



Diversity, Equity and Inclusion Committee

12 pm – 2 pm, Wednesday, May 27th, 2020

Any person may attend the meeting by calling 971-247-1195. A conference ID and password will be required to access the conference call. Interested participants may request the ID and password by emailing scott@wmswcd.org with the subject line “Request for Conference ID”.

Meeting documents will be available for inspection on the District’s webpage (<https://wmswcd.org/people-places-things/the-west-multnomah-swcd/diversity-and-equity/>) no later than May 26, 2020.

AGENDA

12 pm – Welcome/check-in/announcements – All

12:15pm – Approval of January 22nd, meeting summary – Scott/All

12:20 pm – Financial Report – Scott

12:25 pm – Urban Ecosystem Research Consortium (UERC) Debrief: Discuss staff reactions and findings for the March 2020 symposium – Scott/all

1:25 pm – Recruitment of Associate Board Directors - review and give input on our current policy and application. – All/Michele

1:50 pm – Action items review (*including upcoming UERC Debrief*) – Scott/All

2 pm – Adjourn

**DRAFT -- WMSWCD Diversity, Equity and Inclusion (DEI) Committee Meeting Summary – DRAFT
March 25, 2020 Noon to 2:00 pm, WMSWCD Conference Call**

Attending: Scott Gall (Co-Chair); Terri Preeg-Riggsby (Board liaison), Mary Logalbo, Renee Magyar, Randi Razalenti, Laura Taylor, Michele Levis, Jan Hamer

Approval of the January 22, 2020 Meeting Summary – Approved with no changes. Terri is happy to serve as the Board liaison (she wasn't there for the last meeting where this was proposed).

Financial Report- Scott updated the financial chart of DEI program budget. The expense for Center for Diversity and the Environment (CDE) listed on the chart has come in as an invoice and needs Scott's approval. Scott gave clarification on the origin of the format of the budget – last year there were many changes to the DEI Budget in which the monies were moved into other program areas for DEI related items (such as monies going to Communications program for translation services or Long Range Business Plan (LRBP) update for Community Engagement Liaisons). Certain members of the DEI Committee wanted to track how these monies that were moved were being spent. The concern was raised of how confusing this has been to track and report on. The group came to a consensus that DEI program budget monies are the only monies that will be tracked for the DEI Committee.

Finalize DEI Committee roles and discuss term lengths – Scott described a need for more clarification from the staff and board on the role of the DEI committee and how to interact with it. The original role of the DEI Committee was to develop policies and buy-in that didn't originally exist. Now these are developed, and the LRBP plays a main role in **doing this**. The group discussed their interpretation of the role the DEI Committee plays for the District, and where they see it potentially going. . **Action:** Scott will develop a proposal, and pass along to Terri (they can discuss together), and it can be iterative as it is shown to board, DEI Committee, and staff. If each Committee member can send a snippet of what our vision for the DEI Committee is to Scott, that will help get him started.

Finalize DEI Workplan and Create Budget for FY 2020-2021 -

Contracted services for additional demographics data planning and collection were discussed. The census data that the District has available is ten years old, and the intent of the monies was to look at new census data and/or how to work with gathering internal (staff and board) census data while being sensitive to this data with such a small group of people. Terri would like to see the District to be more focused on constituents' demographics data for the purpose of program delivery, and suggested that the District use data that's already been collected through local school districts. An intern could potentially help. **Action:** Scott to follow up with Laura on intern assignments in relation to this suggestion. Other budget items: Keep training amount at \$6,000, or even increase. RR: trainings being planned: 2 at 3000 ea. Mary: Indi's work on Whose' Land paper: 55 hours for Indi x 16.50 = ~ \$1000. Michele: her hours need to go in the personnel budget, not in DEI budget. We should track this here as well as in personnel. Michele: Show all the DEI money that the committee is recommending that we spend this year, and then show where that money will be kept (eg in admin, communications, networking with partners (communications), LRBP. Terri: yes, include the training money in the budget, this could be a good time to have these trainings remotely if the trainers are open and willing to do this. Other budget items were discussed including translation services, partnership development & maintenance, community engagement liaisons contracted services, and equity lens implementation – all of which would be housed in the communication budget. It was agreed upon to keep the \$6,000 in the training area for next fiscal year. Trainings that we would like to have soon will cost \$3,000, and we should aim to complete them before this fiscal year is over.

Timing and update of micro-aggression and gender/pronoun trainings for staff and board -

The timing for these two trainings were discussed in terms of availability for staff and board and how to deliver the trainings during the current COVID-19 pandemic while not all have internet access or other technical/childcare issues. The DEI Committee would like to make both trainings mandatory for all staff, and would like to encourage the Board to do the same. Action: Randi to check in with trainers on training delivery, look into a toll-free/local number for Zoom meetings for those that can't participate via internet, and arrange timing with Staff and Board.

LRBP – DEI Evolving Success Criteria for decision making -

Mary asked everyone to email her their feedback on these. We'll be taking an equity lens look at each planning

DRAFT -- WMSWCD Diversity, Equity and Inclusion Committee Meeting Summary – DRAFT
January 22, 2020 Noon to 2:00 pm, WMSWCD Office

teams' success criteria. We want to make sure the DEI principles are reflected in the success criteria.

Action: Mary assigned each person to a criteria category. She'll send out an email summarizing this with a deadline.

Michele, Mary, Terri – financial success criteria

Scott, Laura, Renee – Conservation scope success criteria

Randi, Jan – Organizational health success criteria

Action Item Review –

- Scott needs to approve the CDE invoice that Laura forwarded to him.
- Scott will develop a proposal of the purpose and work of the DEI committee, and pass along to Terri (they can discuss together). It can then be shown to board, DEI committee, and staff for feedback and approval.
- Each committee member can send a snippet of what our vision for the committee is to Scott to help get him started with the above action.
- Scott will follow up with Laura on intern assignments to collect demographic data from school data online.
- Budget structure: Show all the DEI expenses that the DEI committee is recommending that we spend this year, and then show where that money will be kept (eg in admin, communications, networking with partners (communications), LRBP, Education, etc).
- Trainings: Look into organizing these trainings this fiscal year , and look into upgrading Zoom so we have a local or toll-free call-in number. Need to think about weekend vs weekday training. Need to figure out Susan's and other's availability. Terri will check in with the board and let Randi know.
- UERC debrief: Scott to work with the folks who were there to get an outline, and then scheduled to have a discussion. Goal: what lessons-learned can we apply to how we do our business.
- Evolving success criteria feedback from each committee member should be sent to Mary by her deadline. She will email to give guidelines.

Next Meeting: Noon to 2:00 pm, May 27, 2020.

Notes taken by Laura Taylor, edited for efficient reading by Randi Razalenti & Scott Gall

| Item | DEI Program Budget | DEI ACTUAL SPENDING THROUGH 4/30/2020 | Other program | Other program Amount | Total |
|--|--------------------|---------------------------------------|----------------|----------------------|-----------------|
| Organizational Development & Training | \$3,950 | \$0 | | | \$3,950 |
| Internship Annoucement Outside Review | \$1,050 | \$500 | | | \$1,050 |
| "Whose Land" report publishing | | \$544 | Internship | 500 | \$500 |
| Contractor & Community Organization Services for Culturally Relevant Program Materials Research & Development (*May include survey work, translation services and/or novel materials creation) | | | Communications | 2,500 | \$2,500 |
| Contractor &/or Community Organization Services for Requested Translation Services | \$2,000 | \$0 | | | \$2,000 |
| Partnship Development and Maintenance | | \$500 | Education | 500 | \$500 |
| CEL's - Contractes Services for Partnership Development & Engagement (Community Liaison Leaders Input) | \$0 | \$15,852 | Communications | 5,000 | \$5,000 |
| Equity Lens Implimentation (Includes review of Long Range Business Plan, Policies and Financial Plan) | \$4,000 | \$0 | | | \$4,000 |
| Contracted Services for Additional Demographics Data Planning & Collection | \$0 | | Communications | 6,500 | \$6,500 |
| DIVERSITY, EQUITY & INCLUSION PROJECTS TOTAL | \$11,000 | \$17,396 | | | \$26,000 |

| Item | Notes |
|--|--|
| Organizational Development & Training | New interns and staff/board are trained in Racial Equity 101 within 1 year of onboarding. Requested course for staff and board to be offered annually. |
| Internship Announcement Outside Review | CDE Review of Internship announcement and DEI experience criteria. |
| "Whose Land" report publishing | for Indi's time |
| Contractor & Community Organization Services for Culturally Relevant Program Materials Research & Development (*May include survey work, translation services and/or novel materials creation) | Xfer to Communications |
| Contractor &/or Community Organization Services for Requested Translation Services | Provide translation services to allow access to program services and events. |
| Partnership Development and Maintenance | Build and strengthen partnerships partners representing historically underserved communities; now included day |
| CEL's - Contracted Services for Partnership Development & Engagement (Community Liaison Leaders Input) | A committee of community leaders that serve as liaisons for racially and ethnically diverse historically underserved communities in our District will be hired to review and inform District policy and programming including the Long Range Plan. |
| Equity Lens Implementation (Includes review of Long Range Business Plan, Policies and Financial Plan) | Work with a consultant with firm grounding in equity to facilitate conversations and decisions around equity. |
| Contracted Services for Additional Demographics Data Planning & Collection | Demographic data and related qualitative data will be collected, evaluated and reported out on to understand community needs and hold ourselves accountable to goals. |
| DIVERSITY, EQUITY & INCLUSION PROJECTS TOTAL | |

West Multnomah Soil & Water Conservation District
DEI Detail Report
July 2019 through April 2020

| Date | Num | Name | Memo | Account | Amount |
|-------------------------|--------------|--|---|---------------------------------|-------------------------|
| Jul '19 - Apr 20 | | | | | |
| 03/31/2020 | 1755 | Center for Diversity and the Environment | Consultation on Internship recruitment | Recruiting Expenses | 500.00 |
| 03/15/2020 | 2020-00255 | Ping Khaw | LRBP: CELs summary reports and debriefings | Long Range Business Plan Update | 2,205.00 |
| 03/15/2020 | | ADP | Indi Keith worked on UERC paper: Whose Land DEI related | Interns | 165.06 |
| 02/29/2020 | | ADP | Indi Keith worked on UERC paper: Whose Land DEI related | Interns | 70.74 |
| 02/28/2020 | | ML-Credit Card | UERC registration: Indi Keith (presenting on behalf of the District) | Staff Development | 45.00 |
| 02/27/2020 | 201900-00238 | Ping Khaw | LRBP: CELs surveys | Long Range Business Plan Update | 3,773.00 |
| 02/15/2020 | | ADP | Indi Keith worked on UERC paper: Whose Land? DEI related | Interns | 149.34 |
| 02/12/2020 | 202000-00244 | Ping Khaw | LRBP: CELs surveys | Long Range Business Plan Update | 6,174.00 |
| 01/31/2020 | | ADP | Indi Keith worked on UERC paper: Whose Land? for .75 hour | Interns | 11.79 |
| 01/31/2020 | | Susan Weedall | beverages for LRBP interview meeting with Greg Malanowski | Long Range Business Plan Update | 6.80 |
| 01/13/2020 | | Friends of Tryon Creek | FY19-20 Partner Funding Pmt. 2 of 2, Connecting Traditional Lands Day | Partner Support | 250.00 |
| 12/15/2019 | | ADP | Indi Keith work on research paper publication vetting | Interns | 102.18 |
| 11/29/2019 | 201900-00230 | Ping Khaw | Long Range Business Plan Update CEL LRBP 19-21 (November planning, orientation, sessions, etc.) | Long Range Business Plan Update | 3,528.00 |
| 11/29/2019 | | ML-Credit Card | LRBP: CEL orientation, drinks and desserts | Long Range Business Plan Update | 19.11 |
| 11/29/2019 | | ML-Credit Card | LRBP CEL orientation food | Long Range Business Plan Update | 153.00 |
| 08/01/2019 | | Friends of Tryon Creek | FY19-20 Partner Funding Pmt. 1 of 2, Connecting Traditional Lands Day | Partner Support | 250.00 |
| Jul '19 - Apr 20 | | | | | <u>17,403.02</u> |



Morning Keynote Address

Dr. Vivek Shandas

Nohad A. Toulan School of Urban
Studies and Planning
Portland State University,
Portland, Oregon

Beyond Landscape Legacies: Redlining, Ecosystem Services, and the Work Ahead

The landscapes we inherit are instrumental to the urban ecosystems we study, conservation policies we advance, and collaborations we create. Yet often overlooked is the historical 'lock in' that keeps us from making swift progress, particularly on massive challenges like climate change. By unpacking the ways in which we have changed the landscape through policies, plans, and programs -- even as far back as 100 years ago, we can begin to 'recenter' our conservation that ensure equitable and verdant cities. This talk will provide a framework for examining the role of historical planning policies -- specifically redlining -- current impacts on ecosystem services and community health, and provide practical guidelines for collectively advancing our conservation goals.

Biography

Vivek Shandas is a Professor of Climate Adaptation and the Director of the Sustaining Urban Places Research (SUPR) Lab at Portland State University. Dr. Shandas studies the effects of urban development patterns and processes on environmental health. By examining the assumptions about our built environment, Dr. Shandas supports communities in improving their adaptation from climate stressors, including extreme events such as urban heat, air quality, and stormwater. Dr. Shandas serves as Chair of the City of Portland's Urban Forestry Commission, and is a Principal at CAPA Strategies, LLC, a global consulting group that helps communities prepare for climate-induced disruptions.



Afternoon Keynote Address

Dr. Ana M. Alvarez
Deputy General Manager

East Bay Regional Park District
San Francisco Bay Area, California

The Intersectionality of Diversity, Equity & Inclusion in the Environmental Movement

An examination through social lenses of our conservation's culture and environmental movement will be presented to seize the opportunity for a new "us," a more diverse and equitable movement where everyone shares a sense of belonging. Intersecting social identities will be highlighted to debunk prevailing views about race and class, which have influenced the environmental movement throughout its history.

Biography

Dr. Alvarez serves as the Deputy General Manager of the East Bay Regional Park District, the largest local park agency in the United States with over 125,000 acres of parks and open space in Alameda and Contra Costa counties visited by 25 million people a year. Ana has over twenty years of proven leadership and executive experience in local and regional government in California.

She contributes to the national conversation on the role of parks today in addressing complex challenges such as climate change, density and demographical shifts in urban sprawl, as well as our relationship with nature as it pertains to conservation. She serves as the Co-Chair of the Board of Councilors that contributes to the stewardship of the world's largest university reserve system, the University of California's Natural Reserve System, comprised of a network of 756,000 acres of pristine ecosystems including 50 miles of protected coastal shoreline and 41 field research stations throughout California. She also serves as the Vice Chair of the San Francisco Bay Restoration Authority's Advisory Committee, helping to shape pathways to fund the protection, restoration and enhancement of the San Francisco Bay through the implementation of a nine-county parcel tax.

She holds a doctoral degree in policy, planning and development from the University of Southern California (USC) and a master's degree in public administration. Her doctoral dissertation focused on establishing climate change adaptation strategies for San Francisco's Parks, for which Mayor Ed Lee bestowed upon her San Francisco's Green Pioneer Award.

Using wildlife fright information to inform trail planning

Lori Hennings, Metro, Email: lori.hennings@oregonmetro.gov

In 2017 I completed a recreation ecology literature review that included information on various wildlife species' Flight Initiation Distance (FID), or the distance between a person and an animal at which point the animal flees. The review covered many topics at a higher level. To inform trail planning and publish a peer-reviewed journal article, I took a closer look at the FID literature and located numerous additional references. I will briefly summarize the updated findings and present several hypothetical scenarios in which we applied FID information to reduce recreational effects on wildlife while still providing quality visitor experiences in nature.

Keywords: Animal ecology, Conservation biology, Wildlife biology

Whose land is our land? Race, place, and equity in western Multnomah County

Indi Keith, West Multnomah Soil & Water Conservation District, Email: keithindi@gmail.com

West Multnomah Soil & Water Conservation District has resolved to pursue diversity, equity, and inclusion (DEI) as integral parts of our conservation mission. We face the challenge of doing so in a territory that has inherited roughly two centuries of legal, institutional, and economic factors that have inequitably distributed land and natural resources. By synthesizing existing historical scholarship in a literature review focused on western Multnomah County, we identified how barriers to property ownership for Native Americans, Asian Americans, Black Oregonians and other people of color were created and reinforced through the 19th and 20th centuries. These systemic barriers have consistently made this region's land and natural resources available to white communities while withholding them from communities of color, a pattern of inequity which persists today; the color of one's skin remains a strong predictor of whether one owns land in our district and of the environmental resources and hazards one shares a neighborhood with. In examining our own policies and activities, we found that the District's work has reflected and reproduced these patterns of racial segregation. By focusing our efforts on privately owned larger properties and the people who own them, we have been investing in and led by predominantly white communities while missing opportunities, needs, and voices present in historically diverse neighborhoods. These findings will inform the District's strategy as we build DEI into our next long-range business plan, and we hope that they may foster critical inquiries around race, land, and equity in our broader professional community.

Keywords: Economics, Environmental policy, Environmental social sciences

UERC 2020 LUNCHTIME CHATS AND TOURS

Grab your lunch and join a discussion with experienced peers from the world of urban ecology and environmental education. Or, go outside and take a guided tour or self-guided stroll around PSU's sustainable features. *Room numbers may change based on group size.*

1. **Connectivity in Urban Landscapes-Rm 327**

Connectivity of various kinds is more important than ever as forces of change, both global and local, impact our landscapes. Come join us to discuss what connectivity means, why it matters and how to incorporate it into planning, design and resource management.

Conversation leads: Eric Butler, Carole Hardy, Cat de Rivera, Leslie Bliss-Ketchum

2. **The 2019 Metro "Nature for All" Bond Passed. Now What?-Rm 328**

The \$475 million Metro Nature for All bond was shaped by extensive community input before the vote. Now, after the vote, Metro will be soliciting additional community input to shape implementation. Find out more and discuss the "protect and restore land" component and how Metro is integrating racial equity and climate resilience.

Conversation lead: Jonathan Soll

3. **Women in Science: Challenges, Opportunities and Resources-Rm 329**

All women (cis/trans/gender/non-conforming) are invited to join this consciousness-raising conversation about building a successful science-based career. With the help of local organizations, attendees will discuss obstacles, opportunities and advocacy. Come learn about local mentoring and professional development opportunities.

Conversation leads: Laura Guderyahn and representatives from Women in Science, Women in the Environment and PDX Women of Color.

4. **How Can We Build Diverse, Inclusive & Equitable Systems?-Rm 333**

Across the environmental sector, organizations face a "green ceiling" with regards to diversity in the workforce. Many structures and programs may not account meaningfully for equity and inclusion. How can we overcome these patterns? Join us to exchange new ideas, strategies and lessons learned from our strategic planning and other efforts towards organizational change.

Conversation Leads: Indi Keith and Mary Logalbo

5. **PSU Sustainable Features Tour with cultural & ecological stops**

Meet your PSU guide at the stage.

Tours leave promptly at 12:15 pm and return by 12:50 pm.

6. **Self-guided PSU Sustainable Features Tour**

Stop by the registration desk to pick up a map of places to explore.

Notes from WMSWCD Attendees to the March 2020 UERC Symposium

From Dr. Vivek Shandas' talk:

Data and technology can help us uncover environmental injustice, but can also be used to develop solutions to those inequities.

Don't pigeonhole people of color as the ones to do the research and activism on diversity & equity issues in their field. They just want to focus on their interests and passions and be recognized for their expertise without having to represent their entire race or ethnicity.

Key take-home: The need to address and engage on the urban front focused on those most historically marginalized as climate change to them can (and already is in some cases) indeed resulting in life or death consequences. The message and real costs of this is direct human health impacts and should be focused on targeted addressing the same and expanding our network through knowledge of these impacts.

DR. ANA M. ALVAREZ, Deputy General Manager, East Bay Regional Park District.

Key Take-home: Go Beyond DEI – to Belonging

Key Take-home: People of color demonstrate great commitment to the environment in surveys and voting action – should be brought more fully to leadership/engagement in all sustainability orgs given this demonstrated commitment...orgs are foolish to ignore this.

Key Take-home: Sustainability planning must be based on science and include social aspects/ramifications

Short Talk:

Carol Hardy Portland State University

- Crafted a potentially helpful evaluation framework/model to account for social impacts/capital to ensure long-term resiliency (could help with prioritization in LRBP)

Indi & Mary Lunchtime Talk:

- The tension of spending and taking time on DEI at staff and board levels is a constant that must be addressed and discussed.
 - Go slower to go farther.
- The importance/benefit of engaging with youth/students (immediate response includes having a youth/student rep on our LRBP advisory committee)
- Acknowledge privilege/role and why your there before starting any equity related conversation:
 - Why isn't a race-focused LRBP process being led by a person of color?
 - The best thing I could do is step down as a white woman – presumption my position would be filled by a person of color.
- Equity lens isn't the same as engaging with and having diverse leadership/decision making (can't just pick out a lens at lens crafters and be woke)
- Distrust is huge in moving the equity needle forward: how are you building it and how will you maintain it?

A white person [leading a DEI effort] would never be able to gain the trust of communities of color that [they are] seeking feedback from. [They] should quit [their] job to make space for someone who could more effectively do that work for our agency.

[Those attending] probably heard that provocative comment has been trying to understand and process it.

- ... it would be helpful for us to each just share our interpretations to gain better shared understanding, and collectively discover what the take-home messages are for that.

Overall notes/take homes:

- We need to figure out how to integrate leaders of communities of color in our work in multiple ways.
 - o They should be integrated in decision making (need to figure out what level of decision making and how to integrate them)
 - o Their faces displayed with Staff on our website (I'd go so far as to say these are the first faces that should be seen)
 - o They should be paid for their time
 - o They should be part of any outreach, event, etc. that involves the public as much as possible.
- A suggestion: We create a whole permanent part-time position that is only focused on DEI work. This person must have a background as a leader in working with communities of color. This would obviously have to wait until 2021, not only for budget but to develop their job description, etc. in partnership and oversight from leaders of communities of color that we partner with as well as in conjunction with the new LRBP.

West Multnomah Soil & Water Conservation District

Associate Director Policy
Adopted by Board Vote February 7, 2006.

Whereas: The board wishes to have associate directors who understand the role of conservation districts and also that of directors;

Whereas: The board wishes to have associate directors who have at least a minimum of knowledge of current board interests as reflected in the annual work plan and long range visions.

Therefore: An associate director must have attended at least 3 meetings within a 6 month period and must inform the board the area(s) where they feel they can make a voluntary contribution, based on the district's work plan and business plan; and further must be a registered voter in Multnomah County.

Below: Policy proposed in 2001 (not voted upon then)

Guidelines for Appointment of associate directors

July 10, 2001

Generally speaking individuals are more than just casual volunteers. Potentially those that hold associate director (AD) positions can be appointed to be a director.

Candidates for AD generally are considered to be more than work project volunteers. However, those that have an interest in the affairs of the board, and those that have participated in at least one conservation project, may be invited to serve as an AD. This is intended to provide some incentive for future volunteer activity.

When it is evident that individuals are interested in serving the public at this higher level, they should attend a board meeting and present their experiences and views of the board sponsored conservation project(s) in which they participated. Volunteers who wish to be Associate Directors need to have attended three board meetings.

The board will be made aware in two weeks in advance of the board meeting that there is a potential AD so that there is ample time to include the matter on the agenda.



WEST MULTNOMAH
Soil & Water Conservation District

Associate Director Application

Name: _____

Mailing Address: _____

Occupation: _____ Email: _____

Daytime Phone: _____ Other phone numbers: _____

How have you interacted with the district in the past?

What are your reasons for wanting to serve as an associate director?

What relevant work or volunteer experience do you have?

What else can you contribute to the district (I.e. knowledge, skills, and connections)?

Feel free to use a second page to elaborate on any of the above, if needed.

EMSWCD ASSOCIATE DIRECTOR POLICY

Adopted by the Board of Directors 3/11/2013

Associate Director's Role

Associate Directors are volunteers and serve as non-voting members of the Board. They may be appointed to serve on committees and may contribute to discussions of District business. Board meetings are held monthly at the District office. Associate Directors are expected to attend the majority of Board meetings.

Associate Directors' two-year term expires at the end of December; Associate Directors are then re-appointed or not re-appointed at the Board of Director's discretion, normally at the January Board meeting.

Selection of Associate Directors is based on the ability of candidates to:

- Fulfill current needs as identified by the Board of Directors
- Represent EMSWCD, its Board of Directors and policies in the community.
- Work to pursue the mission of EMSWCD.
- Represent the interests of constituents to EMSWCD.
- Bring necessary skills and abilities to enhance the Board's effectiveness and/or
- Assist the District in better including and serving the interests of communities we have not yet fully engaged.

Qualifications/Skills

Associate Directors may be appointed by the Board of Directors if they meet the following requirements:

- Ability to build inclusive, community-based partnerships between individuals, agencies, and citizen groups with diverse interests and values.
- Commitment to working as a team member with the district staff and Board.
- Willingness to serve on a Board Committee.
- Commitment to a voluntary, non-regulatory, collaborative approach to conservation.
- Willingness to represent the Board and District on committees, as a District representative to other organizations or by assisting EMSWCD in another activity mutually agreed upon with the Board of Directors.

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- Demonstrated interest in natural resource conservation.
- Expertise in a relevant area such as community involvement and outreach, conservation practice implementation, project management, accounting, law, personnel management, land and water management (farming, forestry, ecological restoration etc.) and/or public policy.
- Advance the current Associate Director recruitment goals identified by the Board.

Selection Process

- Associate Directors are not appointed during the six month period preceding an election (June – November in even years).
- To request consideration as an Associate Director, a candidate submits a letter indicating interest in serving as an Associate Director, setting out relevant skills/qualifications and indicating a particular area of interest in working with the District and its Board along with a resume and the names, addresses, and telephone numbers of three references. Eligibility will be verified by staff and references will be checked. Requests will be forwarded to the Board of Directors for consideration.
- EMSWCD Directors may interview applicants to determine suitability based on qualifications, skills and other factors established annually by the Board. A Director may make a request to the Chair that the appointment be placed on a Board agenda.
- Having then received a request from a Director so to do, the Chair will place the appointment on a Board agenda for consideration. A decision regarding appointment will not be made at the meeting where a request is first presented.
- Associate Directors are appointed by majority vote at a regular EMSWCD Board meeting.
- Although not a requirement, it is customary for the candidate Associate Director not to be present when their appointment is discussed and voted on.
- Staff will keep candidates informed of the status/outcome of their request.
- The positions are reviewed in even years and may be renewed at the Board's discretion.
- Associate Directors may be removed at any time by a majority vote of the EMSWCD Board of Directors.

Other Volunteer Opportunities

Please contact the District office about other ways to become involved in volunteer activities at EMSWCD.