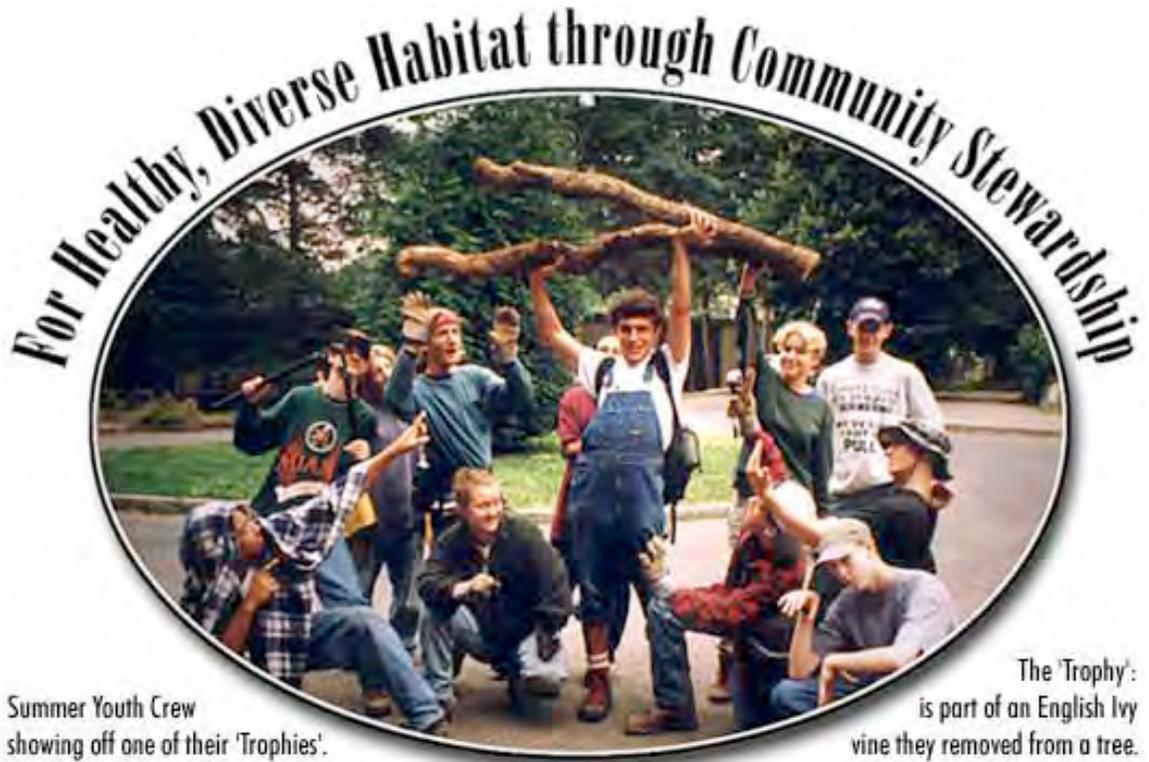


No Ivy Summer Youth Crew



"I just wanted to tell you that I am in the process of transcribing the tapes we shot with the No Ivy crew a few weeks ago. I've done many hundreds of stories for television, and have visited plenty of folks doing good things, but I feel the particular need to tell you how incredibly impressed we were with the crew. Well-spoken, intelligent, enthusiastic, fantastic ambassadors - these are the qualities that come through loud and clear. Many well-intentioned groups out there could only dream of putting this kind of group together in front of a camera. In a culture that too often portrays "younger folks" in increasingly negative ways, I had to smile when I think of what a contrary view was shown to us on our visit with the No Ivy crew. I think viewers will take notice. I hope I can do your story justice."

--Oregon Public Broadcasting Producer Ed Jahn

What Will the Youth Crews Do?

In 1993, a youth crew was hired to reduce the impact of invasive species in Portland, Oregon's Forest Park. Prompted by the emerging threat from English ivy (*Hedera helix*), this successful pilot project became a year-round volunteer and youth employee based effort in 1994. Since 1994, this tremendous program has generated job opportunities for youth from diverse backgrounds and guided the efforts of thousands of volunteers in Forest Park and beyond. The ever expanding network of volunteers and youth leaders often referred to as the No Ivy League, has coordinated numerous citywide efforts to combat the invasion of English ivy and has been a consultant for the development of similar youth programs throughout the Pacific Northwest and across the nation.

The documented successes of the Ivy Removal Project in Forest Park and surrounding natural spaces have proven youth are effective in invasive species control and in providing leadership to the community on invasive species issues. NO Ivy Day, a successful Portland and international ivy removal initiative of the Ivy Removal Project, became an annual tradition in 2003. NO Ivy Day events and collaboration with other projects has led to increased demand for ivy removal throughout the city and the region. In response, the Ivy Removal Project (also known as the No Ivy League) is ready to field a larger youth crew throughout Westside parks and natural areas. This crew will focus on rescuing trees to stop the spread of English Ivy seed and preserve the urban canopy.

Why focus on West Portland?

- The intense ivy infestation of parks such as Forest Park, Hoyt Arboretum Terwilliger Parkway, Marquam Nature Park, and Washington Park provide seed source for the spread ivy throughout Portland.
- The spread of ivy throughout Portland threatens slope stability, the urban canopy, biodiversity, and environmental health.
- Facilities and expertise are already available to support the development of this project at the Ivy Removal Project in Forest Park.



Blooming Ivy on SW Terwilliger

Why Youth?

- Youth have the physical ability to work in difficult work sites, such as steep slopes which are not suitable for volunteers.
- Youth are passionate about employment opportunities that improve their community.

Producing Tomorrow's Leaders



How does Portland benefit?

Development of a capable and adaptable future workforce by fostering good employability skills and positive self-esteem among youth has far reaching benefits. To instill community stewardship values in youth empowers an upcoming generation committed to making Portland a better place.

Community Benefits:

- Cultivates interest in community stewardship and service as a lifelong pursuit.
- Builds future decision makers that are knowledgeable about environmental issues.
- Develops a cadre of youth leaders with a strong work ethic.
- Exposes youth to a variety of career options in environmental and community building fields.
- Develops a cohort of youth that can effectively work and communicate with individuals from a variety of different cultural, ethnic, socioeconomic, and linguistic backgrounds.

Youth Voices:

"Most importantly, I learned how important it is to love and respect the work you do. Out of all the previous jobs I've had, I enjoyed this job the most by far. It has taught me to keep striving, through hard work and perseverance, for a career that I will be content in having."

My Ngoc Le, 2003 Summer Crew

"It is wonderful to be a part of such an important project. I look forward to go to work everyday and being part of people's learning process. Personally, I have learned a great deal about myself and working with others. I probably would not have learned these things had I not been made responsible for so much, and challenged in a safe environment."

Kathryn Doherty-Chapman, '98-'99 Winter Crew

"The most important aspect of our project is that it demonstrates that youth can make a difference. Whether it is the communities of wildlife or our neighborhoods, youth can have an important voice if others are willing to listen."

Alex Johnson, 2000 Summer Crew

"There is a certain kind of satisfaction that sweeps through you when you know in your heart that you are doing something good. This feeling comes from the knowledge that you are helping some one, somewhere, somehow, even if you don't know exactly who. For me, this feeling has the most impact when it relates to something that will be of benefit in the future. The job that I held for the past two summers has taught me much about what it means to do good, and what it means to feel good about myself."

Darian Santner, 1994 Summer Crew



Environmental Protection and Habitat Restoration

How does the environment benefit?

The biodiversity of ecosystems in Portland's natural areas and urban forests is protected by reducing the impact and spread of English Ivy, an invasive plant species.



Why is ivy a problem?

Ivy *suffocates* ground cover, *smothers* native plant seedlings, *overwhelms* shrubs, *destabilizes* slopes, *threatens* riparian areas, *adversely impacts* water quality, *destroys* trees, and *provides* no food for wildlife. When it dominates an area, it creates an *Ivy Desert*.

Where should we start removing ivy?

Ivy removal from trees is a priority because once it reaches the top or apex of the tree; it blooms and sets seed while it causes the pre-mature demise of the tree. Once the trees are destroyed and the canopy is lost, Ivy reigns supreme in a wasteland of shade intolerant invasive species which do not provide habitat for native wildlife.

How do youth engage the community in environmental issues?

Youth crew members frequently lead volunteers in invasive species removal and service-learning environmental activities. This youth leadership builds a community environmental ethic.

Youth Voices:

"This is my first job. Had it been flipping burgers, I would have probably learned to work as little as I could and get away with it. Working to make a positive difference for the environment has helped increase my commitment to doing a job well. Knowing that my group has removed ivy from 500 trees and 2 acres of ground gives me more of a sense of accomplishment than any number of hamburgers ever could."
Jenn Dolan, 1995 Summer Crew



Perseo Ilias rescues a tree

"Being with the project has helped me to improve my communication and public speaking skills, as crew members are often called upon to lead community groups in invasive species removal or environmental education."
Hannah Wells, 2003 Summer Crew

"I hope this project spreads awareness all over the state and maybe the whole country."
Emmanuel Williams, 2000 Summer Crew

"Volunteers ask me all the time. 'What is the point in pulling the ivy in Forest Park when it grows much faster than we can pull it?' All I can say is that I am sick of talking about doing things but not really getting anything done. I can't guarantee that my individual work in pulling the ivy has made a difference but I know that in groups anything can be accomplished."
Natanya Epstein 1996-'97 Winter Crew

Diversity and Lifelong Learning

How are youth empowered by experiences with diverse individuals?

Experiences with individuals from diverse backgrounds and identities prepare youth to be inclusive citizens and effective communicators. They learn to work effectively and collaborate with a diverse group of individuals. This allows youth to be a positive force for an inclusive community.



1999 Winter Youth Crew

Benefits of Experiences for Youth in a Diverse Workplace:

- A group of youth that can effectively work and communicate with individuals from a variety of different cultural, ethnic, socioeconomic, and linguistic backgrounds.
- A group of youth that understands the importance of accepting and affirming different identities.
- Increased self-esteem among project participants.
- A model for the community of an inclusive diverse group working effectively together.

Youth Voices:

“One of my favorite things about the crew itself is the diversity of the crew members. We come from all over Portland and all different backgrounds. I have made many good friends and I think it’s good for others to see how a group as diverse as us can work so well together, be very successful and also have a great friendship.”

Heidi Drago, 1998 Summer Crew

“Last but not least is the crew. We consisted of 12 crew members from high schools scattered all over Portland and 2 crew leaders, one native to Oregon and one from New Hampshire. In the short eight weeks we became the greatest of companions, but most of all we worked hard together.”

Trang Nguyen 1995 Summer Crew



Danny Larkin and Melissa Jimenez celebrate at a Youth Crew Diversity Potluck

“My co-workers are very diverse, special, and interesting. The crew members individually contributed something, advice, jokes, and friendship, to benefit me.”

Melissa Jimenez, 2000 Summer Crew

“It’s a good place to demonstrate pride in my culture and other people respect that... I’ve become more responsible and my leadership skills have gone straight through the roof.”

Jesse Afterbuffalo, '98-'99 Winter Crew

“What I enjoyed the most about this crew was getting to know a variety of people of all different backgrounds and lifestyles. It was very comforting to know that we all shared a common bond; the removal and elimination of ivy.”

Andrea Rodriguez, '98-'99 Winter Crew

“I’ve learned so much in the past year that I’ve been with the project... To count the experiences; erased prejudices, useful skills, interpersonal abilities, time getting approaches, ivy removal strategies, large group tactics, and an overall sense of accomplishment, could take pages and pages. It has definitely been an unforgettable experience.”

Danny Larkin, 2000 Summer Crew

WHAT IS THE VALUE OF YOUR SUPPORT?

Your support will empower youth to be responsible employees and productive work team members as they protect treasured natural areas and parks. To learn that hard, tedious, dirty work can make a positive difference in the community is a priceless lesson for youth.

As a Crew Member Sponsor:

- You will be giving a “scholarship” to prepare youth for a lifetime of *productive employability and responsible community involvement*.
- You will put youth to work removing the ivy from trees in Westside natural areas and parks.
- You will help youth learn the value of *hard work and community service*.
- You will give youth the opportunity to *educate the public and inspire community volunteers while learning self motivation and teamwork in a diverse group*.
- You will help make Portland parks an enduring legacy for people to *connect with a natural, native environment*.



Sponsors Receive:

- **Framed Certificate** recognizing contribution
- A **Thank You Letter** from the youth crew
- Recognition on the **Ivy Removal Project's Website**
- Recognition in **Electronic Newsletter**
- Recognition in **Portland Parks and Recreation Newsletter** (7000 person readership)
- **Invitation to End of Project Celebration** to award certificate of completion to sponsored youth.
- Acknowledgement and recognition in other **Ivy Removal Project Reports and Communications**

Sponsorship Categories:

- **\$250** -- Supports one crew member for one week of work
- **\$500** – Supports a team of 6 crew members and a crew leader for one day of work
- **\$1000** – Supports one crew member for four weeks of work
- **\$2500** – Supports one crew member for full summer project including tools & equipment
- **\$5000** – Supports one crew leader including extra time for training and project planning plus tools, equipment, and materials.

No Ivy Summer Youth Crew Budget

18 crew members @ \$1860. each ($\7.50 per hour + 10% employer taxes X 31 hours per week X 8 weeks X 18 positions)	\$33480.
3 crew leaders @ 4550.* ($\$11$ per hour + 10% employer taxes X 37 hours per week X 11 weeks X 3 positions)	\$13650.
Equipment and tools (loppers, pruning saws, gloves, goggles, hat, T-shirt)	\$ 3800.
Van rental (3 7-passenger vans for 2 months)	\$ 4200.
Education & recognition materials; misc.	\$ 1000.
<u>Total</u>	<u>\$56130.</u>

* Youth crew leaders are on board two weeks before and one week after the crew members employment for training, planning, and reports.

Portland Parks In-kind support (payroll, administrative services, supervision, safety training, facilities, communications; other operating materials and equipment)	\$28000.
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Operated by the Portland Parks City Nature's Ivy Removal Project aka No Ivy League

Founding Partners: Portland Parks, Friends of Forest Park, Friendly House

Founding Sponsor: Metro Central Enhancement Fund

This No Ivy Youth Crew presentation was prepared by Alex Johnson
as an internship project in partial fulfillment of requirements
for Masters Degree in Public Policy from Oregon State.

Alex is a No Ivy Youth Crew "alum."

Sandra Diedrich and David Morgan assisted in the material's preparation.

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honor of the many amazing youth who have served on the crew.

How Is the Ivy Removal Project No Ivy Summer Youth Crew Organized?

A Typical Day

Typical Team Work Day in the Field: (Monday through Thursday)

8:00 AM	Shape-up: organize tools & provisions; safety checks; work site briefing; warm-up and stretching.
8:15 AM	Depart for designated work sites
11:30 AM	Lunch in the field followed by group movement and stretching activity
2:00 PM	Return to field headquarters; shake-down: daily clean-up and equipment check; worksite documentation and mapping; briefing on next day's activities and team assignments
2:30PM	Depart for home

Typical In Service and Project Planning Day: (Fridays)

8:00 AM	Weekly crew meeting; work planning for up-coming week; training updates.
9:00 AM	Documentation and mapping; community involvement projects; in-service leadership and diversity training activities; field experiments and monitoring projects; environmental educational field trips. Enhance knowledge of natural resource management, improve performance with community volunteers, and foster occupational awareness. Field investigation of worksites and planning for volunteers.
1:00 PM	Weekly maintenance/ job expectation training: vans and equipment cleaning and maintenance
2:30 PM	Depart for home.

Typical Team Work Day with Volunteers and Community Service Groups: (Saturdays, *optional*)

8:30 AM	Shape-up: organize daily project and/or prepare for day's volunteers/group activities; record volunteer data and related follow-up; work on outreach and education projects.
9:00 AM	Provide training and orientation for the day's volunteer or community service group; leadership development and training through work party supervision.
11:30 AM	Wrap up, work documentation, and refreshments with volunteers.
12:00 PM	Return with volunteers to field headquarters; Debriefing and lunch.
12:30 PM	Shake down: daily clean-up and equip check; work site documentation and mapping; briefing on next day's activities.
1:00 PM	Continued work on projects.
2:00 PM	Depart for home.

Organization and Administration

Length of employment: 8 weeks in July and August

Work week: 32-35 hours per week

Work day: 8:00 AM to 2:30 PM

Wage: New Crew Members: \$7.50 per hour. Returning Crew Members: \$7.80 per hour.

Crew member age: high school age

Crew size: up to 18 crew members working in 3 teams, plus 3 crew leaders

Supervision: 3 Youth Crew Leaders. Crew leaders must have demonstrated skill leading youth groups and outdoor work; have a valid driver's license with an exemplary driving record; be certified in First Aid/CPR and defensive driving; and complete training/orientation modeled on the Civilian Conservation Corps program.

Management and Administration: Portland Parks and Recreation is the employing agency for the crew and provides full insurance coverage. Portland Parks and Recreation would also provide payroll administration. The summer project is managed by the Project Director. The City Nature North Zone Youth & Community Involvement Coordinator will manage the summer youth crew program.

Worksites: Natural areas on the west side; for example, Forest Park, Terwilliger Parkway, Marquam Nature Park, Hoyt Arboretum, and Washington Park