don't harass the unhoused but keeps the parks clean.
- Prioritize the safety of the public especially with our actively guarded and enforced facilities.
- make our spaces better - either renovate, enhance or rebuild our current facilities to improve the space and service we provide to our customers before we add additional buildings - we already cannot maintain our current facilities in a decent manner. Things are always broken, take a long time for repairs and we do not have the space needed to accommodate our programs and services. We need to do better with what we have and improve our spaces to ones we are proud of and that our community will be proud of.
- Innovate in outdoor class options - yoga in the park, etc - to take classes to neighborhoods for community building opportunities in a safe/flexible environment and discourage unwanted uses (activate spaces).
- Reluctantly, I think we need to recognize a new demographic within our service community. Boomers are aging and young adults seem to prefer individual activities versus team activities, such as softball in particular. Imagine what we could do with the Mapleton Fields property.
- The biggest point to prepare for the future would be to return certain BPR facilities that have been neglected back to pre-COVID standards. This would include certain locker room maintenance and facilities that have aged poorly during the pandemic.
- Complete proposed improvements to Flatirons GC.

Process Improvements

- I no longer think vulnerable populations lap swim is necessary assuming that COVID levels stay the same. It is often confusing to other swimmers who don't realize that they have to get out of the pool and don't really understand why.
- We could provide more access to our facilities
- Increased affordability and access, especially for the middle class. Maybe sliding scale?
- Emphasizing Financial Aid passes as an option for people whose income has suffered from the pandemic should be a priority.
- Continue the Virtual options - this also supports Boulder's Zero Vision goal, parking issues, over-crowding in drop in classes, allows for drop-in while on vacation anywhere in the world.
- Hybrid classes meeting virtually AND in person

- Community support through volunteerism, in-kind support, and financial donations. Grants.
- People are asking for more classes - offering more classes at all 3 recreation centers. People in South Boulder feel forgotten. I think it would be helpful to expand hours there and include more classes. SBRC could be a vibrant community hub.
- Match policy with climate change and other symptoms of overshoot. I.e.....no more motor boats at reservoir, tax trophy houses, limit growth
- Improve sustainability
- separate parks from recreation. The name sounds good but the functions are different

Marketing / Communication /Engagement

- Have a solid marketing +implementation plan. More user-centered approach to what we offer.
- We need to update our marketing. Our social media has a lot of potential. The new website is not very user friendly on a desktop.
- Marketing to community on how we are clean and safe.
- I will say it below but marketing! Covid changed a lot of how people are going to work, live their lives and the way they utilize our programs and facilities. What are these new norms, how do we get that info from people and more importantly once we have that info how are we going to change and adapt to the new norm? And how are we going to market those changes? There are other rec centers in the area who are doing some really cool stuff that we can easily be doing.
- Look into and or develop improved communication systems for the recreation department. There is a lot of internal & external conflict that is created due to poor communication - some of this is due to the Department using multiple systems that really don't speak to one another. For example there is often challenges between facilities/Front Desk & Programs, because there isn't communication or each program area uses a different type of communication. For example some use online website schedules to regularly update item, some only use Active, some programs use Active but don't update the front desk or Facility supervisors when they add something to the schedule. This causes a lot of internal conflict....then because the front desk isn't able to always stay informed - how can the public. This causes lots of external conflict/poor customer service. It is also very important to develop a type of service delivery model for the use of our indoor spaces, what gets priority (contracted programs? drop-in? historical programs? expand? ysi?)
- Additional focus on customer experience and continuity (what is it like for our customers to register for a program, buy a pass, rent a space, or utilize a park space? Is it easy/streamlined, are the processes similar and manageable or are we creating unnecessary hurdles?)
- Listen to what the citizens want, not what you think they ought to want.
- Work smarter, not harder. Think of how to simplify things from services to scheduling to communications. Continue to communicate expectations clearly and proactively to the community.
- Hire IT for more virtual activities. Make the platform smoother for participants. Prepare to go back to virtual and figure out a way to go hybrid because the virus isn't going anywhere soon.

Productivity of home vs office

- There have been a lot of questions floating around about pandemic productivity. Is there any data that supports more or less staff productivity while working from home? Coming back to the office in hybrid mode is going to cost the employee more time and money, in the commute alone, than it has in the last year. Staff has become accustomed to having the additional resources. It may help ease employee stress for staff to better understand the 'actual need' for them to be in the office. I would suggest small team meetings for discussions on the 'why and how'. Maybe hearing from others on their team and developing options together can help justify and ease the change. This may help prevent some angst towards a supervisor if the staff feels like the only reason they have to go back to the office is because their boss prefers it.
- Those that have been able have shown over the past 16+ months that working from home is more than viable. With numbers increasing nationwide, it's arbitrary to enact an office policy when WFH has clearly been effective. Make it a case by case basis, and give supervisors help/aid/training on how to oversee staff digitally. Now is the time to be flexible and nimble, or we'll lose even more dedicated staff that can have those perks elsewhere.

Pay scale

- Give raises to current staff working, and continuing to work for our community.
- I think appreciating employees for getting through 2 very stressful and difficult years with standard merit increases is

important. We have had to deal with more stress from the community than ever before and we stay because we love working for this city, but it's hard financially to live in this area, particularly without raises.

- Where is the money!? No raises going on two years with frontline workers exposing themselves throughout pandemic. Show a little respect to some of us who have put the city before ourselves throughout the pandemic
- Pay us more
- Pay your employee's a living wage
- How about helping with morale with the part-time employees? They are the front-line to the customers...give them the credit for keeping things afloat. How many middle managers do you need? How about allocating the \$100 to a part-time employee? How about cutting some upper level positions within the city to give raises to the part-time employees? That would be a better master plan in my opinion.

Staffing Levels / Workload

- A sustainable workload or minimally enough redundancy to allow for adequate vacation coverages- especially as it relates to areas where the skill/knowledge necessary isn't easily transferrable or learned with simple cross training.
- Staffing levels support service levels. Ensure that staff is well equipped with the resources to do their job well (training, flexibility, empowerment, open communication, technology, etc.)
- Some type of plan for growing pains- we have a tendency to increase service levels and participation but then our ability to fill necessary positions lags
- Staffing levels need to increase rapidly, as people are ready now for offerings to be similar to pre-pandemic levels. We aren't able to build at all without the staffing needed to do so.
- Ensure adequate staffing, get back on track with plans for updating and renovating facilities that have been delayed or scratched from the agenda, ease rules and restrictions.
- staff adequately to handle increased popularity of our facilities
- Additional MGMT staff.
- I think there is a need for additional front line, direct public interaction positions and less behind the scenes administrative ones.
- Working on building staff back to what it was in areas that really need it. Demands for programs are going up and we defiantly do not have the staff to keep up with the demands. I feel like my supervisor is overworked and I am really hoping for her sake that in the next year that we can restructure so that the workload for our supervisors goes down! My supervisor oversees 6 standard staff and oversees 3 pretty big programs. That is too much for one person to do. I would hate to lose really awesome staff because they are feeling undervalued or burnt out. Supervisors need to work with teams to figure out what is sustainable and I think supervisors need to say no to their staff sometimes. No to running programs that you know if you do your staff are going to be working 45+ hours a week. What we went through as a department with the layoffs was traumatizing, we lost friends, colleagues, supervisors and great people. Fear and pressure to make as much money as we can is still there. I think really making the expectation known that its ok not to run a program if we are not fully staffed or equipped to.
- Returning to pre pandemic staffing levels should be a priority.
- Maintain current facilities with more staff
- Hiring! I know this is a huge challenge but having the staffing capacity to operate all of the wonderful facilities (like the pools) is really important. Also, I think a public education campaign (and maybe a heart-warming video) about a return to in-person services might help entice people to come back.
- Volunteerism has taken a hit city-wide. We are now included in a group that is extremely large and managed by a staff member who is awesome but has too many other priorities to understand volunteerism. The program is managed by two staff who are at 30 hours per week, and one of the staff members has taken on a lot more of the broad role that was once taken on by the manager. It seems like there is an opportunity to restructure the role of community access, events, and volunteerism together to ensure that as we come back online better than we are currently able.

Culture

- I think this is a good time to look at how management is conducted, there are little employees in the aquatics facilities and at the reservoir who have an appreciation for their bosses from conversations I've had with coworkers.

- A little more cross training between work groups might be helpful. It was very difficult losing a lot of people either to layoffs or furloughs and just having a general lack of knowledge. It might help prepare staff for further advancement opportunities here or elsewhere as well.
- We need to look at people's positions post-pandemic to see if new responsibilities acquired actually still align with their management position.
- We need to look at what people's jobs were like pre-covid and what they have turned into. They are not sustainable and we need to be looking at those positions to figure out what they will be like moving forward before doing anything else. People are tired.
- There's been so much disconnect between work groups....internal and external. The city needs to find a way of building trust and respect back into the work culture.
- I feel like we already have more facilities and park land than we are really able to handle with our current staffing load, so think we really need to focus on maintaining what we have and increasing our revenue/decreasing our expenses. Once we are in a place where we can hire additional people to support things, we can then focus on additional improvements and the potential to add more/new facilities and parks. I think BPR as a whole needs to figure out how we all work together again as well. We are very siloed at this point due to the pandemic and everyone doing their best to stay afloat. Coming together for 2022 planning where we have 1-2 things for everyone to focus on maybe so we are all moving in the same direction?

Question #5: Is there anything else you think we should know as we work to develop the next 5-7 years of BPR initiatives to support a dedicated, talented and modern workforce?

Physical and Process Improvements

- maintaining facilities with cleanliness in mind. :-)
- Safety - not only PPE but safety while interacting with an ever evolving community.
- I think we need to put more time and resources into our facilities (rec centers) improve them, remodel them and train the staff to improve service and accommodate our programs and services. Our facilities are old and the wear shows and they do not meet our needs of space for programming. We cannot improve our programming if we do not have a functional space to work in.
- Our fees are cost prohibitive

Marketing / Communication / Engagement

- Think differently about use of resources. For example, we traditionally host public meetings in person as a core piece of most projects, which traditionally cater to wealthier adults over 50. We have learned that digital engagement reaches a wider and more diverse audience and the level of understanding of digital meeting platforms has infinitely grown. Should switch the higher level of effort to digital with in-person meetings treated more like a micro-engagement. Our society has also moved to more on-demand style of receiving news, movies, music. recordings of online meetings and other resources built for this style of engagement are a big part of staying relevant to a wider audience. Some equipment and technology investments may need to be made to do this well.
- I would also like to see an ongoing workgroup for underserved communities. Staff reaches out to these communities for every plan. The same resources could support an ongoing group of people that meet every other month and discuss needs and options throughout the years. That way immediate needs can be heard and addressed while larger initiatives, like a master plan, will have a five-year meeting history to rely on for broader policy direction rather than the snapshot in time we currently receive.
- It would be awesome to find different way to increase marketing strategies. Figuring out the new norms that came out of covid and how to market directly to those new norms. There also has to be new and different ways to market our programs other than what we have been doing over the past few years.
- We need to be on top of the fluctuating lifeguard needs so the massive pool closures never have to happen again. Either through better or more aquatics staffing or a way to work with a vibrant marketing department to advertise for lifeguards well-ahead of the need. I feel like someone dropped the ball big-time, despite the excuse that there is a shortage. Each department affects all of us and how the public views us.

- *Just keeping the communications open and offering all staff a forum for expression and input.*
- *Really appreciate that you are asking staff for input on this. I think continuing the conversation with the staff and community will help BPR remaining innovative and in-touch with the community's needs. Thank you!*
- *The BPR has an incredible opportunity to be the best in the country. The lack of communication between the higher ups and its employees has disappointed me greatly. BPR is one of a kind and there is too much focus on the politics and "mission" to see what is right in front of you. You had a chance to jump at virtual fitness classes, personal training and outdoor activities and nothing happened. You lost a lot of clientele and good employees. I am personally disappointed and frustrated. Do it better next time! I am very impressed with the high standards that you hold to hire and maintain employees, but you need to give us a pat on the back every now and then!*
- *I have lots of out of the box ideas and suggestions for YEARS and they go nowhere - I don't even get acknowledged for making them. "Insanity is doing the same thing over and over and expecting different results.*

Productivity of home vs office

- *Try to avoid dictating office vs. work from home based solely on supervisor preference. Extroverts will tend to want to be surrounded by people while introverts will likely be more supportive of work from home. Is there some basis of criteria to support supervisor's decisions to balance supervisor, worker and productivity needs?*
- *I am excited to see how the hybrid model of work rolls out because it will be much easier to strike a work life balance that benefits the department, staff, and the environment.*
- *I think we learned a lot and adapted well with working from home for over a year. I know we are going into a hybrid model in Sept but if we were successful with working from home and people have the capacity and it works well then why not make that the norm? There have been many studies with productivity and 4 day work weeks if we do want to pride ourselves on being progressive and modern this is definitely something to look into. Working the standard 9-5 isn't completely necessary. One thing I loved about working from home is the flexibility of your schedule. It was nice to have the whole day to fit 8 hours of work in. It gave more time for self care and family.*
- *If you're touting a modern workforce, please read and research what that actually looks like. Read blogs like Anne Helen Peterson on the benefits of the 4 day work week, or Charlie Warzel on Out of Office tendencies. Boulder tends to pat itself on the back a lot about being cutting edge and progressive, but lately it's just been lip service. Be about it. Everyone is so burnt out because we made some short-sided decisions last June that don't allow us to grow back at a comparable rate to others, or to what people expect. Now is the time to think about the issues a modern workforce are dealing with, and do what's necessary to curb those issues and allow maximum flexibility. WFH has proven to work, don't just enact some silly policy in September because supervisors fret they don't have control anymore. It's worked! For 16+ months! Policy for policy's sake is not "modern" in the slightest. I hope that the powers at be understand that if anything, we need to be more progressive to retain and recruit the talent that Boulder think's it deserves.*

Pay Scale

- *Give greater care, and appreciation. Show it in increases in pay for current employees who continue to serve our community. The best place to live in the United States, community. Show your appreciation for our work, and passion in more pay for us, to make our lives easier, and more enjoyable.*
- *Offer adjustments to cost of living. Can't afford to live in the Boulder, the community I serve.*
- *Bringing back merits. Also over the years our merit increases have decreased it would be awesome to try and build those back up.*
- *I know COVID did a number on a lot of large plans but we would love updates on the compensation study (is it still happening or did we just stop).*
- *compensate the people that work here properly. Wages are too low to attract new talent and keep existing talent*
- *Properly pay the employees that are actually in the field doing the real physical work!!*
- *I think minimum wage is too low to attract some of the talent we need. Would recommend citywide change in this.*

Staffing Levels / Workload

- *The new restructuring post-pandemic does not seem sustainable when "building back". Supervisors are in charge of too many people to be able to fully support staff and do their required job duties. For instance, community programs supervisor is currently responsible for all high priority service groups (people with disabilities, youth and low income). The city puts a lot of*

weight on providing services to these populations and the current supervisor is in charge of managing staff, providing services and obtaining funding which seems to be a lot for a management 5 position.

- *We have the current ability to re-create our culture and studies have show the benefit of work life balance however right now - work loads are not sustainable for many to make this really work.*
- *Maintenance staff is currently below pre pandemic staffing levels. Pre pandemic maintenance staffing levels were inadequate. New facilities, parks, trees, turf, sports fields, responsibilities, and programs should not be added to the system before appropriate staffing levels are reached.*
- *Working on building staff back to what it was in areas that really need it. Demands for programs are going up and we defiantly do not have the staff to keep up with the demands. I feel like my supervisor is overworked and I am really hoping for her sake that in the next year that we can restructure so that the workload for our supervisors goes down! My supervisor oversees 6 standard staff and oversees 3 pretty big programs. That is too much for one person to do. I would hate to lose really awesome staff because they are feeling undervalued or burnt out.*

Culture

- *As we come out of the pandemic there are a lot of negative opinions on the front lines - many created from burnout and feeling that they were doing work while others were at home (in some employees eyes "home not working"). This will be important, as we develop initiative for the next 1-2 years, there may lingering hurt feelings and exhaustion, which could make it difficult for initiatives that may take additional front line support.*
- *In general, I think some way to recognize the last 1.5 years and that people are scared to lose their jobs so agree to take on a lot of additional work which leads to burn out and some resentment. Its a little hard to look and plan towards the future when people are still feeling like they're treading water.*
- *I see a lot of turn over in staff which is fine, to be expected even for staff early in their career - working for Boulder is a fantastic launch - but it's not clear if there is job security for those of us who wish to grow and thrive if we choose to stay and continue to be a part of the Boulder - and specifically Parks and Recreation - community. Is there a desire to follow/support staff through the full course of a career or is the priority to move staff out so that younger talent can be hired? Is experience and commitment to the Boulder Community valued as part of creating a 'diverse' work force?*
- *I think really taking care of employees is what matters most and makes people stay. I think the city being clear and transparent about their values makes people appreciate working here and makes them want to come here in the first place.*
- *Areas for advancement in the department. Many positions already have this, but some do not.*
- *Ability to dismiss those employees who do not wish to participate in becoming a better work force.*
- *I need to think about this more.... Acknowledge the part-time seasonal staff more.*
- *I LOVE that we have the 3 months paid parental leave and its been so amazing having that as a full time working parent. More flexibility and return to work options beyond those 3 months especially for birthing mothers.*

Training

- *It feels difficult to carve out the time and energy for training with the current workloads and staffing. As we look into the longer time range it would be great to figure out a way to make training more fair and equitable across the board. In the past it has appeared that some people are constantly completing training and others never have the opportunity to go.*
- *Is there any training for staff who are the face to the public: ie: teachers, camp counselors, front desk, etc. on better ways to communicate to different groups of people: I'm thinking of gender neutral types of greetings, (like eliminating hey, guys). I would be happy to talk about that to someone or a group.*
- *Cross training for staffing. As we learned from the covid layoffs people had to step up and help out in different departments. We wouldn't have been able to survive without the help of others. How do we do this so its just part of the norm? When people need help or are low on staff can other workgroups help out?*
- *Personal/emotional intelligence training for managers.*
- *We have an information void from management level to level throughout the City. Each level knows what they are planning and expecting but 'assume' the level above or below has the information or knowledge to act on those plans. This assumption is false, the training and expectations are not planned and executed well and our division wanders blindly through plans we were given. As an example, I am a hiring supervisor and I have never been trained by HR to hire and manage personnel to HRs level of expectation. I wander through the process and HR redirects me when I stray, but they must think I'm a fool for*

making mistakes in the process. I have not heard of a formal training to assist.

Decision-making

- *Renovating and maintaining what we have along with natural resource protection should be a high priority.*
- *please always consider the ongoing maintenance needs to new assets before building them*
- *The themes of the last one still feel relevant and are well-integrated into decision-making. But especially in light of the Reservoir Driftwood experience, a focus like "serving the most in the community" could be helpful. Would support both equity (across demographics/backgrounds) and keeping a citywide perspective, especially when things get contentious.*
- *I referred to demographics above. If we don't have informative data regarding age/seasonal specific recreational preferences we should get them as an analysis tool.*
- *Sometimes it seems we may oversaturate identifying work and expenses in one principle over the other. For example taking care of what we have could align with everything, but there are spaces that undoubtedly receive less funds to be maintained than others. If there were a matrix or scale that was tacked onto this existing priority system it may assist staff and leadership as well as the community in preparing for decision making across the board.*

Item L: General Comments

Source: June 24 Open House

- *I don't think the 84% satisfaction with tennis courts is accurate. They are in terrible shape with cracks that are large enough to be dangerous - especially IBB Tom Watson Park & Centennial Middle School*
- *According to your survey results, 84% of the public is satisfied w/ outdoor tennis courts. As president of the Boulder Tennis Assoc. I'm in contact w/ literally hundreds of the most active tennis players in Boulder, and I can assure you that very, very few of the tennis community are satisfied w/ the courts. I believe you need to survey those familiar w/ a given facility to get an accurate reading. Boulder public courts are the poorest maintained courts in the area. Check out Quail Courts in Longmont for comparison.*
- *Last time I was at So Boulder Rec Center & asked, I was told that the "heavy" equipment (designed for very athletic individuals) is what the Rec Centers get/have. With the Boulder demographics (see #s re trends for increasing seniors), the workout facilities should also include equipment for/able to be used by less "athletic" seniors.*
- *Maintain the tennis courts! If the cracks go past a certain point, it becomes a very expensive proposition. Develop + tennis + pickleball center - designated courts four each, welcoming, community facility! See Apex as example. Also Quail in Longmont.*
- *Boulder Parks City & County should be restricted for Boulder residents & tax payers.*
- *United States Tennis Association has been and will continue to invest in tennis through PE teacher support, infrastructure technical support and funding, community training, leagues & tournaments*
- *Repair existing tennis courts to provide safe place to play. Painting pickleball lines on existing tennis courts prevents them from being used for sanctioned tennis leagues & tournaments. With such limited number of courts, please don't take more out of use for a very strong junior & adult tennis league*
- *Tennis is a sport that includes ages 3-103. Majority of all tennis is played on public courts and also easily includes people with disabilities*
- *Thanks for all you do. Difficult choices w/ limited resources. Tennis is an activity that literally impacts so many community needs & interests. Youth development, equity - access inexpensive, youth & seniors, health & wellness. Hoping investment in tennis is a priority. Active tennis community & tennis is growing fast & steady. Thx*
- *Tennis courts - update maintained. Important for community wellness*
- *Need to encourage & promote use of picnic tables on P&R lands so Hispanic families feel welcome to gather there & use these facilities for family gatherings. Create an outreach/Spanish-speaking initiative to go to Hispanic families & invite them to use parks near them (& farther away for specific activities/resources).*
- *Tennis courts - maintenance & more courts*
- *1) Bathroom facility for Centennial Courts. No bathroom/ portable or otherwise right now for the 8 tennis courts & the centennial track & the baseball fields. Current situation is embarrassing & unsanitary. David Bright brightde@gmail.com*
- *Property taxes have gone up - shouldn't budget go up similarly?*
- *Potential fees for existing free facilities (i.e. tennis)*
- *City-wide, designated funding creates issues in being able to really prioritize where \$ is needed*
- *Gotta look at the big picture of funding*
- *Designated Pickleball time for OPEN Drop-in every day 8-11am @SBRC (open to everyone!)*
- *Look at APEX (indoor/outdoor) as a great sample*
- *Maintain tennis courts*
- *More tennis courts (Welcoming tennis center with enough courts for league tennis and perhaps enough to host districts or tournaments*
- *No new tennis courts in 25 years?*
- *Consider a tennis/pickleball center to address overcrowding*
- *Online tennis court reservation system for silver sneakers*
- *Open EBCC to rentals for league tennis!*
- *Portapotties at tennis courts - specifically those courts reserved and paid for by BTA [staff note: 3 "dittos" written after by others*
- *Resurface tennis courts at Tom Watson Park (also at Centennial courts)*
- *More tennis and pickleball courts [staff note: 3 more "dittos" written by this comment by others]*

- *Sprinkler system at Centennial need to be adjusted so that it doesn't spray to the tennis making it difficult to use and waste of water*
- *We need to be SAFE - to walk on the creek path, to go to our historic sites- Harbeck House, Bandshell, Eben Fine Park*

Source: The Boulder Shelter

- *From survey questions about public parks to questions about the social contract is a bit of a drastic philosophical leap, isn't it?*
- *Get rid of pavement. Treat American Land like the "First Nationals". Hemp/hemp create is essential. Stop penny pinching and using loopholes. Stop treating homeless/houseless/misplaced/mentally different people inhumanely in Colorado but more specifically in Boulder Colorado.*
- *People should show love to one another.*
- *Handicapped restrooms for people in wheelchairs*
- *Not at this time - U.S. Army Lexy*
- *Additional implementation of solar, please. Thank you!*
- *I'm in a wheelchair so bathrooms, picnic tables, benches, pathways are VERY essential*
- *Thanks!*
- *Have it accessible to homeless people, so able to shower*

Source: Mapleton Mobile Home Block Party

- *bathrooms everywhere! And seating htat does not exclude people experiencing homelessness (i.e. benches split in the middle)*
- *I often feel unsafe in parks due to the trash and unsafe items left by unhoused individuals. I have a preschool granddaughter and I always check for needles and feces. (which I have seen on the shared paths and (yes, I know that's not a park)). I wish we didn't enable homeless lifestyles (yes, I know the causes are many, but people seem to flock here.)*
- *Picnic tables where large families can gather and celebrate, enough parking for large families & elders to park, no fees, free parking.*
- *self reflection - Is this city (those in power) willing to take a good long hard look at what is really happening globally and locally. I've ideas but too hot - Please email. Let me know if there is a place on your web site for ideas.*
- *Get rid of chlorine or bromide in pool*
- *Pools with no chlorine or bromide please! Non-toxic water please.*
- *Thanks to all service workers!*
- *poder colaborar de manera mas cercana con Boulder County para mgorar zonas de parque en lugares cercano de comunidad de casas mobiles. Como Columbine Mobile park or san lazaro. Acceso a senderos es limitado y zonas seguros para ninos y jovenes. [Google translate: To be able to collaborate more closely with Boulder County to improve park zones in places close to the mobile home community. Like Columbine Mobile park or san lazaro. Access to trails is limited and safe areas for children and young people.]*

Source: Chautauqua Playground Celebration

- *Keep Central Park free of "high" people & campers and the entire civic center area. Borderline creepy*
- *From my 8-year-old: monkey bars & animals & we miss the red fire truck bus that was at the old Chautauqua playground but overall, we LOVE Boulder Parks & Rec & BOSMP!*

Source: Email

- *I'm a part-time, tax-paying Boulder resident. I'm very curious to know why none of the Master Plan communications and updates contain any reference to constructing a Boulder community track. As you know, Boulder is home to many elite athletes and fitness-focused residents. I'm sure you also know that the local owners of such facilities are very restrictive of access to them. Is there indeed no public interest in such a facility? Has the cost to construct one recently been estimated? Would private funding be considered to supplement public funding?*
- *One of my concerns is the limited amount of no-wake time on the reservoir -- especially during the shoulder season when the gate does not open until 10 AM and the no-wake period ends at 11. Adding an hour of peaceful, no-wake water time by open the*

gate at 9 AM would be a vast improvement in my book.

- *I saw a posting in the Boulder city newsletter a little while back about submitting feedback for the master plan. I just tried to access the BeHeardBoulder.org website, but it looks like all the feedback opportunities are closed. I'm sorry that I was late, but I really wanted to support adding more bathrooms to trailheads in Boulder, particularly the Cottonwood Trailhead. There are really no good spots to relieve yourself at Cottonwood, there's not a lot of coverage and the few private spots are right next to the water.*
- *Due to COVID, I've been meeting my clients at the Cottonwood Trailhead almost daily. Before my clients arrive I often try to scout out the area for human feces. I am a therapist for kids and teens, and we are always exploring the creek at that trail. There are a few spots where*
- *there are commonly some feces. Having been there almost every day since the shut-down began, I can attest there is a lot of it. Since the trail follows the creek, there's also no good spots for walkers or bikers to pee without contaminating the water. Especially since this trailhead is so far away from the rest of town, it would be great if there was a bathroom.*
- *I know I should focus my communications on single topics, but it's taken me so long to reach out that I'm going to lump these two into one email.*

Please forward to whomever may be most appropriate to receive and consider these points. Thank you.

1. *Vegetation management -- increasingly our green spaces (both in-city and Open Space) are becoming infested with State-listed noxious weeds. Various thistles, dalmatian toadflax, diffuse knapweed, teasel, mullein, cheat grass, and more are not just gaining footholds but are taking over. These must be managed and, as feasible, eradicated before they take over. For some, there are viable biocontrols -- e.g., for dalmatian toadflax and diffuse knapweed -- but others may require different and more aggressive measures, up to and including chemical controls and controlled burns. (We should not automatically reject every chemical control, as some would propose; the same applies to burns. There are many tools, and each should have its place.) Mowing and goats are other approaches that can play a role if applied properly. As a related item, BPR and the City should communicate and work with private entities (businesses, HOAs, etc.) to manage their lands similarly. Collaborative agreements may be an effective way to improve compliance while lowering costs.*

2. *Sanitizing measures in our rec centers -- patrons are provided buckets of disposable sanitary wipes to wipe down equipment (e.g., exercise machines, weights) after use. I strongly suggest we return to reusable cloth wipes and appropriate liquid sprays. The waste stream of these sanitary wipes represents something we can eliminate. In particular, although I've not checked these particular wipes I expect they do not biodegrade. If patrons can learn to use a disposable wipe after finishing with a piece of equipment, they can also learn to use a cloth wipe and spray to accomplish the same thing.*

Thank you for your consideration and helping to effect positive change in our community.

- *I think PnR efforts to suggest they work really hard to get citizen input are hugely exaggerated.*

They refused to ask if citizens if they wanted 4 wooden picnic tables at the reservoir.

They are refusing to give citizens two options for golf course upgrades etc.

They didn't invite registered reservoir users to weigh in on the oddly titled \$7 million visitor services center with new staff offices, meanwhile claiming that 4 wooden picnic tables are a 'not a wise use of money'.

They didn't invite registered golfers to weigh in on the \$7 million upgrades to the golf course, fortunately golf course staff fought back against unfettered spending plans by PnR.

Lets look at their current survey, below. Here is my suggestion. Abandon these generic and ambiguous open ended surveys, and actually summarize specific plans and reach out for specific input. Dear golfers, do you want us to tear down the semi new \$186,000 bathrooms right next to the clubhouse, and put in some new ones with a cost of \$500,000 that are alleged

to be gender friendly, whatever that means?

=====

The City of Boulder invites community participation to help the Parks and Recreation

Department prioritize how it will invest its resources and focus its operations in the future.

This process will build on successes from its 2014 Parks and Recreation Master Plan (External

link) and will help the department to:

Guide day-to-day programs, parks and facility operations.

Provide more inclusive recreational access to community members.

Maintain financial sustainability and resilience.

Recreation Facilities

Key Findings:

Recognition from the community that BPR is providing adequate facilities and programs in some areas, with room to repurpose or recreate spaces to accommodate shifting needs.

BPR will need to improve and enhance recreation facilities to meet new trends, efficiency in facility performance and more flexibility in demand.

BPR fluctuates with how it stacks up with its peers in relation to certain metrics, but the community feels that BPR is adequately providing many of these resources.

Station Activity

When considering the addition of new facilities or amenities, how should BPR prioritize and determine which types of amenities are built? Please indicate where your preferences lie on a scale between each two options.

Specialized/Dedicated Spaces (1) or Multipurpose/Flexible Spaces (6), Individual Benefit (1) or Community Benefit, Fee-based (1) or Free, Indoor Exclusive Programming (1) or Indoor/Outdoor Programming, Multigenerational Use (1) or Specific Age Groups

- THERE AREN'T ENOUGH BENCHES for disabled people along trails, in trail parking, where you can walk and rest... completely missing. not everybody is fit. we are getting older. We need more Benches
- The survey did not allow participants to share their thoughts in general. This makes it easier to "calculate" responses but does not allow for the input of actual ideas.....

I wanted to suggest that Boulder consider reducing staff to help with budget concerns. I understand the City of Boulder has a very high number of "Planners" on staff. Perhaps (sadly) it might be time to cut out some mid level positions so that we can afford our existing parks. If we are not going to invest in another 220 acres of land for more parks (to keep up with our growing population) then we may not need as much "planning".

We can reduce major capital campaign developments and try to "live within our means".

Another reduction would be to reduce the hours a facility is open - not expand it. The Boulder Reservoir is currently "expanding" hours under the new restaurant lease agreement. This actually increases the demand for staff and expenses. Unfortunately it also disrupts the rural, natural quality of the reservoir and the nearby communities. The new Visitors Services Center seems to be lit up at night disrupting the Dark Skies Initiative parameters and affecting wildlife.

By promoting Special Events in the evenings at the Reservoir the City competes directly with struggling Boulder hospitality businesses for these revenues. Participants drive miles out of town increasing their carbon footprint in the midst of a Climate crisis. These events do not increase revenues to the City - only to the vendor.

Sustainability means we have to give up the mantra of "Continual growth".

- Please consider more outdoor pickleball facilities in Boulder! Longmont has a great facility, Erie has 8 courts with temporary nets on 4 tennis courts and of course Apex in Arvada is awesome. can we have something closer to home and then i can ride my bike there? Dedicated pickleball courts are best, alternate is tennis courts with pickleball lines on them, however, often pickleball is busier than tennis, so something to keep in mind.

- I have noticed how unfair and inequitable our rec center is compared to North and East.

Just wondering why that is?

The pool is closed and the hours are short.

I understand they need more funding and more staff but why is the South center short changed and the only center affected by this?

We have so many families with young kids and our rec center is the worst of them all.

What can I do to help change this?

I want to be involved and not just complain. :)

How do we get more funding in South Boulder?

Source: Work Order Request

- No one playing tennis at east Rec center. More Pickleball please??
1 set of tennis at s boulder rec on Sunday. All pickleball courts full with a wait. More courts? Thank you!!!
See Appendix item K to read the pickleball proposal submitted by the Boulder Community Pickleball Committee, which has not been included here due to length and formatting.

Item M: Proposal to Increase Pickleball Court Access in Boulder, submitted via email

Greetings! This proposal is coming from the Boulder Community Pickleball Committee consisting of five players ([names redacted]) who have been working with city staff for the past several years to advocate for pickleball in Boulder. Since you're currently requesting community input (thank you!), we thought we would share with you the proposal that we sent today (July 6, 2021) to BPR staff Jeff Haley, Megann Lohman, Matt Gazdik, Maxen Jones, and Matt Pilger.

PROPOSAL TO INCREASE PICKLEBALL COURT ACCESS IN BOULDER - CURRENT SITUATION

1. The current number of pickleball players is large (see data section below) and continues to grow as the sport gains popularity in Boulder and nationwide.
2. During COVID, pickleball lost nine indoor courts and 35 hours of drop-in play at the three Boulder recreation centers, putting pressure on existing outdoor courts.
3. Warmer weather has increased the demand for outdoor court space at all three rec centers.
4. Players tell us that reservations are competitive, especially at NBRC where there are only two outdoor pickleball courts. This has been an ongoing issue throughout the past year.
5. There are no dedicated pickleball courts in Boulder. As a result, pickleball must rely on sharing space on the city-owned tennis courts. The current breakdown of City of Boulder courts is:
 - a) Tennis Courts – 28 Total (all outdoor; more than 50 including other public courts)
 - i. 23 are dedicated to tennis; 5 have shared lines with pickleball
 - b) Pickleball Courts – 19 Total (10 outdoor and 9 indoor)
 - a. SBRC – 4 outdoor
 - b. EBCC – 2 outdoor
 - c. NBRC – 2 outdoor
 - d. Chautauqua – 2 outdoor
 - e. 9 indoor courts – 3 at each center
6. NBRC has reinstated indoor drop-in play on MWF from 8:30 to 10:30 a.m. (Thank you, Matt Gazdik!)
7. EBCC outdoor tennis court #5 is now available for reservation on the city system for both tennis and pickleball players. Individual pickleball courts are numbered 5a and 5b. This will encourage use by pickleball players and decrease demand on other courts. (Thank you, Maxen!)

DATA: We collected data on the number of outdoor pickleball and tennis players at North Boulder Rec Center, South Boulder Rec Center, East Boulder Community Center, and Chautauqua from December 4, 2020, through June 20, 2021.

Data from December 4, 2020, to April 17, 2021, were reported by players who counted the number of players and sent email reports to our committee. Data from April 18 to June 20, 2021, were based on players submitting numbers through a QR code posted at all courts and linked to a Google document.

RESULTS:

USE OF BOULDER REC CENTER TENNIS COURTS

- Dates of Data Collection: December 4, 2020 through June 20, 2021
- Total Number of Players: 3,917
- Number of Pickleball Players: 3,406 (87%)
- Number of Tennis Players: 511 (13%)

IDEAS TO INCREASE PICKLEBALL COURT ACCESS

1. City-sponsored Drop-in Hours (We request implementation as soon as possible)

Based on the demand for courts and Boulder County's Level Clear COVID-19 status, we ask that city rec center staff to reinstate additional city-sponsored drop-in pickleball hours. We believe this will help provide more access for all players and relieve some of the competition for reservations. Our specific requests will provide city-sponsored drop-in seven days a week, whether indoor or outdoor.

Indoor Drop-in Requests:

EBCC – MW 4 to 6 p.m. and Saturdays from 1 to 3 p.m. (full gym)

NBRC – MWF from 8:30 to 10:30 a.m. (in place); add Sundays from 1 to 3 p.m. (full gym)

Outdoor Drop-in Requests:

SBRC – Monday through Friday (5 days) from 8 to 11 a.m. (4 courts)

NBRC – Tuesday and Thursday from 12 to 2 p.m.

2. Additional Courts through Painting Pickleball Lines (We request implementation as soon as possible)
3. We request more pickleball courts through painting lines on these existing tennis courts:
 - a) SBRC – Four additional PB courts on Tennis #1 and Tennis #2 and four new rollout nets. Our data demonstrate that very few tennis players use these two courts, and our observation is that most players there are recreational – friends, families, and players practicing with ball machines. Painted pickleball lines will still allow use by tennis players on these two courts.
 - b) NBRC Option 1 – Two additional PB courts painted on Tennis #2 and two new rollout nets. This would provide tremendous relief for the many pickleball players who live in North Boulder. It will also help reduce bad feelings among players and complaints to rec center staff.
 - c) NBRC Option 2 – Six pickleball courts on NBRC tennis courts #1 and #2. The dimensions of those two tennis courts are ~108' X 118' or 54' X 118' per court, which would easily accommodate six courts. This option requires repainting the lines on Tennis #1 and four new rollout nets.
 - d) Foothills Community Park – Five painted pickleball courts (with five rollout nets) on the existing inline hockey rink per Jeff's update to us on March 2, 2020. This option is a lower priority for us than adding courts at North and South since the latter two locations already have a critical mass of pickleball players.
4. Dedicated Pickleball Courts (Longer-term Implementation Request)

For the past three years, we have been working with Jeff Haley and PRAB to request dedicated, outdoor, lighted pickleball courts in Boulder. At this point, we recommend that the city convert SBRC Tennis #3 and #4 to a dedicated, lighted, 6-court pickleball facility.
5. Our rationale includes:
 - e) The dimension of SBRC tennis courts #3 and #4 are ~108' X 120'. Up to 6 courts can fit comfortably within that space.
 - f) This would allow two more courts than the previously proposed conversion of EBCC Tennis #5 to four courts.
 - g) No new land would need to be dedicated for this purpose.
 - e) Since tennis courts and fencing already exist, the construction would be repurposing rather than creating a much more costly "new build" court complex with potential soil and water issues.

6. Funding

Several players have offered to contribute funds and/or head up fundraising campaigns to support any of the requests in this proposal that require funding (e.g., painting, purchasing nets, building new courts).

Thank you for your support of pickleball in Boulder!

Submitted by the Boulder Community Pickleball Committee

Item N: Email regarding need for restrooms

Dear Council

I wanted to share this picture with you which is what my friend takes to her daughters' soccer practices at Columbine park because despite the fact that hundreds of kids go there to practice soccer each Wednesday there are no bathroom facilities made available by the city in this park. While boys can go behind a bush, girls are forced to hide in their cars to urinate in a bucket like this, go home or just not do soccer- in a "developed" country in this century is this really the gender equity message Boulder want to send to young girls? Please stop denying park users access to bathroom facilities because of your fear that they might be used by the homeless. It is an embarrassment that women and girls have to tolerate these conditions in Boulder to do sports and enjoy outdoor recreation in parks. Please install porta potty facilities in all City parks you rent out for youth sports and where there are dining areas.

