



SENSE OF COMMUNITY AT GLACIER NATIONAL PARK

Katie Buek, Livi Hernon, Liam Hoyle, Nico Panzardi



WPI

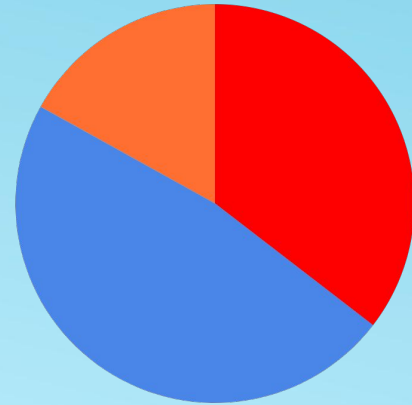
GOAL:

Assess the sense of
community at GNP and
provide
recommendations to
strengthen it

WHAT IS COMMUNITY?

Within Working and Living:

- Inclusion
- Empathy
- Participation



FACTORS



PHYSICAL BOUNDARIES



RECOGNIZING INDIVIDUAL NEEDS



SEASONALITY AND WORKLOAD

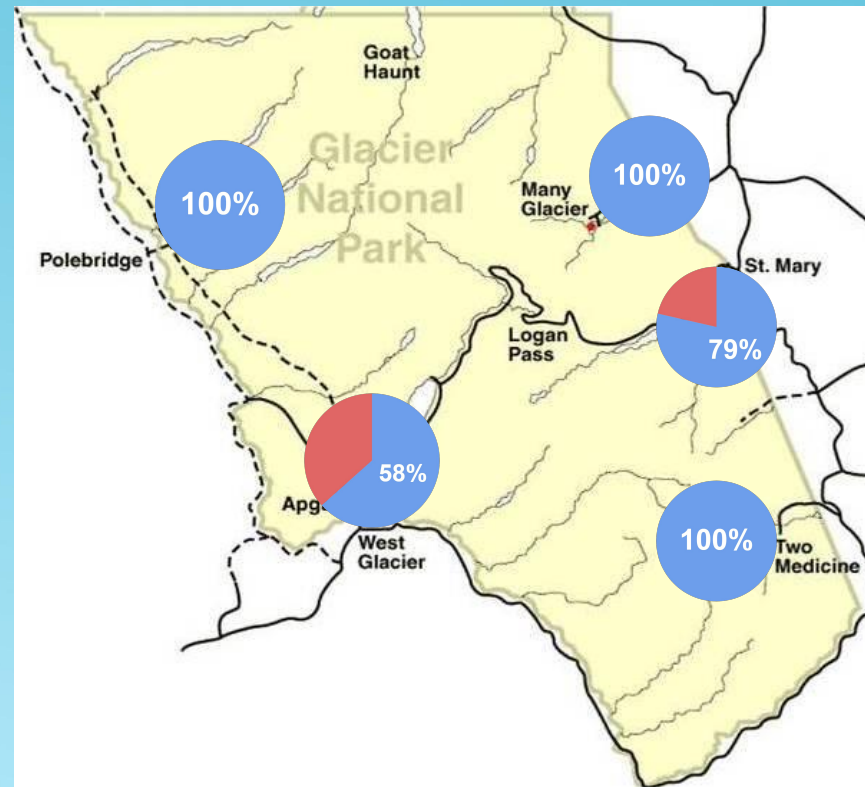


SOCIAL BOUNDARIES



PHYSICAL BOUNDARIES

“I feel I am part of some communities within Glacier, but I do not feel like Glacier as a whole has a community to be a part of.”



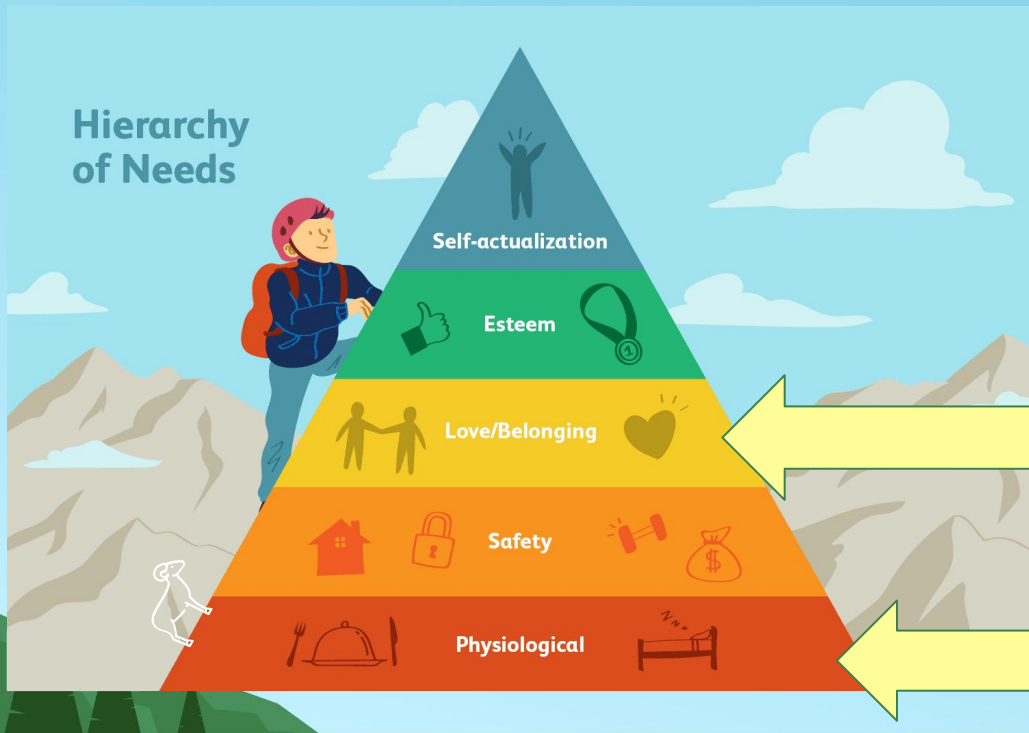
Reported: Sense of Adequate Community



Reported: Sense of Inadequate Community



INDIVIDUAL NEEDS



“Offer more housing opportunities”

“Provide guaranteed housing”



SEASONALITY AND WORKLOAD

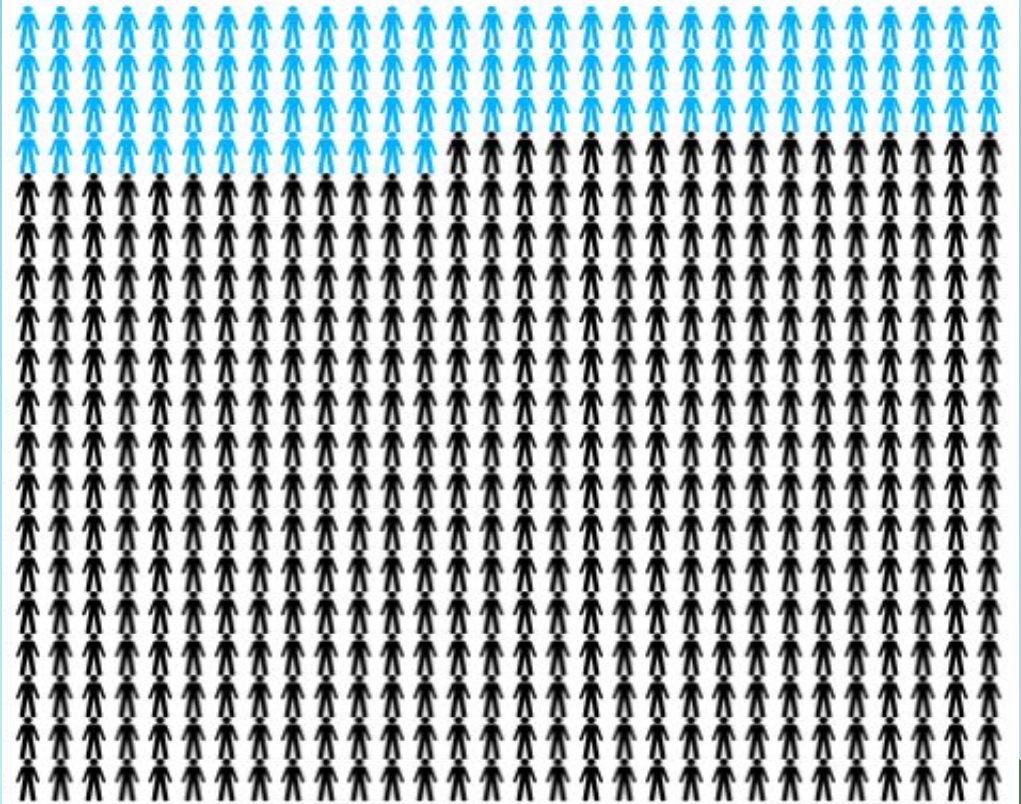


Permanent employee



Seasonal employee

“There’s only so much community you can build when it’s ninety percent seasonals who come and go.”





SOCIAL WORK BOUNDARIES

- No consistent Employee Lead training
- Online meetings cause a disconnect between employees
- Little integration between divisions in larger hubs

“it is very fragmented. Each division does its own thing.”

“there is community here; unfortunately it exists in workgroups”

“Welcomed by work group but not other divisions”





SOCIAL AFTER-WORK BOUNDARIES

- Lack of events
- 3 types of community perceptions in larger hubs
 - Outstanding sense of community
 - Little but adequate community
 - No sense of community
- Everyone needs to be a part of the change

“Community needs to want to be fixed”





RECOMMENDATIONS TO STRENGTHEN SENSE OF COMMUNITY



**HOST FREQUENT
COMMUNITY EVENTS**



**INCREASE ADVERTISEMENT
OF EVENTS**



**CREATE CONSISTENT
EMPLOYEE LEAD TRAINING**



**TRANSITION ONLINE
MEETINGS TO IN-PERSON**



**PROVIDE COMMUNITY
GATHERING SPACES**



PROVIDE ADEQUATE HOUSING

THANK YOU!

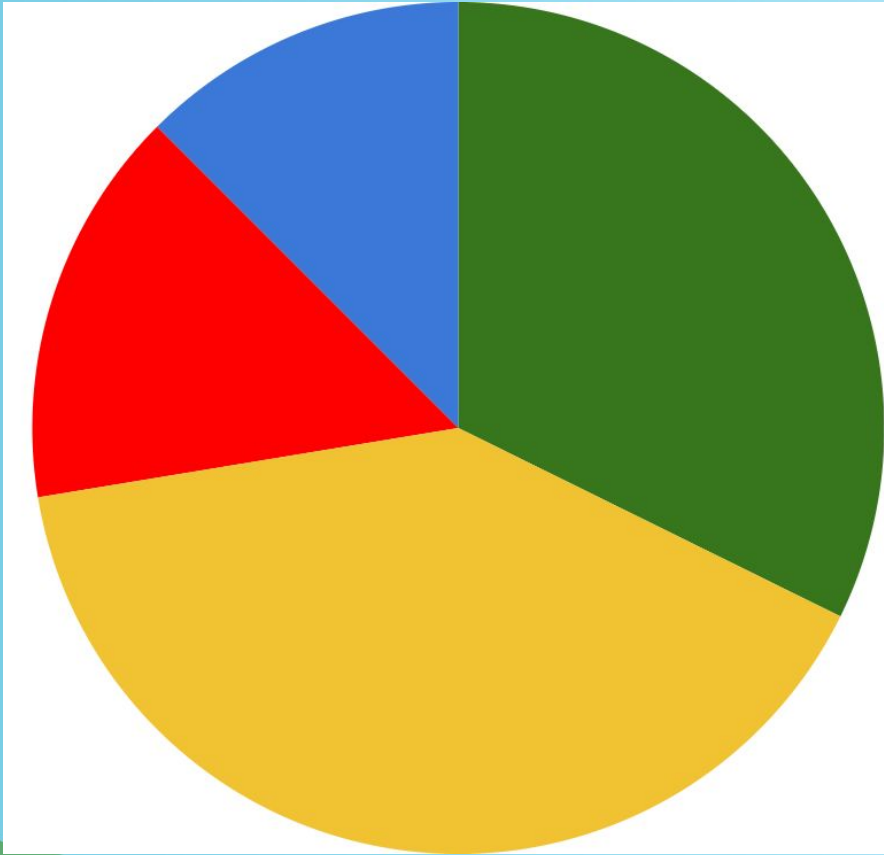


With special
acknowledgements to:

- **Sierra Mandelko**
- **Robert Traver**
- **Seth Tuler**
- **All participants**

WHAT ARE THE PROBLEMS WITH THE GNP COMMUNITY?

Categories:	Total
Differing schedules	8
Isolation between working groups	27
Distance to activities	2
Orientation	4
Improper information exchange	8
Lack of activities	24
Staff leave after work	13
Staff does not attend events	6
Budget / Funding	4
Lack of / Inadequate housing	22
High turnover in staff	8
Isolation between Hubs	16
Isolation between employees	18
Wages	3
Cumbersome policies	8
No central hangout spot	13
Busy workload	8
Themes:	
Physical Boundaries	62
Social Boundaries	77
Recognizing individual needs	29
Time Constraints	24

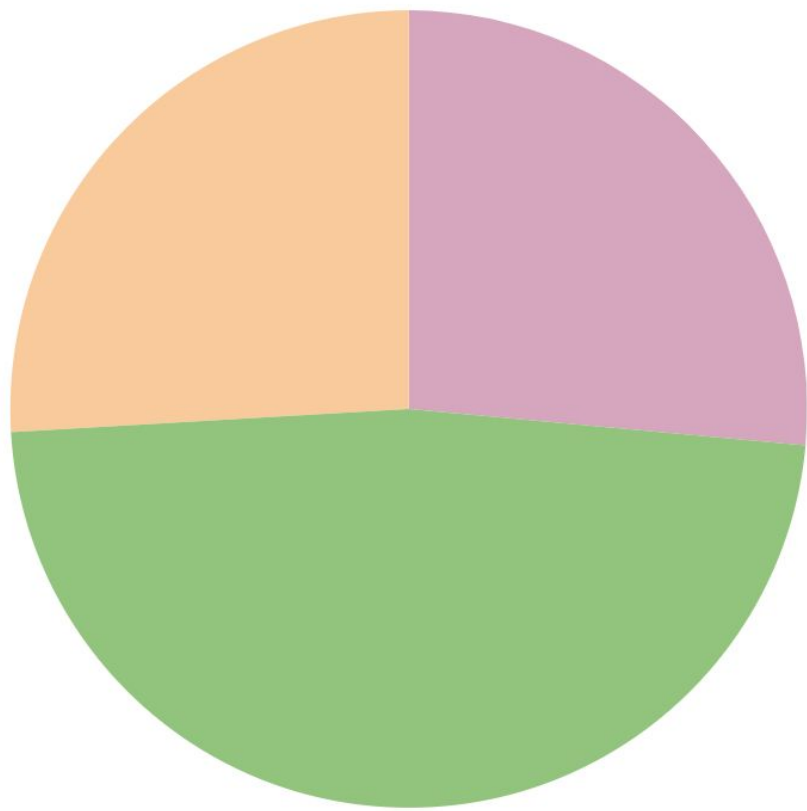


- Physical Boundaries
- Social Boundaries
- Recognizing individual needs
- Time Constraints



WHAT IS YOUR DEFINITION OF A GOOD COMMUNITY?

Category:	Total
People living in the same place	11
Lookout for each other	30
Communication	12
Shared interests	5
Minimal conflict	4
Respectful of others and their situations	21
Oppurtunity to learn from eachother, change perspective	7
Work together	18
Shared values	10
Honesty	3
Feeling comfortable	17
Feeling welcome	10
Activities/gatherings	9
Familiar with each other	15
Spending time together	17
Themes:	
Inclusion	50
Empathy	90
Participation	49

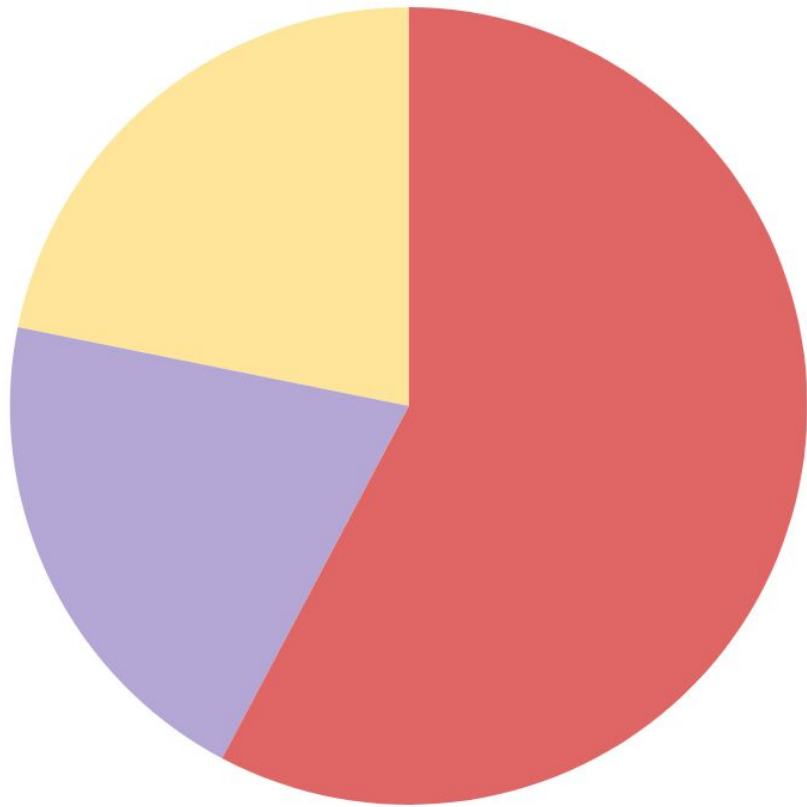


- Inclusion
- Empathy
- Participation

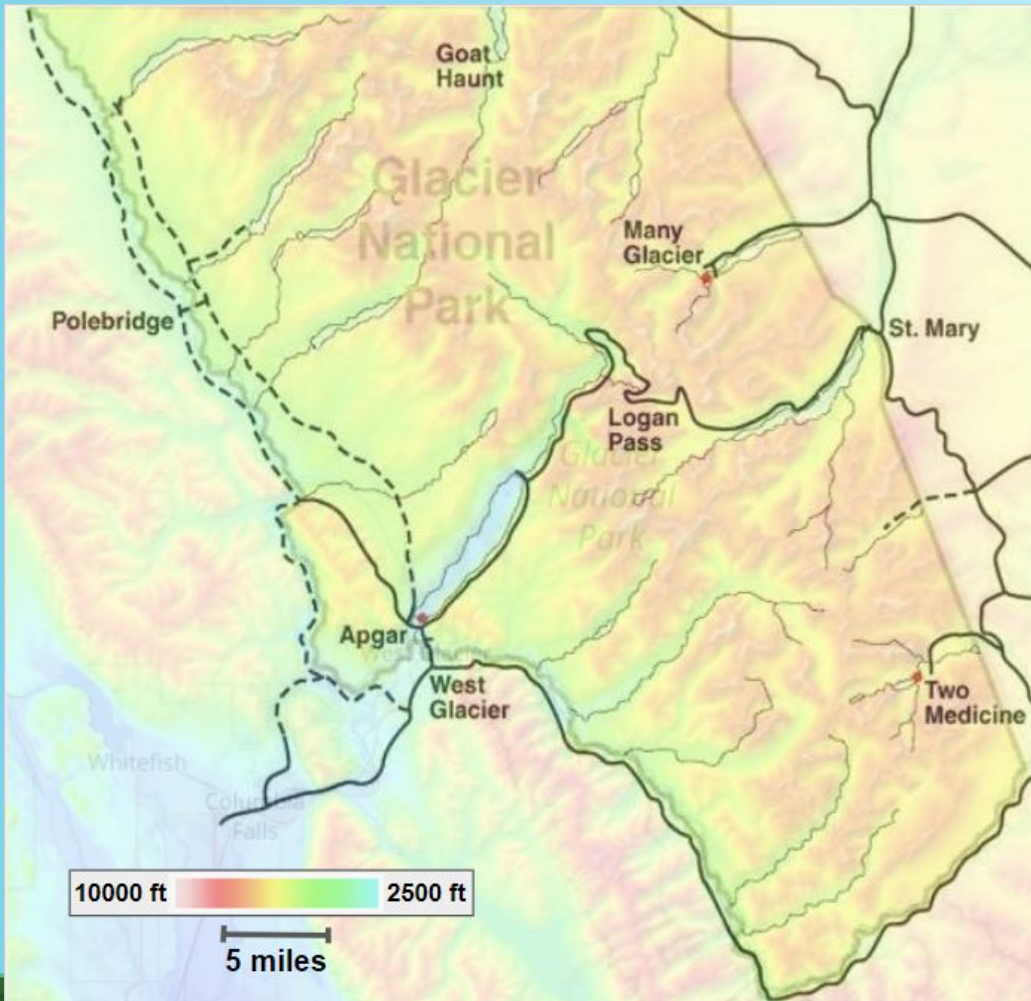


WHAT WOULD YOU DO TO STRENGTHEN THE GNP COMMUNITY?

Category:	totals:
Train supervisors	4
Combined east west events	4
Lay off on policy	7
Regularly scheduled activities	29
Accessible event times	8
Build enough housing	14
Common meeting area	14
Retirement plan and employee benefits	2
More considerate of tribal relations	2
All-employee meetings	2
Celebrate birthdays	1
Increase overlap of job sectors	12
More informal meetings	6
Increase advertisement of events	8
Need organising personalities	5
Employee interest groups	1
More enthusiasm towards building community	7
In-person meetings / orientation	9
More vocal appreciation	4
Build more employee facilities	1
Make orientation better	2
Themes:	
Increase communication	82
Better infrastructure	29
Displays of Empathy	31



- Increase communication
- Better infrastructure
- Displays of Empathy



INTERVIEW SCRIPT

Introductory questions:

- What is your position at the Park?
- How long have you worked for GNP?
- Do you live in park housing?

Main questions:

- What does a good community mean to you/ How do you know when you have one?
- Do you find that sense of community here at Glacier? Why or why not?
- Did you feel welcomed when you came to Glacier? How has that shifted through each summer season?
How has that shifted over the course of your employment?
- What events (if any) do you participate in at Glacier?
- What could the Park do differently in order to increase the sense of community?
- Are there any materials that would help you assimilate/ease into park culture?

