

**Diversity, Equity & Inclusion (DEI) Initiative Report to WMSWCD Board of Directors  
For July 2018 Board of Directors Meeting (covers June 2018 activity)**

<p><b>General</b></p>	<p>We are looking forward to continuing the District’s work on diversity equity and inclusion in the coming 2018-19 fiscal year. Our goal is to build upon our key accomplishments from the past fiscal year: (1) participation in The Intertwine Alliance <i>Common Ground Equity Initiative’s</i> Implementation Cohort including specific peer to peer leadership training for Mary Logalbo and Susan Weedall, (2) completion and use of a working Equity Lens for the District and (3) application and continued evaluation of equity hiring practices for our position recruitments. Our focus for the upcoming fiscal year is to prioritize each component of our work plan (copy attached) – partnership development, training, racial equity and understanding our demographics -- and identify the resources needed to complete work plan objectives.</p>
<p><b>Diversity, Equity and Inclusion Committee</b></p>	<ul style="list-style-type: none"> <li>• The next meeting of the Committee is Friday, July 27, 2018, 11:30 am to 1:30 pm. Topics include: (1) prioritizing the tasks set forth in the FY 2018-19 Diversity, Equity and Inclusion work plan and (2) discussing possible changes to the Committee’s make up.</li> </ul>
<p><b>Equity Lens</b></p>	<ul style="list-style-type: none"> <li>• Equity Lens review of the Communications and Outreach Manager job announcement (by Randi Razalenti, Michele Levis, Michael Ahr, Jim Cathcart and Carolyn Myers Lindberg).</li> <li>• Mary Logalbo applied the District’s Equity Lens to the District’s urban program area as part of the District’s Urban Programs Development Initiative. Look for a report out on the Urban Programs Development Initiative at a subsequent Board meeting.</li> </ul>
<p><b>Staff &amp; Board Activity</b></p>	<ul style="list-style-type: none"> <li>• Jim Cathcart attended the Vanport Flood – 70 Year Anniversary Symposium put on by Portland State University Student Chapter of the American Society of Civil Engineers (June 1<sup>st</sup>).</li> <li>• Mary Logalbo, Susan Weedall, Ari Sindel and Corrina Chase (Columbia Slough Watershed Council) attended the Coalition of Communities of Color’s (CCC) Summer Soirée event (June 12<sup>th</sup>). The District was one of many sponsors for the event. Highlights:             <ul style="list-style-type: none"> <li>○ The incoming CCC Executive Director, Marcus C. Mundy, was announced and was in attendance.</li> <li>○ The CCC’s Research Justice Center introduced its first in-house research publication, <i>Leading with Race: Research Justice in Washington County</i>.                 <ul style="list-style-type: none"> <li>▪ The report is the culmination of over two years of engagement and relationship building in Washington County.</li> <li>▪ In the course of that time, the CCC has worked in partnership with communities of color, jurisdictional partners, members, and organizational partners on this comprehensive community-based participatory research project into the lived realities of communities of color in Washington County.</li> <li>▪ Review the publication here: <a href="http://www.coalitioncommunitiescolor.org/leadingwithrace">http://www.coalitioncommunitiescolor.org/leadingwithrace</a>.</li> </ul> </li> <li>○ Mary was able to visit with a number of great partners of ours including Koffi Dessou (City of Portland Office of Equity &amp; Human Rights), Pablo Barreyro (former GFPCI Coordinator at Forest Park Conservancy) and Shweta Moorthy PHD (CCC Researcher who is working with the District on the analysis of our demographic data).</li> <li>○ Mary also sat next to Metro Councilor Kathryn Harrington (of District 4) and had a great chat with her about soil and water conservation districts.</li> </ul> </li> <li>• Jim Cathcart attended Race Talks – <i>Opening the Great Outdoors to People of Color</i> (June 12<sup>th</sup>).</li> <li>• Jim Cathcart, Mary Logalbo, Terri Preeg Riggsby and Susan Weedall (representing the District’s Diversity, Equity and Inclusion Committee) met (6/26) with Veronica Bañuelos of VB Consulting; the equity consultant for the Collaborative Restoration Partnership project w/ Verde and Forest Park Conservancy (this is an Oregon Watershed Enhancement Board Capacity Grant funded project; the grant awarded to Forest Park Conservancy). The purpose of the meeting was to evaluate the District’s readiness to enter into a Restoration Partnership Agreement with Verde &amp; Forest Park Conservancy. The meeting identified the need to have Portland Parks &amp; Recreation be part of the agreement.</li> <li>• Randi Razalenti continued to implement the District’s equity hiring practices such as redacting applications and administering the voluntary demographic survey for the Communications and Outreach Manager position recruitment.</li> </ul>



**Diversity, Equity and Inclusion, FY 2018-19 Annual Work Plan and Budget**

Component	Description	FY 2017-18 Work	FY 2018-19 DRAFT	Comments
Training	As opportunities arise	\$500	\$1,000	Develop a formal District capacity development plan to ensure all are grounded in equity and inclusion.
Racial Equity	Develop an Equity Lens	-----	\$1,000	Alexis Millet (Nonprofit Association of Oregon) providing coaching through the Intertwine Alliance's <i>Common Ground Equity Initiative</i> . Diversity Equity and Inclusion Committee formed working group. Conduct Board training. Develop an equity lens use policy that synthesizes equity throughout District and Long Range Business Plan.
Racial Equity	Develop specific, measurable accountability measures.	-----	-----	Necessary to implement the District's Racial Equity Statement.
Racial Equity	Board recruitment.	-----	-----	Evaluate and modify current policies through use of District equity lens.
Racial Equity	Investigate using a Community Engagement Advisory Committee as a way to connect with underserved communities and communities of color.	-----	<b>Defer to FY 2019-20</b>	Creates a structure for making the District's work and decisions relevant to communities of color and historically-underserved communities.
Racial Equity	Development of hiring practices that negate implicit biases and remove barriers and disparities.		\$1,500	Secure consulting expertise to continue to evaluate and modify hiring practices given failure to achieve racial diversity
Racial Equity	<i>Demographic Mapping &amp; Analysis</i> Overlay where projects and services delivered and analyze for disparities. Back collect this information from those who we have worked with. Analyze for disparities. Use survey form to collect staff, board, and partner data.	\$5,000	<b>Grant Funding</b>	The initial work by Metro stimulated good discussion about how to talk about race and ethnicity (i.e., Coalition of Communities of Color's (CCC) politics (whiteness) of data policy paper). FY 2017-18 work centered on consultations with the CCC regarding next steps in our use of the data. Finalized demographic information collection form. Next steps to be identified through FY 2017-18 recommendations from CCC.

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Racial Equity	Youth Mentorship Program -- Job shadowing opportunities for high school youth,	<b>\$1,000</b>	<b>\$500</b>	Work with Partners to host field days with youth. Funds to provide lunch and offset transportation costs.
Racial Equity	Partnership Development	-----	-----	Build both organizational and individual relationships with new, underserved partners without an “ask”.
Racial Equity	Support Green Workforce Development Initiatives	-----	-----	Compliments conservation work that supports environmental work force capacity through organizations like Verde and Wisdom of the Elders.  In kind support to Ecotrust’s work in this area with Wisdom of the Elders and the Oregon Watershed Enhancement Board Capacity funding administered by the Forest Park Conservancy for developing a peer-to-peer restoration partnership with Verde as part of the Greater Forest Park Conservation Initiative.
Cultural Responsiveness	Sponsorship of Friends of Tryon Creek’s Indigenous Peoples Day.		-----	\$1,500 In Education Budget
Communication and Outreach	Translation services for District program materials.		-----	In Communications Budget as part of the \$8,500 budgeted for District program materials.
<b>TOTAL</b>		<b>\$6,500</b>	<b>\$4,000</b>	Total does not include items included in program budgets.