



Tacoma Climate Leadership Cohort

Tacoma Climate Leadership Cohort 2022 Summary

2022 Program Coordinator: Tacoma Tree Foundation
Coordinator Lead: Lowell Wyse, Executive Director
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Planning Team:

- Luna Azzouni, Tacoma Tree Foundation
- Pat Babbitt, City of Tacoma
- Raichle Dunkeld, Walk and Roll Pierce County
- Tia Harris-Dalton, Tacoma Tree Foundation
- Lucy Klug, City of Tacoma
- Kristi Lynett, City of Tacoma
- Lowell Wyse, Tacoma Tree Foundation
- Luis Zepeda-Chavez, City of Tacoma

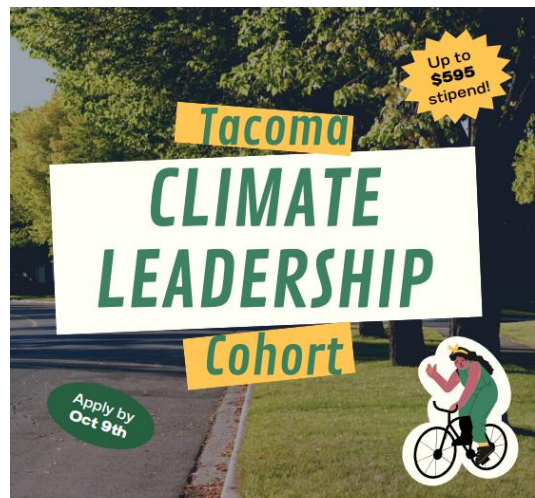
January 1, 2023

Cohort Member Outreach Strategies

Social media promotion and email outreach were the primary cohort member recruitment strategies. This included one Tacoma Tree Foundation Facebook Ad for \$50 with a focus area of South and East Tacoma. Tacoma Tree Foundation and the City of Tacoma Office of Environmental Policy and Sustainability both promoted the Tacoma Climate Leadership Cohort (TCLC) on their Facebook and Instagram accounts by posting the printable flyer attached to the right (which was also physically posted at community organizations and spaces).

Tacoma Tree Foundation Facebook, Instagram:
@tacomatreefoundation

Office of Environmental Policy and Sustainability Facebook, Instagram:
@tacomasustainability



We are launching the Tacoma Climate Leadership Cohort this year because we want to give frontline* community members a training opportunity (with a \$595 stipend) on how to organize around climate change in our community. This includes organizing around equitable housing, green and good paying jobs, and healthcare. Apply and learn more by Oct 9th at www.tacomatreefoundation.org/climate-leaders (BIPOC and low-income community members especially encouraged to apply).



Scan the QR Code to learn more and apply



Promoting the cohort with an **emphasis on the stipend** proved to be a successful incentive for *frontline community members to apply. Social media allowed for program awareness to reach a broad audience as well as enhance word-of-mouth recruitment potential.

TCLC information and resources, such as a program schedule, activities, cohort expectations, qualifications, requirements, and related budget were up to date and available both at [Tacoma Climate Leadership Cohort — Tacoma Tree Foundation](#) and [Climate Leadership Cohort - City of Tacoma](#). TCLC information was also shared via the City of Tacoma's EnviroNews Listserve, postal mailings, and Climate Action Plan (CAP) email contacts.

As a source of additional information for interested participants, the Tacoma Tree Foundation hosted one Open House via Zoom on Wednesday, October 5, 2022 from 6-7PM. Office Hours hosted by the Tacoma Tree Foundation also occurred via Zoom as a source of support on Thursday, October 6, 2022 from 4-6PM and Saturday, October 8, 2022 from 2-3 PM. Cohort Applications closed on Sunday, October 9, 2022 at 11:59 PM.

The launch timeline of the TCLC occurred as follows:

- Program Coordinator recruitment
 - Coordinator selection: July 8, 2022
 - Coordinator onboarding: July 11 – August 22, 2022
 - Coordinator settling: July 25 – September 12, 2022
 - Update Coordinator webpage: September 11 – 14, 2022
- Partner engagement
 - Initial outreach: September 1 – 21, 2022
 - Onboarding, coordination: September 21 – October 15, 2022
- Cohort recruitment
 - Upload cohort webpage: August 15 – September 7, 2022
 - Review cohort application: August 15 – September 7, 2022
 - Cohort interviews: October 9 – October 16, 2022
 - Cohort selection: October 17, 2022
- Remainder of work
 - Partnerships, trainings, demonstration projects: October 17 – December 31, 2022
 - Final Reporting: December 1, 2022 – January 31, 2023

**Frontline community members include those that have been historically underrepresented, underserved, or made vulnerable, including to the first and worst climate impacts. Individuals' backgrounds may include:*

- *Black, Indigenous, and People of Color (BIPOC)*
- *Speak English as a second language*
- *Living with a low household income*
- *Ages 16-26*
- *LGBTQIA+*
- *Living with three or more generations in one home*
- *Living with more than one family in one home*
- *Living with a disability*
- *Immigrant*
- *Experiencing homelessness*
- *Completed formal education up to a high school/GED level*
- *Other*

Weekend Retreat Agenda

Location: Parable Bookstore, 3502 McKinley Ave Suite A, Tacoma, WA 98404

Friday, 11/4 (6 PM – 8 PM)	Saturday, 11/5 (10 AM – 5 PM)	Sunday, 11/6 (1 PM – 4:30 PM)
<p>6:00 – Welcome / Introductions / Networking Activity 1</p> <p>6:45 - Dinner</p> <p>7:15 - Cohort Agreements & Expectations</p>	<p>10:00–11:00 - Welcome / Networking</p> <p>11:00–11:55 - Topic 1: City of Tacoma 101</p> <ul style="list-style-type: none"> • Mac Acabado, City Budget Office • Kenny Coble, City Manager’s Office • Kristi Lynett, City Office of Environmental Policy & Sustainability • Kristina Walker, Tacoma City Council <p>12:05–12:55 - Topic 2: Our Changing Local Climate</p> <ul style="list-style-type: none"> • Kristi Lynett, City Office of Environmental Policy & Sustainability <p>1:00 - Lunch and Conversation</p> <p>1:30 - Topic 3: Sustainable and Equitable Community Transportation</p> <ul style="list-style-type: none"> • Raichle Dunkeld, Walk and Roll Pierce County • Laura Svancarek, Downtown on the Go <p>2:45 - Topic 4: Housing as Climate Justice</p> <ul style="list-style-type: none"> • Elliott Barnett, City Planning Department 	<p>1:00 - Lunch</p> <p>1:30 - Topic 5: Civic Action in Practice</p> <ul style="list-style-type: none"> • Raichle Dunkeld, Walk and Roll Pierce County • Laura Svancarek, Downtown on the Go • Sustainable Tacoma Commissioners <p>2:30 - Writing for Social Change</p> <ul style="list-style-type: none"> • Dr. Cassie Miura, University of Washington Tacoma <p>3:30 - Planning for Action: Capstone Action Projects</p>

	<ul style="list-style-type: none"> • Evlondo Cooper, Sustainable Tacoma Commission • Brett Marlo, Planning Commission <p>3:45 - Reflections and Discussion</p> <p>4:00 - Alternative Models for Housing Justice (workshop)</p> <ul style="list-style-type: none"> • Dr. Anaid Yerena, University of Washington Tacoma 	
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Budget Summary:

Cohort member stipends: \$595 (x11 members) = \$6,545.00

**Note: 1 Cohort member did not receive a stipend due to their active status as a City employee*

Coordinator program delivery services: \$7,680.48

Food purchases: \$1,523.47

Materials purchases: \$351.05

Partner stipends: \$2,100.00

Required plan payments: \$6,000.00

Space rental: \$800.00

Total: \$25,000.00

Completed Demonstration Projects:

Below are descriptions of the demonstration projects completed thus far by the twelve TCLC 2022 cohort members. Each member was required to complete a project demonstrating the skills and knowledge learned throughout the weekend retreat. While many of these projects are currently unfinished, they will continue to develop with assistance from the TCLC team to ensure completion and support where needed.

<p>Laundry to Landscape Greywater System</p>	<p>This project aims to create, permit, and install a laundry to landscape greywater system in Tacoma. An educational work-party for preparation and installation will be developed for spring of 2023. Advocacy for this greywater system as well as street stormwater raingardens has begun with the assistance of several city employees. Additionally, an application was submitted for the Green Stormwater Mini-Grant which will contribute toward this climate resiliency-focused project. This project is ongoing through 2023.</p>
<p>Informational TikTok videos</p>	<p>These TikTok videos will inform the public on climate change and how community members can make a difference across the country. Spanish speaking videos will also be created to inform the Latinx community on climate change. In collaboration with the Tacoma Tree Foundation, this project aims to participate in a conversation about the intersection of climate change with the Latinx community. This project is ongoing through 2023.</p>
<p>Tacoma Educational Conversations</p>	<p>This project aims to facilitate conversations with the community and provide recognition for positive actions. A clear message will be developed to include on flyers, stickers, posters, and virtual communication materials. The goal of the project is to talk to Tacoma residents, exchange ideas, be a source of direction for interested residents, and encourage community engagement at Tacoma City Council meetings. This project is ongoing through 2023.</p>
<p>Greening South Tacoma</p>	<p>This project aims to establish a relationship with seven churches in South Tacoma to increase their greening through planting trees and providing information on the 2023 Green Stormwater Mini-Grant. Working with other community members in South Tacoma, tree planting suggestions will be submitted to the Tacoma Tree Foundation as a</p>

	<p>way to elevate community voices. Tags/plaques will be included with each tree planted. This project is ongoing through 2023.</p>
<p>Submit a written comment to the Tacoma City Council</p>	<p>This written comment focuses on the concerns associated with the Bridge Warehouse Project and the potential issues it may cause regarding stormwater and the aquifer. This comment will highlight the importance of building community resilience and bring awareness to the potential future threats of the Bridge Warehouse Project in years to come. This project is ongoing through 2023.</p>
<p>Letter to City Planner</p> <p>This cohort member also requested approval for the Adopt-A-Spot program at the Puget Creek Gulch</p>	<p>This letter to a Tacoma City Planner explained how the Seaport Sound Terminal Expansion permit needs more risk analysis before its approval. This letter has been sent.</p> <p>The Adopt-A-Spot request is yet to be approved, but aims to protect the Puget Creek Gulch through organized monthly clean-ups. This project is ongoing through 2023.</p>
<p>Lead a distribution day of service with the Serve the People Program</p>	<p>This project aims to lead a day of service with the Serve the People Program. Volunteers will visit encampment sites and provide unhoused neighbors with food and other vital supplies needed for winter weather conditions. This service event will also facilitate conversations about how to continue involvement with housing justice work, such as through the Home in Tacoma for All campaign. This project is ongoing through 2023.</p>
<p>Spread awareness of the Adopt-A-Storm Drain program (<i>*collaborative project with 2 cohort members</i>)</p>	<p>The Adopt-A-Storm Drain program allows Tacoma community members to adopt a storm drain for free, name it, and ensure that they drain is cleared for sufficient drainage. The primary role of the adoptee is to clean the drain of debris and report collection updates to the program</p>

	<p>website. Flyers will be created to spread awareness for this program and posted throughout desired neighborhoods. This project is ongoing through 2023.</p>
<p>Write an article advocating for “complete neighborhoods”</p>	<p>This article will explain what “complete neighborhoods” are, why they are important, and analyze if Tacoma currently has any. Additionally, this article will address the issues associated when neighborhoods are not “complete,” such as in Hilltop, the cohort member’s own neighborhood. This project will also include a short film created by the cohort member which furthers the discussion on food access within a “complete neighborhood.” This project is ongoing through 2023.</p>

Summary of Cohort Member Feedback

A survey was sent to each cohort member during the week of December 18 – 23, 2022 seeking feedback on their experience with the TCLC. Ten out of the twelve cohort members completed the survey. A summary of the member feedback is provided below. This feedback is vital for understanding successes within the TCLC as well as areas that could be improved upon for future cohorts.

The first component of the survey consisted of statements that cohort members could either disagree with or agree with on a scale of **1 (disagree)** to **5 (agree)**. The results of these statements are below.

- “I enjoyed participating in the Tacoma Climate Leadership Program”
 - 90% responded “5”
 - 10% responded “4”
- “I would recommend to friends and neighbors to apply for and participate in the Tacoma Climate Leadership workshop”
 - 90% responded “5”
 - 10% responded “4”
- “I found the weekend intensive workshop valuable”
 - 70% responded “5”
 - 10% responded “3”
 - 10% responded “4”
 - 10% responded “1”
- “I feel the intensive weekend would have been better spread out over a few weeks”
 - 40% responded “1”

- 30% responded “2”
- 20% responded “3”
- 10% responded “4”

The survey also sought feedback on the trainings provided throughout the weekend retreat. Suggestions or changes the cohort members would make regarding these trainings are included. The results of these questions are below.

- “Are there other topics or materials you felt were missing from your training?”
 - 50% responded “yes”
 - 50% responded “no”
 - Those that answered yes had the opportunity to elaborate on their response. These responses are summarized below:
 - Gardening, Puyallup Tribe panel, organized meetings with Council members, information on how to engage with the City of Tacoma website, urban design, public health, more speakers from local climate justice organizations, more grassroots organization representation, more BIPOC speakers, additional visual materials such as videos, additional time to work with cohort members

The following section consisted of statements that cohort members could either disagree with or agree with on a scale of **1 (agree)** to **5 (disagree)** regarding each training.

City 101 Training Feedback:

- “The speakers on City 101 were informative”
 - 70% responded “1”
 - 10% responded “2”
 - 10% responded “3”
 - 10% responded “4”
- “I found the materials presented increased my knowledge on how the city operates”
 - 60% responded “1”
 - 30% responded “2”
 - 10% responded “4”
- “I learned valuable new information from the speakers that I did not know before”
 - 60% responded “1”
 - 30% responded “2”
 - 10% responded “4”
- Suggestions on how to present these materials to future cohorts (summarized):
 - Allow additional time for questions, provide a walk-through using the City of Tacoma website, provide each speaker with a microphone

Our Changing Local Climate Training Feedback:

- “The speakers were informative”
 - 80% responded “1”
 - 10% responded “2”
 - 10% responded “4”
- “I found the materials presented increased my knowledge on how Tacoma is experiencing climate change”
 - 60% responded “1”

- 20% responded “2”
- 10% responded “3”
- 10% responded “4”
- “I learned valuable new information from the speakers that I did not know before”
 - 70% responded “1”
 - 20% responded “2”
 - 10% responded “4”
- Suggestions on how to present these materials to future cohorts (summarized):
 - Provide a physical fact sheet for each cohort member, allow additional time for questions

Sustainable and Equitable Community Transportation Training Feedback:

- “The speakers were informative”
 - 80% responded “1”
 - 10% responded “2”
 - 10% responded “4”
- “I found the materials presented increased my knowledge on how transportation equity issues contribute to climate change”
 - 60% responded “1”
 - 30% responded “2”
 - 10% responded “4”
- “I learned valuable new information from the speakers that I did not know before”
 - 70% responded “1”
 - 20% responded “2”
 - 10% responded “4”
- Suggestions on how to present these materials to future cohorts (summarized):
 - Provide more maps that highlight transportation services and demographic information, provide more instruction during the break-out component

Housing as Climate Justice Training Feedback:

- “The speakers were informative”
 - 60% responded “1”
 - 20% responded “2”
 - 10% responded “3”
 - 10% responded “4”
- “I found the materials presented increased my knowledge on how housing justice contributes to climate change”
 - 50% responded “1”
 - 30% responded “2”
 - 10% responded “3”
 - 10% responded “4”
- “I learned valuable new information from the speakers that I did not know before”
 - 60% responded “1”
 - 20% responded “2”
 - 10% responded “3”
 - 10% responded “4”
- Suggestions on how to present these materials to future cohorts (summarized):

- Provide articles or notes for cohort members to review beforehand, provide visuals such as a presentation or video, analyze case studies on other cities, allow for more group discussion after the reading break-out component, provide additional information on sustainable housing construction materials

Civic Action in Practice Training Feedback:

- “The speakers were informative”
 - 90% responded “1”
 - 10% responded “4”
- “I found the materials presented increased my knowledge on what civic action is”
 - 80% responded “1”
 - 10% responded “2”
 - 10% responded “4”
- “The materials presented increased my knowledge on how civic action positively contributes to climate change”
 - 70% responded “1”
 - 20% responded “2”
 - 10% responded “4”
- “I learned valuable new information from the speakers that I did not know before”
 - 90% responded “1”
 - 10% responded “4”
- Suggestions on how to present these materials to future cohorts (summarized):
 - Incorporate a break-out component where cohort members could draft a written comment, provide additional time, lead a quick-action practice where members could find a Council meeting to attend

Writing for Social Change Training Feedback:

- “The speakers were informative”
 - 70% responded “1”
 - 20% responded “2”
 - 10% responded “4”
- “I found the materials presented increased my knowledge on how housing justice contributes to climate change”
 - 50% responded “1”
 - 30% responded “2”
 - 10% responded “3”
 - 10% responded “4”
- “I learned valuable new information from the speakers that I did not know before”
 - 70% responded “1”
 - 20% responded “2”
 - 10% responded “4”
- Suggestions on how to present these materials to future cohorts (summarized):
 - Provide training materials for cohort members to review beforehand, provide additional time for collaboration and project feedback

The remainder of survey responses are **summarized** below.

- Opinion on the location of the weekend retreat:
 - Overall positive feedback
 - valued supporting a local business, convenient location for cohort members to attend in-person, size of space allowed for small group work as well as larger trainings
 - One response highlighted difficulty finding adequate space for small group work
- “If you were able to design your dream TCLC workshop, what elements would you include and why?”
 - More interactive aspects, more emphasis on the daily challenges people may face (ex: using crutches on public transportation)
 - Additional time for meet-ups and group work, meet in a city building or City Council room
 - More emphasis on the science behind climate change (ex: providing a science-focused training)
 - More hands-on experiences in general
 - Better quality seating options (ex: comfortable chairs)
 - More community activist speakers (ex: including a community organization representative with City speakers)
 - More emphasis on public health within climate justice (ex: provide training on specific connections and issues)
- Reflections on member experience participating in the TCLC:
 - Overall positive feedback, several messages of gratitude and excitement for future learning opportunities that the TCLC has directed cohort members toward
 - Overall inspiring event that allowed for passion to grow with direction. Enjoyed working with others who shared this passion
 - One response explained how the survey switching which number corresponded to “agree” vs. “disagree” was confusing

Given that the TCLC weekend retreat occurred on November 4 – 6, 2022 and the survey was not released until December 18, 2022, some responses may not be as accurate as they could have been if sought out immediately after the weekend retreat was completed. The survey results above are merely summarized, and these results do not fully encompass each specific question or result of the survey.