

Friends of Hyland

Addendum: Additional Questions and Supporting Details

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Additional Questions and Supporting Details

*Note: All questions requiring answers are **bolded** for clarity*

Abbreviations

- *TG = Team Gilboa*
- *TRPD = Three Rivers Park District*
- *BOC = Board of Commissioners (TRPD)*
- *DEI = Diversity Equity & Inclusion*

Organization of TRPD/Hyland

What is the organizational structure from the Board of Commissioners down to TRPD oversight and for the management and staff at Hyland Hills?

- **What are the management roles and responsibilities and for all positions starting with the Board of Commissioners, Superintendent and staff at TRPD Headquarters, Hyland Management and Supervision - including Race Facilities, Ski Patrol and Hill Operations?**
 - **Who fills these roles currently?**
 - **Who has oversight of the hill operations and hill safety?**
- **Who is responsible for ensuring that Diversity, Equity and Inclusion are practiced within TRPD and specifically at Hyland Hills?**
 - **Is Economic Disparity included in your DEI practices?**
- **Who has fiduciary duties and oversight for TRPR and Hyland Hills?**
- **What is the relationship of TRPD Commissioners, Superintendent, Hyland General Manager & Supervision, with Team Gilboa leadership?**

Safety

What is the safety culture and organizational responsibility for safety in TRPD for managing risks and hazards within the TRPD system? Are there policies and procedures that govern safety in TRPD? Will you please supply these?

Who is responsible for safety at Hyland Hills? Are they qualified to perform these duties at a ski area? Is there a Safety Officer or similar position?

- **Why, when safety hazards are pointed out by patrons and staff, aren't they investigated, risks mitigated with prompt follow-up communications to the people who voice their concerns?**
- **Why aren't there procedures in place to address these hazards *before* the season starts, each year? If these are in place, why do the same issues keep coming up each year?**
 - Many of the items mentioned get addressed for a short period of time and then not again, causing the hazard to continue to exist and then the same concerns get voiced and go addressed.
- Since most of the hazards mentioned below are obvious to a lay person and easily remedied, it is curious why the ski patrol staff wouldn't mention this to their supervisor and address the issues. Or maybe they do but the issues don't get addressed so they stop speaking up.
- Many letters and inquiries to Hyland management go unaddressed and unanswered. We can provide these letters.
- The costs to the injured and resulting lifetime disabilities can be enormous.
- The costs to the taxpayers in the form of legal fees and insurance can be enormous.
- This cavalier attitude to safety is astounding to those of us who know the ski industry and ski at other areas.
 - Just because many parents don't know what risks their kids are exposed to does not justify ignoring these concerns. The same goes for new skiers/riders and other patrons.
 - Just because the TRPD insurance company doesn't require certain safety procedures, this doesn't justify not performing solutions that easily remedy the problems and reduce risks. The costs of not addressing these concerns are too great.

Why does Hyland Hills not follow industry standards/best practices and what would be "common sense to a layperson" for safety and crowd management in the Snowsports Industry?

Hyland is a small and condensed ski area with intense crowding at times. It is even *more important* to proactively manage this to avoid collisions and injury/deaths.

- **Why aren't race hills closed to the general public when used for racing?**

- This is an ongoing and daily danger to the skiing public and to the racers. It's been mentioned several times over the years by employees in staff meetings, letters and coaches' meetings.
- **Why is there no fencing (e.g., B-Net or other more permanent types of barriers) at the bottom of the terrain park in front of the chalet where hundreds of kids per hour are skiing down into this area?**
 - This is where people (many children) put their skis on and where skiers must ski to get over to the North hill. They are sitting ducks here to the kids coming down from the park.
 - There is no safe passage to get through this mess ever and it's much worse during peak times (weekends, after school) – especially when there are a lot of park kids coming down and flying over jumps “blind”. In addition, there are skis, poles and boards left on the snow further constricting the passageway.
 - Many collisions have occurred here.
 - The area out by the Center chair / hill is fenced off for ski school and this is great. This fencing should continue past the chalet all the way to North with some entrance “control” gates that slow the people coming down before entering into the passageway.
 - Ironically, the ski patrol room is also right at the bottom of this park and *is* fenced off with industry best practice “B-Netting” that breaks the fall and provides a barrier.
 - **Is this to protect the building? Or protecting the riders/skiers if they hit the building? If it's to protect the riders/skiers, why are the other people also protected in this area in front of the chalet and when attempting to ski to North?**
- **Why isn't there fencing (B-Net or other) to create a safe passage from the north end of the chalet over to North?**
 - When the people are flying off the Big Jumps (“kickers”), they land fast and can lose control, causing a collision at high speed. They also fly off these “blind” because there is no way to see what is on the low side of the jump or down below until one lands there.
 - There have been several accidents here involving serious injuries and these could have been *easily* prevented by simply having some B-net up.
 - Requests to remedy this have been made many times over the years by multiple people both with Hyland employees and other patrons. Yet, nothing has been done and the hill seems to get more crowded each year. Letters can be provided on request.
 - Small children skiing to North need special consideration because they are not aware of what is coming down around them.
 - Netting/Fencing would help this.

- We have been made aware of at least four collisions here and at least two caused a concussion. There are probably more of these collisions and the accident reporting database should have this data.
- **Why wasn't the area where the new "Borealis" run merges with the bottom of North fenced off with a control gate and signage that force skiers/riders to slow down before merging across the bottom of North?**
 - There was a *life-threatening and life-altering injury here* (January 2022) and control fencing would have prevented this accident.
 - In fact, the ski patrol was not even aware that this new "run" had been open when the accident occurred, so it was not patrolled or controlled.
 - Whether there is an impending lawsuit or not, this and other hazards should be addressed *before* more injuries (or deaths!) occur.
 - Alternatively, this run could be closed off entirely because there is no lighting back here and it's unclear if ski patrol does hill sweep on this trail. There is also no convenient or safe passage to the chairlift when race teams are training unless the *entire* bottom of the hill is fenced off.
 - At the time of writing this letter, the run is now officially open apparently. There is some fencing but it's unclear whether the patrol swatches/sweeps this run. It is not lit at night and there is not a safe passage to the chairlift when race training is occurring.
- **Why is the rope tow on North not fully fenced off to the north?**
 - "Kids will be kids" and go into the woods. They cut out across the rope tow and onto North where there is often a race course set.
 - This is extremely dangerous for both the kids in the woods and anyone skiing on the north end of North.
- **Why is there not B-Netting ALL ALONG at the bottom of lanes 4-8 on North where this is a deep ditch before a chain link fence and little runout at the bottom of this part of the hill?**
 - This was requested a few years ago and thankfully the patrol put this up. This has been requested since then to no avail. This should be done as a matter of standard practice and not have to be requested each year.
 - Many children have ended up in this ditch and hit the fence. It's only a matter of time before a serious injury occurs.
 - Update: Some B-Net was added but it's incomplete. Around New Years' weekend in 2022-2023, a child flew into the chain link fence because the B-Net had prematurely ended. This child may have potentially broken their back. B-Netting would have probably prevented this injury.
- **Why was the beginner area on Bunny turned into a terrain park?**
 - This is the only place where beginners can learn to ski. When the boarders from the terrain park fill up that area, it's impossible for beginner

skiers or boarders to learn. The kids budge the line and get on the rope ½ way up the hill. There has been no skier/rider management here as there is regularly in the park out front with ski patrol.

- In addition, the park features clog up the hill which is hazardous for beginners. At the beginning of the season, there was hardly any room for beginners to ski because of the terrain park features.
 - It seems that more and more, Hyland is being taken up by terrain park with the Big Jumps crowding into North, the existing area out front of the chalet and now the Bunny hill.
- **Why isn't Bunny fenced off so kids can't cut through the woods to get there, causing dangerous situations - especially for the beginners.**
 - This is an ongoing hazard.
- **Why doesn't Hyland limit the number of skiers/riders at Hyland during busy times?**
 - Hyland is extremely crowded at times, and it becomes dangerous just to stand in a lift line (especially when there are no corrals or lift line management). This pertains to all the lifts.
 - The hills are crowded as well and getting from one hill to another is dangerous (see above item).
 - A ski area can only absorb so many people before it becomes dangerous and unpleasant, taking away the enjoyment of everyone.
 - Many people won't even come to Hyland anymore because they are afraid for their safety both on the hills and at the bottom of the hills – especially in front of the chalet.
 - The overcrowding causes traffic, chalet and parking jams also.
 - Other ski areas are limiting access and can easily do this with on-line ticket reservations, at the ticket window and with ticket checking.
- **Why, despite the above items mentioned repeatedly by patrons and Hyland's own staff, to ski patrol management and ski area management, and being standard operating procedure at other ski areas around the regions, US and in across the globe, isn't Hyland Management more proactive about safety?**
 - **Is there a checklist of procedures that should be reviewed and followed prior to the season opening and ongoing throughout the year to ensure basic and identified safety processes are followed?**
 - It seems absurd that in light of the recent life-threatening collision in 2022 and the myriad of other collisions and common sense of these hazards - and how easy it would be to address these concerns - that nothing would be done about these above-mentioned items.
 - The injuries, ongoing damages, medical costs and lawsuits incur huge costs for both the injured and for TRPD – which is ultimately borne by the taxpayers.

Diversity, Equity and Inclusion - DEI

- **Does TRPD have a DEI policy? If so, how does this policy apply to the facilities it operates?**
- **Citizens have been told in the past that Hyland (along with Baker) are “enterprise operations” within TRPD and therefore subject to different business operation policies.**
 - **How would this change the way TRPD implements its mission and policies – including DEI - if at all?**
- **Why doesn’t Hyland simply rotate all the lanes and preferable times equally so that all children will get a more equal share of the resources – including the premier resources that help develop better skills?**
 - It would not be difficult to rotate fairly (and on a standard basis for efficient use of resources) and many suggestions have been given for ways to do this equitably and transparently.
- **Why doesn’t TRPD enforce a cap on TG – no higher than their OA number of 275?**
 - Many would argue that this number of 275 is too high given the capacity of the ski hill to safely absorb skiers.
 - TG has been having 450-550 racers each year for the past 4-5 years. Just eight years ago, they had about 200 racers so they have doubled to nearly tripled in size.
 - It’s not just the North Hill that is affected by over-capacity as the skiers will ski at Center, South and Bunny also causing crowding, long lift lines and unsafe conditions.
 - This arrangement results in:
 - Because TG keeps expanding their membership (approximately 2.5 X or 150% growth from 2012 to 2022 and double their OA specified membership of 275 to 500-550), this also creates safety issues due to crowding and bunching on the hill with other teams/programs. This also creates long lines at the chairlift which degrades the experience for everyone.
 - This oversubscription affects the rest of Hyland every day of the week, all winter long.
 - Over the years, Hyland Management, the TRPD Superintendent and the TRPD commissioners have been questioned on this repeatedly. Requests for equity have been made and solutions have been offered. The following excuses for not being equitable include:
 - NO RESPONSE (lots of these responses, see letter to TRPD commissioners that should be on file)
 - It’s always been this way.
 - “We have a special relationship with Team Gilboa” [what exactly does “special relationship” mean?]

- There is a contract in place [if so, will you please share this?]
- We aren't going to discuss this any further with you.
- You should either quit your job or quit advocating.
- You are rich enough to afford to join TG if you want more access
- Coach your kids up [on the inferior facilities] and stop whining.
- Go somewhere else if you don't like it [some teams have been run out of Hyland in the past due to this treatment]
- You'll never get anywhere with these requests. There's an agreement in place. [If so, please share this.]

These are some comments made by parents involved with TG

- TG owns part of Hyland [No- the public owns Hyland]
- Those TG kids are better than your kids and more serious about their sport. The TG kids are going to do great things and go to the Olympics. [Not true and irrelevant even if it were true]
- Those TG kids pay a lot of money to be on that team, so they deserve it [the "a lot of money" does not go to TRPD/HH]
- You can't actually believe that your kid deserves access to the same privileges TG has. [yes, this actually was said by a TG parent]
- There is no difference in the lanes at Hyland. [Then why doesn't TRPD give ABC/123 to the high school teams and have Gilboa train on 4/5/6?]
- **What is so important with this TRPD/TG relationship that it warrants this type of disrespectful, threatening and demeaning treatment of citizens, patrons and DEI advocates... and the continuation of this discrimination against 20,000+ children over the past 20-25 years?**
- **Where in TRPD Mission and Policy does it state that special treatment of elite and expensive programs should be allowed such that it creates discrimination against the majority of the children?**
- **Should we expect equal treatment of children within TRPD?**

This graphic shows the lane differences and how Team Gilboa dominates the best lanes at Hyland Hills. This is just a partial view of the lane schedules.

Lanes 4-8- Least Preferred – short, not as steep, no run-out at bottom, poor lighting, no start ramps, farthest away from the chair and ropetow

ropetow

New Start Ramp for Lanes A/B

Best Lanes A/B/C – Steepest, longest, best lighting, best start ramp, least crowding from other racers. 50% longer than lanes 7/8. Has a long runout.

Old Start Ramp for Lanes 1/2

2nd Best Lanes 1/2/3 – longer than 4-8, has a run-out, has start ramps.

Rope Tow Lanes 7/8 – Some teams like these lanes because racers can get a lot of runs vs. riding the chairlift

Date	Best Prime Lanes - Steepest, Longest with Nice Run Out and Start Ramp, Best Lighting									2nd Best Prime Lanes - 2nd Steepest, Long w/ Run Out									Worst Lanes - Shortest Lanes w/ No Run Outs, worst lighting									Shortest lanes, no Run-out but Rope Tow Access								
	C			B			A			1			2			3			4			5			6			7			8					
	4:00	5:30	7:15	4:00	5:30	7:15	4:00	5:30	7:15	5:30	7:15	4:00	5:30	7:15	4:00	5:30	7:15	4:00	5:30	7:15	4:00	5:30	7:15	4:00	5:30	7:15	4:00	5:30	7:15	4:00	5:30	7:15				
Nov 28	19	19	19	19	19	19	19	19	19	19	9	5	1	17	5	11	11	12	11	13	4	10	10	10	10	10	10	10	16	19	18	19				
Nov 29	19	19	19	19	19	19	19	19	19	19	18	12	3	9	12	1	16	4	1	17	5	10	10	10	10	10	10	10	13	19	19	19				
Nov 30	10	10	10	10	10	10	1	16			19	19	19	19	19	19	19	19	3	9	3	13	5	11	11		1	17	19	19	19					
Dec 1	19	19	19	19	19	19	19	19	19	19	17	4	3	18	5	1	13	5	1	16		11	11	10	10	10	10	0	10	19	9	19				
Dec 2	2	19	19	19	19	19	2	19	19	19	11	5	10	10	5	10	10																			
Dec 3	19	19		19	19		19	19		19	2		10	2		10	2			8																
Dec 4										18																										
Dec 5	19	19	19	19	19	19	19	19	19	19	10	10	10	17	12	2	16	4	2	7	7	1	6	5	1	13	5	9	19	11	11	19				
Dec 6	19	19	19	19	19	19	19	19	19	19	7	7	2	18	4	1	17	12	11	11	12	3	9		10	10	10	0	16	19	1	6	19			
Dec 7	3	6	5	3	17	5	1	9	12		19	19	19	19	19	19	19	19	10	10	10	10	10	10	2	7	7	2	13	19	16	19				
Dec 8	19	19	19	19	19	19	19	19	19	19	10	10	10	6	5	1	7	7	1	9	12	2	16	12	2	17	4	1	11	19	13	19				
Dec 9		19	19		19	19		19	19		1	5	2		5	2	7	7	10	10		10	10		11	11										
Dec 10	8	19		8	19		8	19		19	18		10	6		10	6			2			2		2		2		19		19					
Dec 11																																				
Dec 12		13	5	10	10	5	10	10	4		19	19	19	19	19	19	19	19	2	9	12	2	17	12	1	7	7	16	19	11	11	19				
Nov 13	19	19	19	19	19	19	19	19	19	19	17	4	1	9	8	3	18	8	3	16	8	11	11	10	10	10	10	0	10		13	19				
Dec 14	10	10	10	2	10	10	2	7	7		19	19	19	19	19	19	19	19	1	6	12	1	9		3	16	5	3	13	19	16	19				
Dec 15	19	19	19	19	19	19	19	19	19	19	9	12	3	7	7	1	6	5	2	16	8	2	17	8	11	11	10	0	10	4	10	18	19			
Dec 16 A																																				
Dec 16	JV	JV		JV	JV		JV	JV			19	19		19	19		19	19	11	11		10	10		10	10		7	7							
Dec 17	8	19		8	19		8	19		19	6		10	6		10	18			2			2		2											
Dec 18																																				
Dec 19	19	19	19	19	19	19	19	19	19	19	11	7	11	13	4	3	16	12	3	9	12	2	6	5	2	17	5	10	19	1	18	19				
Dec 20	19	19	19	19	19	19	19	19	19	19	16	5	2	17	12	10	13	8	18	8	3	9	8	3	7	7	1	11	19	11	6	19				
Dec 21 A				7			3																													
Dec 21	10	6	12	10	6	12		16			19	19	19	19	19	19	19	19	2	13	5	2		5	2			19		19						
Dec 22 A	10	2		10	2		7	4			4																									
M	19	19	19	19	19	19	19	19	19	19	18	18		13	12		6	12		6	5		5					19		19						
Dec 23 A		19			19		19																													
M		19	19		19	19		19	19																											

This graphic shows the complete lane schedule for 2022-2023 and how Team Gilboa is allocated most of the good lanes and most of the available lane space at Hyland Hills.

2022-2023 Season

= Team Gilboa Assigned Lanes
 = 45% of all lanes for the season and 57% of the Prime Lanes for the season.

The other 18 teams share the remainder.

High school aged Gilboa members spend 100% of their time on Prime lanes of ABC/123

The average Non-Gilboa racer has on average 1/5th of their time on these Prime lanes (ABC/123) as a Gilboa racer

The average Gilboa racer gets 16.5 X the lane access on ABC as a non-Gilboa racers.

Younger children in Gilboa spend all their time on lanes 7/8 (Ropetow lanes)

Financial Concerns and Relationship between TG and TRPD

What exactly is the relationship between Team Gilboa (TG) and TRPD/Hyland Hills? How is it different from other “partner programs” within TRPD – besides the favoritism?

Where in the policy, mission statement of TRPD does it specify that TRPD should be funding/subsidizing an elite and expensive ski race program for children, at the expense of the taxpayers and other patrons of Hyland Hills?

- It appears that TG is more than just a typical “program partner” with TRPD as it is awarded many favors, privileges and financial benefits above and beyond what other TRPD “partner programs” and high school (HS) teams receive and other benefits that the general public do not receive.
- **Are there other examples within TRPD where a club, elite sports team or other program receives favors such that the taxpaying public is expected to shoulder the burden of these?**
- Because of the 25+ year history of TG operating at Hyland, it has become “institutional” to the point that many people think that TG owns the warming house (because they have exclusive use of it) and owns part of the ski hill where race training occurs, and now as of 2022/2023, that they own the new start ramp on ABC.
 - **Who legally owns the warming house (please see the TB Operating Agreement as it states that the warming house will be “conveyed” to TRPD)?**
 - If TRPD owns this and the related term of the original OA has expired, why is exclusive access being given to TG members?
 - What is the policy across TRPD on buildings for private use being located on TRPD grounds? Is there a time limit on this? Does TG have special rights on this?
 - Why, if the terms of an OA have expired, hasn’t the property been put out for bid so other groups can have a fair chance at access?
- **Isn’t this a form of a private entity (the minority) being favored while the majority is discriminated against?**
 - It should be noted that these favors are given for free because they might be justified as not costing TRPD outright.
 - However, the costs of these services *should* rightfully be either charged to all *or* free for all – not free for just one minority group of people.
 - The lack of charging for these services reduces the revenue of TRPD which affects the financials of TRPD as a whole, and hence it affects taxpayers.

- TG was given donations in the name of Hyland GM for their fundraiser (2021) valued at hundreds of dollars of golf at Baker National. This was promoted on TG's Social Media.
 - **Was this a personal donation on the part of Jeff May or was this a TRPD donation?**
 - **What other donations have been made to TG by TRPD or its personnel?**
 - **Does TRPD routinely make donations like this? If so, why would they say the donation is in the name of one of their employees?**
 - **If not, why is an employee making large financial donations to a partner program?**
 - **Wouldn't this be a conflict of interest?**
 - **If these donations are routinely made, how are they requested by other programs?**

- Just recently (2022/2023 season), a new start ramp was built on Lanes ABC. According to Hyland GM Jeff May, Gilboa donated 100% of the funds for this project which cost \$128,000.
 - **Where is this accounted for within TRPD? Can you please supply a report of this and cancelled check?**

 - This start ramp is one of two start ramps at Hyland and it services the best ski racing lanes at Hyland. Over the years, TG has had near-exclusive access to these premier lanes. Because of this, many people have remarked that they thought TG actually owned these lanes.
 - One TG parent remarked that since he contributed so much to that new ramp, his child deserves to have the majority of use of this.
 - According to Jeff May, even though TG gets nearly exclusive access to ABC with the new start ramp that was donated by TG, if another group wanted to donate for the 123 ramp, this other group would NOT get more access. A letter can be supplied on request documenting this.
 - **Why the disparity between TG and the other 16 teams training at Hyland?**

- The other start ramp on lanes 123 is also narrow and unsafe (that's why the ABC ramp was replaced – it was unsafe also). It also needs to be replaced and is not maintained to be useable as timely or as well as the ABC ramp is.
 - **Why aren't the user fees collected by TRPD from the ski racer community being used to keep the race facilities safe and usable for all the racers vs. only fixing one ramp – the ramp dominated by TG – when both ramps have been in dire need of repair for years?**
 - It should be noted that the racer education community is one of the “annuity” segments of patrons or Hyland user fees as each racer will

spend an estimated \$700+ per year on season pass and food. A racer will spend this amount yearly for up to 12 years if they start young and race through high school.

- Assuming about 1,000 racers per year at Hyland, this would amount to about \$700,000 per year and \$10,500,000 in revenue in 15 years which could easily cover the replacement of a start ramp at \$128,000. A ramp could probably last 20 years or more if it is built properly.
- This is yet another example of preferential treatment given to TG at the expense of other patrons not getting equal - or safe use.
 - It is also an example of TRPD allowing a private group to purchase a shared facility for near-exclusive access.
- We don't recall seeing an announcement that partnering with TRPD for something like this at Hyland was an option.
 - **How does TRPD put these types of improvements for shared resources out to the interested public when partnering funds are being requested?**
 - There would be many teams, parents who might be interested in donating to facilities that help their kids improve their racing skills... especially if they could get preferential treatment by doing so.
 - **If there was a public announcement for this recent start ramp on ABC, where is it located?**
 - It seems that in a situation like this, while it's nice that a group wants to donate to TRPD to make shared facilities better, it could be construed as TG being able to buy continued preferential treatment of these publicly owned facilities.
- **Is it possible for another group to pay for a new ramp on lanes 1/2/3 and then get preferential access for that paying group?**
 - **Or are the start ramps considered shared facilities?**
 - **If facilities are shared, shouldn't they be maintained and rotated equally with all the racers?**
- The degradation of these start ramps to be unsafe for children has been reported many times over the last 5-10 years.
 - **Why hasn't TRPD addressed this before? And now, why has it only been addressed for the TG dominated ramp/lanes and not the ramp on 123 also?**
 - **Why does TRPD not maintain the 123 ramp to the same safety and usability specifications as the ABC ramps? In 2022, the ABC ramp was usable (and safe) by December 1. The 123 ramp is still unsafe and didn't become usable (for the rest of the teams) until December 10th.**
 - **Shouldn't all children at Hyland be afforded safe facilities?**

- *NOTE: High School Junior Varsity races occur on lanes ABC so this does help the 5 days that JV uses these lanes during the season. There is occasional use by other teams of ABC and the ramp, but TG dominates the use as can be seen on the Lane Schedule.*

Retaliation

- This favoritism has been protected over the years at *all* levels of TRPD, including the past Board of Commissioners – because they have known about it. Advocates questioning the favors have been intimidated, disrespected publicly and belittled. Several people have lost their jobs, both within TRPD, and externally due to actions by TRPD and letters being written by TRPD representatives.
 - We have e-mails/letters and there are board meeting recordings that show this. We can supply names of people that will share their experiences with this.
- The ending of TRPD’s own profitable development race program (known as Hyland Junior Race or DTeam) in 2016 is an example of approximately 40 coaches losing their seasonal jobs at Hyland.
 - **Why did Hyland sunset their own profitable program that provided an affordable education for hundreds of families each year?**
 - **Was the cutting of this program a way of getting rid of leaders and signers of a petition organized by a citizen advocacy group in 2015 (Citizens 4 Hyland)? And a way to funnel the DTeam program families to TG – which ended up costing these families twice as much to participate?**
 - This Hyland managed DTeam/Jr. Race group was also asking for an end to discriminatory practices on the part of TRPD
 - When this ended, the Hyland Director and Supervisors of Snowsports Academy were not notified of this and were instead kept in the dark until the brochures dropped, and the 30-year program was no longer listed.
 - However, TG had previous knowledge of this and had already released their own registration for expanding their own programming at the same times and with the same hill space that Hyland’s team had for at least 30 years.
 - Since then, the Hyland development race program reorganized and continues today under the name Lake State Alpine Racing but they are given a fraction of the lane space that they need for their 150 racers. Meanwhile, TG is given 40% of the lane space on weeknights (including the best race lanes/start ramps) when there are 16 other teams asking for access.
 - At the time, one of the reasons given for scuttling their program is that TRPD would no longer be offering race programs.

- However, a similar development race program at Elm Creek has been continuously offered and Hyland has restarted a similar form of this program called “The Mountaineers”.
- In at least one instance, a similar partner program was required to have stricter terms and conditions in their Operating Agreement (increased liability insurance, fewer members, no mention of “dedicated lane space” (as the TG Operating Agreement has), a short cancellation clause on the part of TRPD for no stated reason - or time to rectify an infraction), while TG does not have these strict clauses in their OA. This was despite TRPD being questioned on this multiple times during negotiations.
 - **Why would partner programs at Hyland be treated without parity?**
 - **Why wouldn't TRPD update all their other partner program OAs if they had changed their criteria?**
 - **Shouldn't TRPD be fair to all partners – and not retaliate against certain groups?**

Questions Summary

Why has TRPD continued to protect this arrangement with Gilboa - with its resulting safety concerns, inequities, financial subsidies by taxpayers – even when the Board of Commissioners, Superintendent have been made aware of this for at least 15 years, perhaps longer?

- **What exactly is being protected and why is this so important?**
- **We recognize that there is a lot of history here but how does that justify current inequities and the resulting safety concerns?**

Comments

- Select comments (paraphrased):
 - “You will never get this [arrangement] changed – it’s been going on forever.” – former Hyland management.
 - “Gilboa kids will do great things someday.” – Former president of Team Gilboa [implying that non-Gilboa kids won’t do great things and hence they are not entitled to the same access and privilege at Hyland]
 - “There is a contract in place and Gilboa owns these lanes. Quit whining [about inferior facilities], coach your kids up or go somewhere else to train if you don’t like it here.” – ex Hyland race department supervisory staff. No contract has been produced yet.

- “It’s historically been this way and we have a long history [with Gilboa].” – TRPD superintendent. [This underscores how this situation has been wrong for a long time.]
- “You can’t seriously believe that *your* kids deserve access to the ‘Gilboa lanes.’” – Gilboa parent
- “Gilboa parents pay a lot of money to get this [preferential] access – these kids deserve it.” – Gilboa parent
- “Why can’t we ski on those lanes?” – a 6 year old skier seeing the inequities.
- “We are not going to have a group coaches meeting this year because certain people dominate the discussion” – Hyland Management 2022 when cancelling the yearly coaches’ meeting to discuss the upcoming season – which usually covers safety concerns and lane assignments.
- “We’ve heard your concerns and made significant changes... we won’t be discussing this any longer.” – former chair of the TRPD BOC. [even though the concerns have still not been fully addressed]
- “ “ – TRPD BOC when a letter to the BOC asking for equity and parity in light of the BLM movement. [NO RESPONSE – this letter should be on file with TRPD public record].
- “That is the most entitled request we’ve had..... “ -- former chair of the TRPD BOC when a citizen letter to the BOC requesting equity at Hyland was sent during the BLM movement. [this letter should be on file with TRPD public record].

Miscellaneous

- TG (and apparently TRPD) has had nothing to lose (and everything to gain) by doing nothing. Their leadership has refused several requests to work together to ensure more parity is reached at Hyland.
- The intimidation, threats and actual instances of retaliation for speaking up is what keeps this 2-tiered, unfair and unsafe system going year after year. Multiple instances of this are documented and available upon request.
- Some of this documentation should be on file with TRPD the superintendent and HR department from October 2015.
- In one meeting scheduled by the superintendent’s office with TRPD HR (and the superintendent didn’t show up at the meeting), the director of HR “advised” a TRPD staff member three times to stop working on a petition for fairness or resign from their position with TRPD. This person did not do either and lost their job the following season when TRPD cancelled their long running program. There is a recording of this meeting.

- The audio/video recording from the February 2016 public BOC Meeting is a record of intimidation against an advocate for fairness by a sitting commissioner.
- There are several instances of Hyland staff being threatened for speaking out and warned not to speak up such as signing a petition for fairness. We can give the names of these people on request.
- There was an anonymous letter written to the Hopkins School Board incorrectly alleging that a Hopkins employee was not doing their job and was instead spending time on the C4H petition from 2015. This retaliatory letter had impact on a person's career. We can share this letter upon request.
 - Another letter was written by then BOC chair John Gunyou to the Minnetonka School district about the actions of the alpine ski race coach's C4H advocate work. This person lost his job at the end of the ski season 2016. This letter should be on file.
 - **What is the ultimate source of these retaliatory efforts – who is directing these actions and why?**