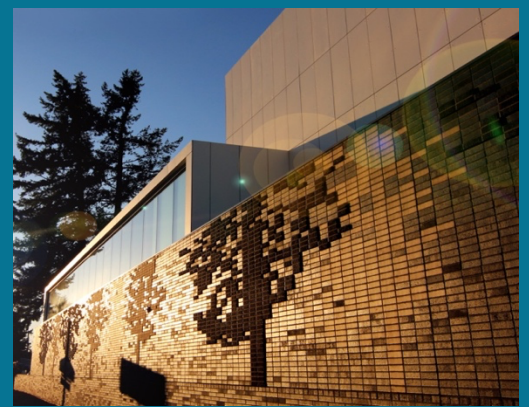




Climate Action Plan

This document provides information for community members who are interested in the City of Gresham’s Climate Action Plan. This document contains detailed information on the community engagement phase of developing the climate action plan. This information includes response data from community members who participated in community engagement workshops.

Climate Action Plan Community Engagement Report



CITY OF
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Gresham’s Climate Action Plan is being developed to guide the City of Gresham and Gresham Community as we work together to respond to the impacts of climate change.

Throughout the development of the Climate Action Plan, several community engagement workshops and events were held for the community to learn about the plan and provide feedback and input on the proposed strategies. This document provides a detailed report of the feedback received from workshop participants and survey respondents.

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Overview

Throughout 2022 and 2024, City of Gresham conducted community engagement and outreach through a variety of events and workshops to solicit feedback and input from the community on the climate action plan and its proposed strategies and actions. The most significant of these workshops took place in Quarter 3 and Quarter 4 of 2023, in which two large workshops took place with in-depth discussion, along with two smaller topic-specific information events, and an online survey. In total, the number of community engagement and outreach events are as follows:

Buildings and Energy Chapter Workshop, March 2022
Urban Form and Transportation Workshop, June and October 2022
Natural and Built Environment Workshop, June and October 2022
Community Health and Economic Resilience Workshop, October 2022
Small Business Climate Action Workshop, February 2023
Large Business Climate Action Workshop, February 2023
Design Commission, February 2023
Mount Hood Community College Wellness Fair, February and March 2023
Learn Share Do Fair, April 2023
Neighborhood Coalition, April and October 2023
Urban Forestry Subcommittee, April 2023
Historic Downtown Gresham Business Association, May 2023
NW Neighborhood Association, July 2023
Gresham Arts Festival, July 2023
Gresham High School Climate Action Workshop, July 2023
Feed'em Freedom Foundation Block Party at Rockwood Village Apartments, August 2023
All Things Energy Workshop, August 2023
All Things Trees Workshop, September 2023
City Staff Lunch and Learn, October 2023
Spanish-Language Climate Action Workshop, November 2023
Food and Climate Workshop, January 2024

The feedback and input received in these events and survey have been used to refine the various drafts of the climate action plan and prioritize how strategies should be implemented.

Community Workshops

The largest of these events were workshops took place in July and November of 2023, and sought to create space for City staff to engage community members in an in-depth discussion of the climate action plan's strategies and solicit their input and feedback based on their lived experience in the community. The first of these workshops was held at Gresham High School and was primarily in English, interpretation services were provided for those whose primary

language is one other than English. The second workshop was held at Latino Network's headquarters in Gresham and was entirely in Spanish so to engage Gresham's large Spanish-speaking community. Together, these two events lasted 2 hours each and were attended by a combined total of 150 people.

Two other events were hosted that were mostly informational, aiming to provide information and guidance to interested community members on state and local programming for renewable energy and energy efficiency, and urban tree canopy and green spaces. These workshops lasted 1.5 hours each and were attended by a combined total of 100 people.

To ensure that these workshops were convenient for the community, events were scheduled in the early evening at locations familiar to the community, with meals provided for a variety of dietary needs and preferences.

At the large community workshops, participants were organized into small groups to ensure they were comfortable with sharing their thoughts and feedback, and paired with a facilitator who could answer questions, clarify information, and share feedback to the larger group. After being given an in-depth presentation on the underlying rationale and contents of the climate action plan, participants were asked to give both verbal and written feedback on the focus and prioritization of strategies.

To support feedback and discussion, participants were given printed feedback forms to write their comments on and answer several series of open- and closed-ended questions. Generally, these questions sought to solicit further insight on what community members thought the priorities of the climate action plan should be, if the strategies were moving the community in the right direction, and how strategies could be improved. At the end of the workshop, community members were able to return their feedback forms to City staff for their comments to be analyzed and incorporated into the plan. To protect the privacy of community members, all responses were collected and reported anonymously.

In the feedback provided by participants, the strategies that were identified as having the greatest priority were those that:

- Support maintenance and improvement of tree canopy and greenspaces as a means of protecting the community from extreme heat.
- Support the community's access to repair and reuse services.
- Support access to energy efficiency and weatherization incentives and materials.

The table below displays the strategy title and the number of votes it received in the feedback forms.

Re-vegetate areas vulnerable to urban heat island	65
Incentivize low-carbon concrete & asphalt in community & city operations	59
Increase visibility and access to repair & reuse events / services	57
Update plans to support renewable energy & climate resilience	56
Incentivize durable food ware items & to-go containers	49
Initiate outreach to support low-carbon lifestyles & behaviors	48
Enhance existing community solar and renewable energy programs.	47
Incentivize higher standards of energy efficiency, density, and materials in new developments	46
Expand recovery of construction & demolition materials	46
Update tree code to support the preservation of mature, large shade-giving trees	45
Adopt a ban on single-use plastic bags	45
Help multifamily buildings be more efficient.	45
Provide neighborhood collection events for non-curbside recyclable materials	45
Update Transportation System Plan to include climate resilience	44

The trends in support for these strategies was strongly reflected in responses to both open-ended and closed-ended questions, responses to the online survey, and largely confirm the input received from technical experts and community-based organizations in the early developing phase of the climate action plan in 2022. This trend was also consistent across the two audiences for the workshop that was mostly in English and the workshop that was mostly in Spanish. As a result, these strategies have been prioritized in the initial implementation of the climate action plan in 2024.

Note that the actual titles of these strategies have been refined since the community engagement phase of the climate action plan. In some cases, strategies have been combined to create a streamlined final product.

On the feedback forms, participants were also asked to rate the plan and the proposed strategies on a scale of 1 to 4. Overall, participants gave the climate action plan and strategies an average rating of 3.2519 of 4, or 81.275%. Many participants indicated in their written responses that while they gave the plan a high rating, they felt they needed more information and clarity on climate action to give the plan a fully accurate rating.

Strategy Prioritization Votes from Workshops Feedback Forms

Buildings and Energy Chapter

Energy Efficiency

Energy Efficiency Strategies	
Strategy	Number of Votes
Help install heat pumps in income-qualified housing	30
Help weatherize income-qualified housing	28
Support energy efficiency in multifamily housing	25
Support energy efficiency in all building types	22
Track energy use data in all City buildings	12
Host workshops on energy efficiency and weatherization	12
Adopt a home energy score program	10

Energy Efficiency Strategies - Spanish Language Workshop	
Strategies	Number of Votes
Support energy efficiency in multifamily housing	20
Support energy efficiency in all building types	19
Help weatherize income-qualified housing	15
Adopt a home energy score program	14
Host workshops on energy efficiency and weatherization	13
Help install heat pumps in income-qualified housing	11
Track energy use data in all City buildings	9

Energy Sourcing

Energy Sourcing Strategies	
Strategy	Number of Votes
Pilot renewable energy powered micro-grids	26
Supply residential properties with 100% renewable energy	23
Supply commercial buildings with 100% renewable energy	21
Enhance existing community solar programs	20
Expand enrollment in energy demand response programs	16
Establish a renewable electricity supply program	13
Support local utilities in becoming net zero	11
Establish a standard natural gas offset program	7

Energy Sourcing Strategies - Spanish Language Workshop	
Strategies	Number of Votes
Enhance existing community solar programs	27
Supply commercial buildings with 100% renewable energy	14
Supply residential properties with 100% renewable energy	14
Expand enrollment in energy demand response programs	13
Pilot renewable energy powered micro-grids	12
Establish a renewable electricity supply program	8
Establish a standard natural gas offset program	7

Urban Form and Transportation Chapter

Complete Communities

Complete Communities Strategies	
Strategy	Number of Votes
Incentivize higher standards of energy efficiency in new buildings	29
Update plans to support renewable energy and resilience	28
Prioritize high density and mix-use housing near transit	24
Require permanent cooling new housing developments	22
Create an information hub for renewable energy permitting	18

Complete Communities Strategies - Spanish Language Workshop	
Strategies	Number of Votes
Update plans to support renewable energy and resilience	28
Create an information hub for renewable energy permitting	20
Prioritize high density and mix-use housing near transit	17
Incentivize higher standards of energy efficiency in new buildings	17
Require permanent cooling new housing developments	10

Transportation

Transportation Strategies	
Strategy	Number of Votes
Update transportation plans to include climate resilience	22
Prioritize active transportation in planning hierarchy	17
Provide EV charging at all City buildings and parks	16
Increase access to EV charging in the community	16
Do community outreach for alternative modes of transportation	15
Pilot EV-based transit to underserved communities	14
Pilot micro-mobility to improve first/last mile connections	10
Consider policy options for Renewable Fuel Standards	8
Create an information hub for EV charging permitting	7

Transportation Strategies - Spanish Language Workshop	
Strategies	Number of Votes
Update transportation plans to include climate resilience	22
Pilot EV-based transit to underserved communities	22
Do community outreach for alternative modes of transportation	17
Consider policy options for Renewable Fuel Standards	13
Provide EV charging at all City buildings and parks	10
Increase access to EV charging in the community	10
Create an information hub for EV charging permitting	6
Pilot micro-mobility to improve first/last mile connections	3
Prioritize active transportation in planning hierarchy	3

Solid Waste and Consumption Chapter

Food Waste and Recycling Strategies

Food Waste and Recycling Strategies	
Strategy	Number of Votes
Improve multifamily recycling services	26
Provide collection events for hard to recycle materials	24
Expand food scrap collection to residential service	22
Improve visibility and access to food donation services	22
Expand commercial food scrap collection	14
Conduct food waste prevention outreach to the community	11

Food Waste and Recycling Strategies - Spanish Language Workshop	
Strategies	Number of Votes
Conduct food waste prevention outreach to the community	21
Provide collection events for hard to recycle materials	21
Improve visibility and access to food donation services	18
Improve multifamily recycling services	17
Expand commercial food scrap collection	12
Expand food scrap collection to residential service	10

Consumption

Consumption Strategies	
Strategy	Number of Votes
Increase visibility and access to repair and reuse events	33
Incentivize durable food ware and to-go containers	29
Expand recovery of construction and demolition materials	23
Establish a tool library or tool share program	14

Consumption Strategies - Spanish Language Workshop	
Strategies	Number of Votes
Increase visibility and access to repair and reuse events	24
Expand recovery of construction and demolition materials	23
Incentivize durable food ware and to-go containers	20
Establish a tool library or tool share program	19

High Impact Materials

High Impact Materials Strategies	
Strategy	Number of Votes
Incentivize the use of low-carbon concrete and asphalt	38
Adopt a ban on single-use plastic bags	23
Initiate outreach to support low-carbon lifestyle choices	23

High Impact Materials Strategies - Spanish Language Workshop	
Strategies	Number of Votes
Initiate outreach to support low-carbon lifestyle choices	25
Adopt a ban on single-use plastic bags	22
Incentivize the use of low-carbon concrete and asphalt	21

Community Health and Economic Resilience Chapter

Community Health Strategies	
Strategy	Number of Votes
Support local food security during extreme weather	37
Pilot resilience hubs to provide relief from extreme weather	28
Develop an early warning system for extreme weather	21
Provide culturally appropriate climate education	19
Distribute AC units before extreme heat events	10
Establish community debris collection events	10
Distribute air filters before wildfire smoke events	9

Community Health Strategies - Spanish Language	
Strategies	Number of Votes
Develop an early warning system for extreme weather	21
Support local food security during extreme weather	21
Provide culturally appropriate climate education	18
Distribute air filters before wildfire smoke events	14
Distribute AC unites before extreme heat events	10
Pilot resiliency hubs that provide relief from extreme weather	8
Establish community debris collection events	5

Natural and Built Environment Chapter

Natural and Build Environment Strategies	
Strategy	Number of Votes
Update tree code to support the preservation of large trees	28
Re-vegetate areas vulnerable to urban heat island	26
Replace impermeable surfaces with permeable materials	22
Establish incentive program to reduce cost of tree maintenance	21
Update tree code to support planting of drought resistant trees	21
Depave and revegetate vacant lots	12
Install air quality monitors throughout the community	3

Natural and Built Environment Strategies - Spanish Language	
Strategies	Number of Votes
Re-vegetate areas vulnerable to urban heat island	26
Update tree code to support the preservation of large trees	17
Install air quality monitors throughout the community	15
Update tree code to support planting of drought resistant trees	14
Depave and revegetate vacant lots	10
Establish incentive program to reduce cost of tree maintenance	9
Replace impermeable surfaces with permeable materials	2

Themes in Written Responses on Workshop Feedback Forms

Buildings and Energy Chapter

Themes in Questions for Buildings and Energy Strategies	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
Concern about cost burden on homeowners, individuals, and renters	5
Need more information and clarity on climate action	4
Need for faster action	1
Focus more on trees	1
Focus more on mixed-use developments near transit	1
Limits to solar energy	1
Need more transit options in underserved communities	1
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
Need for faster action	2
Focus more on trees	2
Need help with incentives	1
Support energy efficiency in multifamily properties	1
Be more efficient with current resources	1
Educate youth	1
Need more information and clarity on climate action	1
Require solar on all new developments	1
What support would you need to take action in this area?	Number of Comments
Need help with incentives	3
Need more trees & greenspaces	2
Do more outreach to educate the community	2
Support energy efficiency in multifamily properties	1
Provide assistance to low-income communities	1
Support weatherization in the community	1
Need for faster action	1
Need more information and clarity on climate action	1

Themes in Questions for Buildings and Energy Strategies - Spanish Language	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
Animal agriculture is one of the biggest causes of global warming	2
Strategies are good	2
Need more information and clarity on climate action	2
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
Do more outreach to educate the community	16
Focus on reforestation	6
Focus on access to critical infrastructure	5
Climate action needs to be continuous and long-term	4
More access to sustainable products	1
What support would you need to take action in this area?	Number of Comments
Do more workshops and outreach to educate the community	13
Spanish translations need to be more accurate	3
Need more effective communication from local government	3
Focus on reforestation	3

Urban Form and Transportation Chapter

Themes in Questions for Urban Form and Transportation	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
EV batteries are problematic	4
EVs are too expensive	4
Climate action should be required	2
More incentives for energy efficiency	1
Need for faster action	1
Report regional progress	1
Make Gresham more walkable and bikeable	1
More trees	1
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
Make Gresham more walkable and bikeable	6
More trees	4
Improve public transit	3
Reduce congestion	1
More energy efficiency in multifamily housing	1
What support would you need to take action in this area?	Number of Comments
EVs are too expensive	1
More EV charging	1
More trees	1
Make Gresham more walkable and bikeable	1
Need for faster action	1
Set up volunteer groups	1
More information on water conservation	1

Themes in Questions for Urban Form and Transportation - Spanish Language Workshop	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
Happy to see that progress is already being made	2
Need more support to BIPOC communities	1
Need more recycling and garbage assistance programming for low-income	1
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
More action to mitigate climate change	20
Need more information and clarity on climate action	5
Better access to information and incentives for renewable energy	3
What support would you need to take action in this area?	Number of Comments
More resources to reduce climate change	8
More information about composting and food waste prevention	5
Help with eligibility and access to programming	1

Solid Waste and Consumption Chapter

Themes in Questions for Solid Waste and Consumption Strategies	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
More food donation and food waste prevention	2
More community collection events	1
Need faster action	1
Focus more on water conservation	1
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
Need residential compost collection	2
Need more reuse and repair opportunities	2
Need more community gardens	2
Need local collection depots	2
What support would you need to take action in this area?	Number of Comments
Need community compost collection events	2
Need more information and outreach on recycling	2
Need residential compost collection	2
More community gardens	1
More support for businesses to recycle and reduce waste	1

Themes in Questions for Solid Waste and Consumption Strategies - Spanish Language Workshop	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
Find other ways to get lithium for EV batteries	2
Plant more trees on sidewalks	1
More information and resources to become more sustainable	1
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
More green infrastructure	8
More information and resources for the community	3
More action to mitigate climate change	3
More regulations to support sustainability	3
More electric vehicles and charging	3
What support would you need to take action in this area?	Number of Comments
More financial assistance and incentives	8
More community events and workshops	4
Improve public transit	4
More information translated into Spanish	3

Climate Resilience Chapters

NOTE – In this section, strategies for Community Health and Economic Resilience and Natural and Built Environment were presented together.

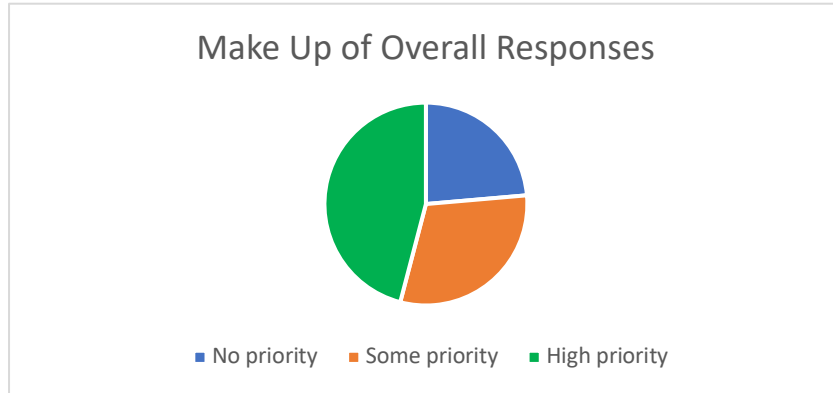
Themes in Questions for Climate Resilience Strategies	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
More trees	8
More protections for trees	8
Expand Urban Forestry Subcommittee	2
Need for faster action	1
Need more water conservation programming	1
Invest more into community-based organizations	1
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
More trees	6
Need a CERT program	4
Support resilience hubs	2
More culturally appropriate outreach	2
What support would you need to take action in this area?	Number of Comments
More trees	6
Need more information and clarity on climate action	3
Require tree plantings in new developments and commercial properties	2
More pollinator habitat and fruit trees	1
More community gardens	1
More outreach to multifamily housing	1

Themes in Questions for Climate Resilience Strategies - Spanish Language Workshop	
Are these community-wide strategies moving in the right or wrong direction? If not, why not?	Number of Comments
Current energy-saving incentives do not apply to mobile homes	2
Finding a path for energy power use that is better for our planet	1
What vision do you have for a climate prepared and sustainable Gresham?	Number of Comments
More information and education about climate change	6
More use of renewable energy	4
There is a lack of assistance for low-income, mobile home owners	4
Need more strategies to mitigate climate action	4
More pollution prevention	2
What support would you need to take action in this area?	Number of Comments
Resources and financial assistance	15
Training opportunities	1
Accuracy of information provided	1

Survey Results

In addition to in-person workshops, a 10-question online survey was made available throughout Q3 and Q4 of 2023. In each question, respondents were asked to rank how much of a priority should be given to a proposed climate action strategy, on a scale of 1 to 3 – 1 being no priority, 2 being some priority, and 3 being high priority. Respondents also had the option to skip questions.

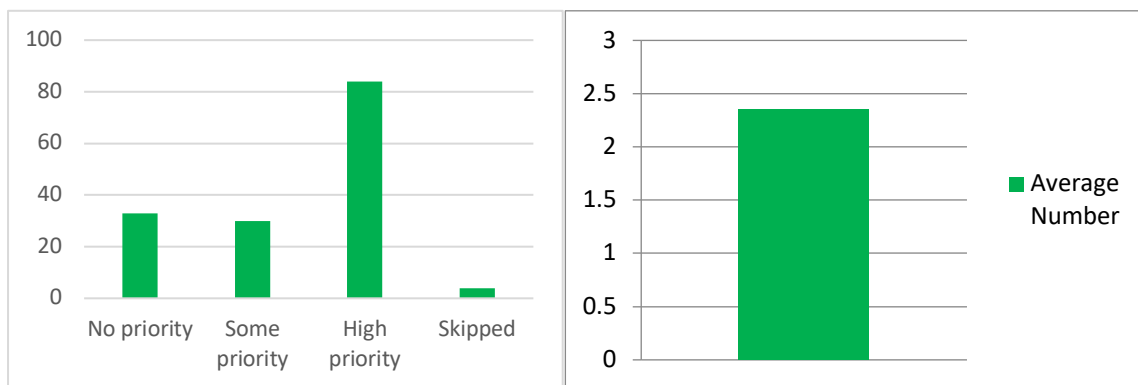
The majority of survey responses indicated that climate action is a medium-to-high priority, with most strategies being ranked as either a 2 (some priority) or 3 (high priority). Overall, 46% of responses ranked strategies as being high priorities, 30% as having some priority, and 24% as having no priority.



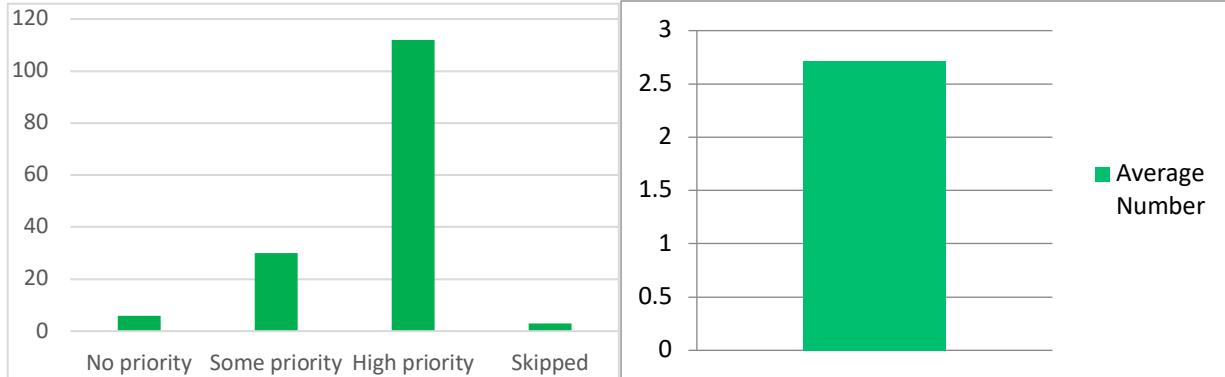
The strategy that received the greatest number of high rankings was that provide in Question 2, which supports planting trees to shade buildings and cool neighborhoods during extreme heat events. This strategy was ranked as a high priority by 112 of 151 respondents, or 75% of all survey takers. This response and those received in events and workshops confirmed that increasing and maintain urban tree canopy is a high priority for the initial implementation of the climate action plan.

The strategies that received the greatest number of no-priority rankings were those in Question 9 and Question 10, which respectively support increasing EV charging infrastructure and micro-mobility options. In Question 9, 55 respondents (36%) ranked EV charging infrastructure as not a priority, with 47(31%) ranking it as a high priority, and 39 (26%) as ranking it as having some priority. In Question 10, 65 (43%) ranked shared-mobility options as not being a priority, with 42 (28%) ranking it as having some priority, and 40 (26%) ranking it as a high priority. From these responses, it can be concluded that the community has mixed perspectives on electric vehicles and shared-mobility, and further community engagement on these topics may be necessary.

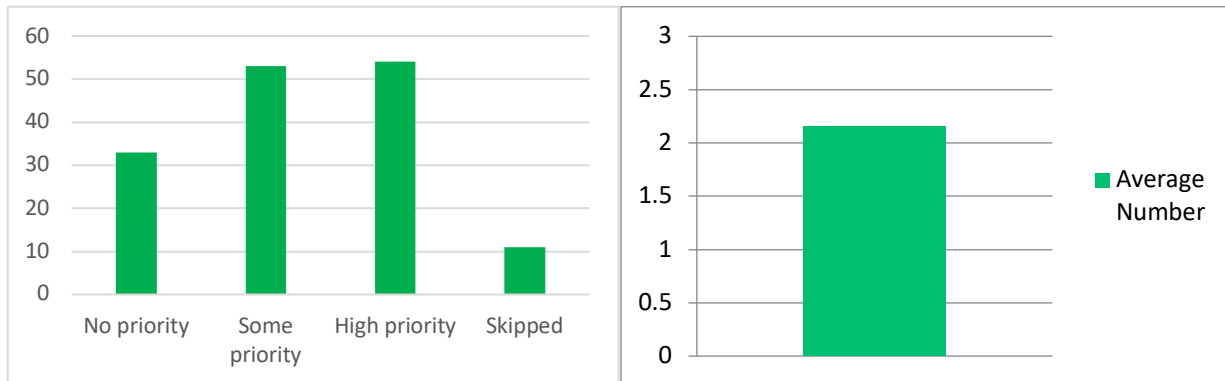
Question 1: *The City of Gresham and local partners work together to supply the community with affordable energy that comes from 100% renewable sources by 2050. Sourcing our energy from renewable sources will reduce our emissions more than any other strategy over the next 25 years.*



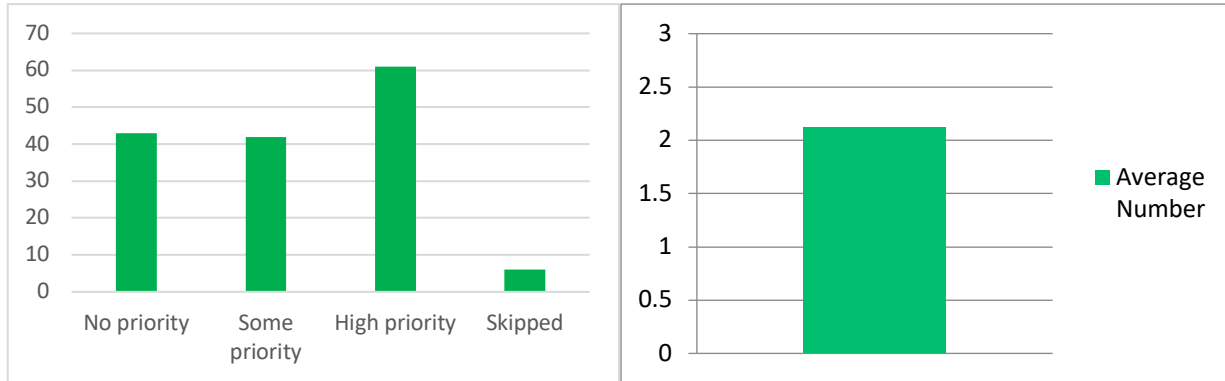
Question 2: *The City of Gresham and local partners work together to plant trees and maintain urban tree canopy in parks and neighborhoods that are at risk of higher temperatures. Trees provide diverse benefits, such as clean water and shade to cool neighborhoods.*



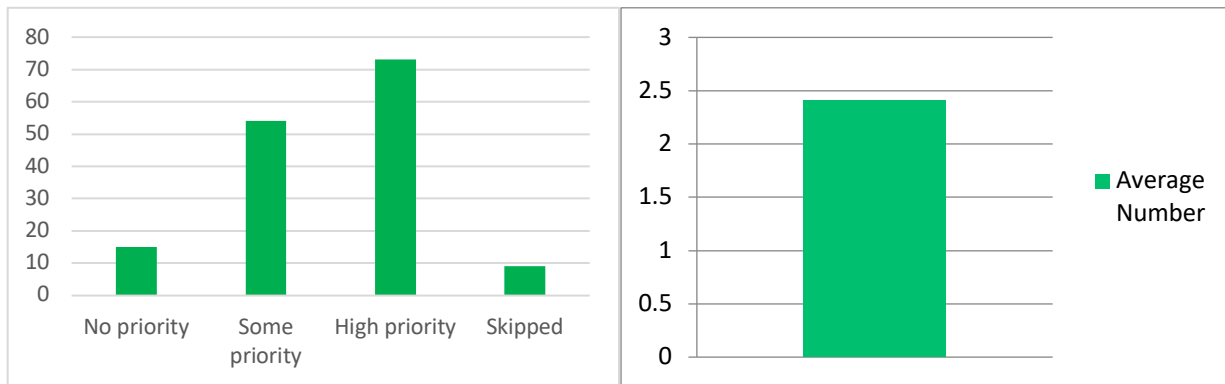
Question 3: *The City of Gresham and local partners work together to increase walking and bicycle paths. Safe walking and bicycle paths make the community more pedestrian friendly and less reliant on cars. This can save households money, increase access to transit, and reduce emissions.*



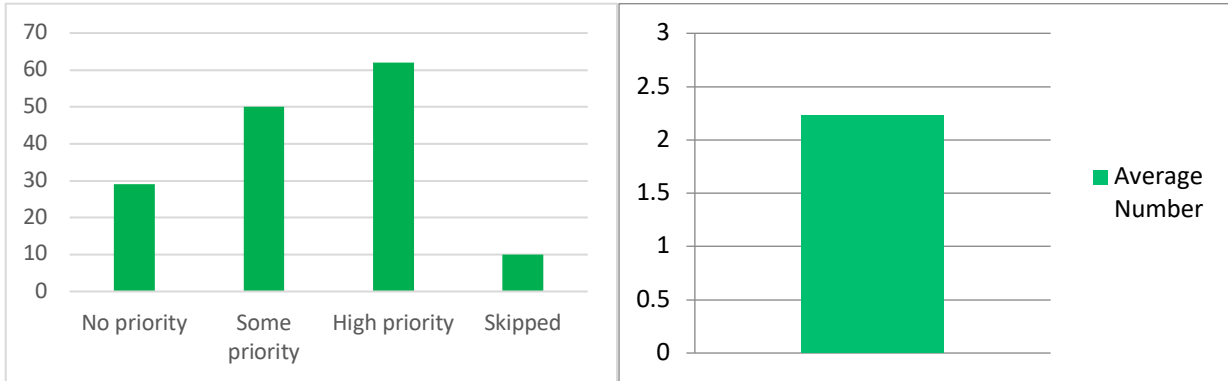
Question 4: *The City of Gresham and local partners work together to incentivize new developments that are dense, walkable, and allow a variety of housing options, a variety of land uses, and prioritize green spaces. Density in neighborhoods make it easier to walk to destinations to buy goods and services, improve community health, and reduce reliance on cars to travel.*



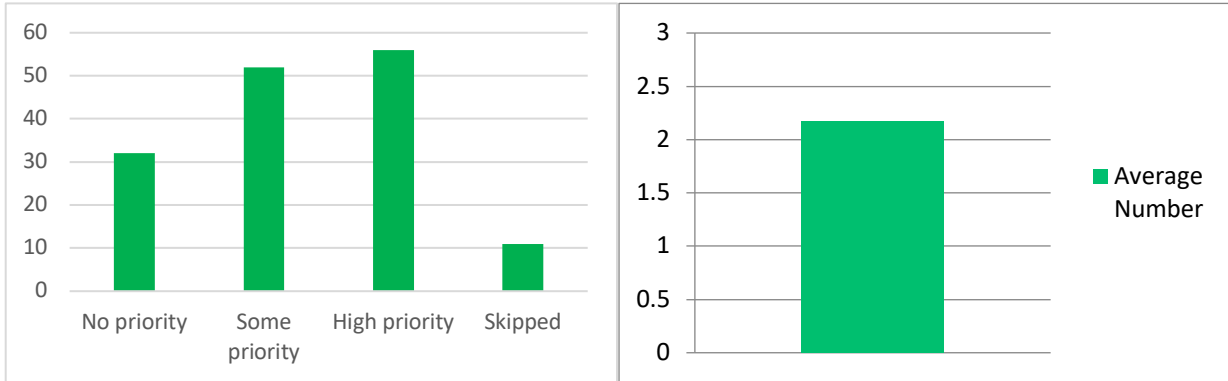
Question 5: *The City of Gresham and local partners pursue grant funding to distribute energy efficiency and weatherization resources to homes, small businesses, and local organizations. Resources such as heat pumps, LED lighting, and weather stripping provide significant cost savings, improve indoor health and safety, and reduce emissions.*



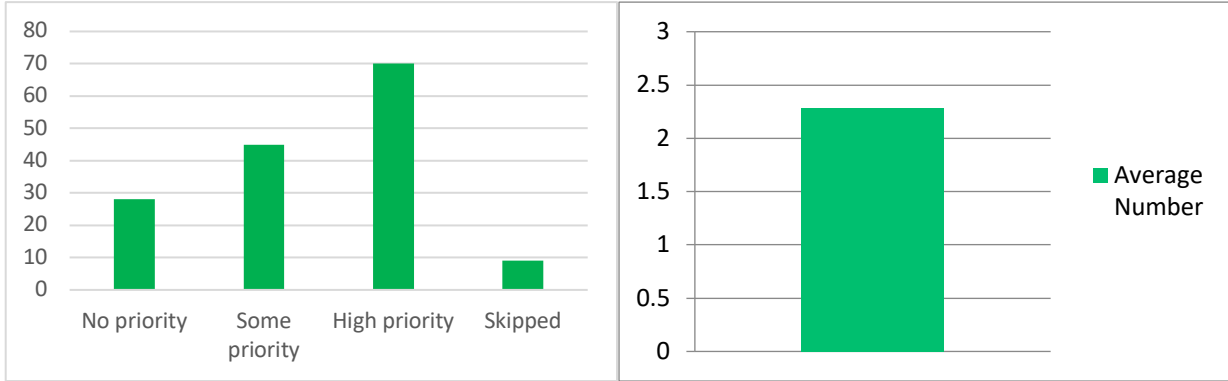
Question 6: *The City of Gresham and local partners pursue grant funding to distribute resources that protect community members from extreme heat events. Resources include heat sensors, smoke filters, and mobile AC units.*



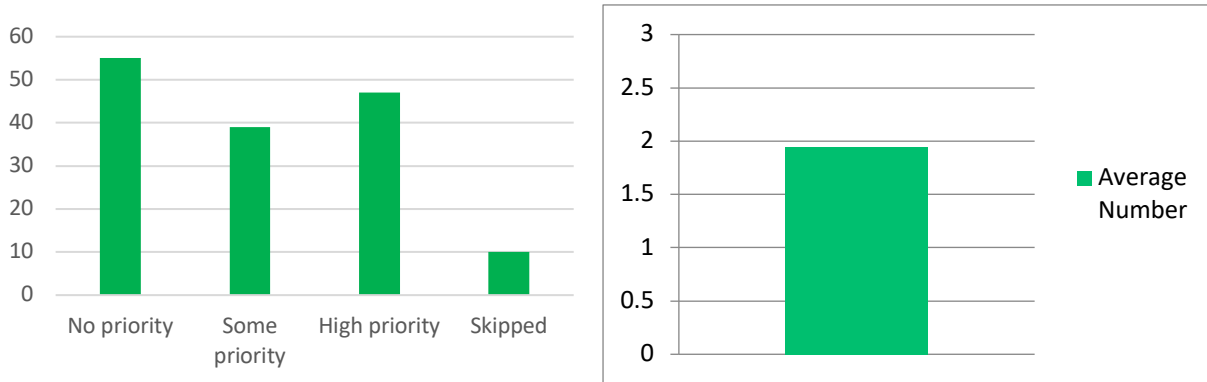
Question 7: *The City of Gresham and local partners develop an early warning system for all extreme weather events, such as heat, fire and smoke, and winter weather. This will improve safety by alerting the community of oncoming conditions, how to prepare, and how to access emergency services and resources.*



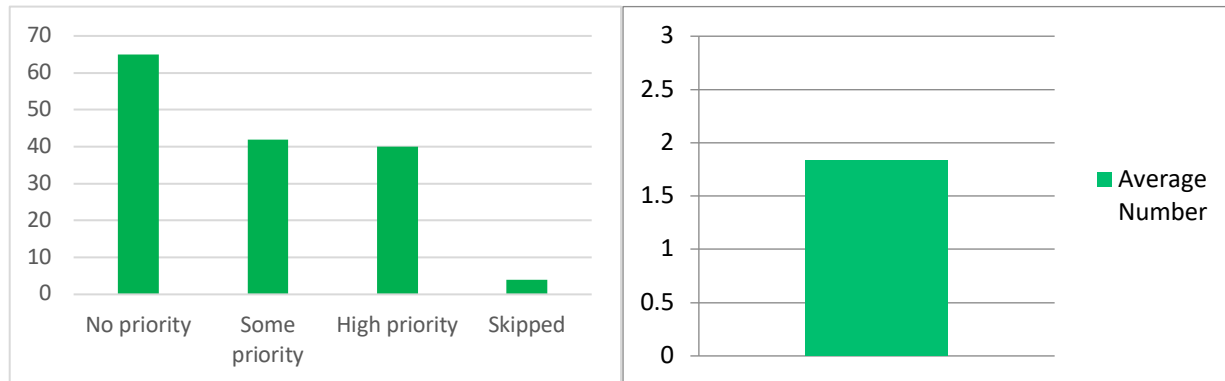
Question 8: *The City of Gresham and local partners pursue grant funding to establish onsite renewable energy projects with battery storage at local organizations and public buildings. Onsite renewable energy projects with battery storage allows essential services to operate in the instance of power outages.*



Question 9: *The City of Gresham and local partners work together to incentivize 220V outlets in all new developments to increase access to electric vehicle (EV) charging stations. Making new developments 'EV-ready' reduces barriers to EV ownership.*



Question 10: *The City of Gresham and local partners work together to explore programming for shared cars, bikes, and scooters that reduce the community's dependence on vehicle travel. This increases travel options while reducing pollution.*



Lessons Learned

Translations.

During community engagement, community members expressed the need for the City of Gresham to provide more accurately translated information and resources on the Climate Action Plan. Workshop participants noted that many of the climate action strategies were translated correctly on a word-for-word basis but were inaccurate or incoherent when read in complete sentences. Participants also noted that many of the words or terms that are commonly used in English to discuss climate change or sustainability do not have exact equivalents in other languages, and that attempts by City-contracted translation services to interpret these words were confusing. This feedback was particularly expressed by participants in the Spanish language workshop.

Recommendations from the community to resolve this issue:

- Develop partnerships with translation services that are local to Gresham, or through services provided by local community-based organizations that serve the community that the City is attempting to engage with.
- When developing information, resources, or workshops that will be presented in languages other than English, partner with local community-based organizations that serve the community that the City is attempting to engage with.

Familiarity with Climate Action and Equity.

In addition to receiving input from the community, the community engagement phase provided City staff an opportunity to gauge how familiar the community is with the topics of climate action and climate equity. Understanding how familiar the community is with a topic helps City staff plan for further outreach and education.

Through written and verbal responses provided in workshops and events, community members demonstrated some familiarity with individual issues such as walkability, tree canopy, and energy efficiency, as well as an understanding of how they are generally beneficial to the community. There appeared to be a gap, however, in familiarity with how these issues are related to climate action and climate equity. Though this gap in familiarity varied on an individual basis, it was observable among participants in every event and workshop.

Recommendation from the community to resolve this issue:

- Develop outreach campaigns and resources that better clarify the relationship between community-specific issues and climate action and equity.
- Develop partnerships with community-based organizations to spread information and improve access to experts in the field of climate action.
- Develop partnerships with community-based organizations to support culturally appropriate, in-language workshops that build climate literacy and skills in energy efficiency, weatherization, and emergency response and preparation.

Adequate Compensation for Participation.

Community-based organizations, local experts, and community leaders are largely played a major role in the development of the climate action plan and the success of the community engagement events. These individuals and organizations volunteered their time, expertise, and perspectives multiple times to ensure that proposed climate action strategies were holistic, actionable, and reflected the needs of the community. The level of community participation and input received in community engagement events were largely due to the strong relationships these individuals and organizations have with the communities they serve.

What became clear in the community engagement process is that there is a need to better develop opportunities for community-based organizations, local experts, and community leaders to be adequately compensated for their time and expertise. Adequate compensation

prevents extractive relationships with the community and ensures that essential community services are not foregoing their support of the community to support community engagement and planning.

Recommendations from the community to resolve this issue:

- Review and align program budgets to ensure that resources are set aside to provide adequate stipends or payment in exchange for services or support from community-based organizations, local experts, and community leaders.
- Develop standard operating procedures that ensure that stipends are offered in a timely and appropriate manner.
- In planning for community engagement events, ensure that adequate resources are set aside to provide meals and childcare for event participants.