



**DRAFT -- WMSWCD Diversity, Equity and Inclusion Committee Meeting Summary -- DRAFT
July 27, 2018, 10:00 am to 12:00 pm, WMSWCD Office**

Attending: Jim Cathcart, District Manager, Susan Weedall, Associate Director (Co-Chairs); Terri Preeg Riggsby (Director); Michael Ahr, Ari DeMarco, Scott Gall, Mary Logalbo, Randi Razalenti (Staff); Koffi Dessou, City of Portland Office of Equity and Human Rights (Guest)

May 18th Meeting Summary: Correction - Under Demographic Data Analysis Update change wording to: CCC (Coalition of Communities of Color) was unable to craft a scope of work for a disparities analysis (as opposed to not being able to conduct the analysis itself) for the District this fiscal year.

Committee Make-up: Jim gave a summary of the current Committee make-up, and noted that Susan and Mary completed the Peer-to-Peer leadership training through The Intertwine Alliance's *Common Ground Equity Initiative*. As a means to provide leadership opportunities to other staff, Jim asked Mary to take over as the staff Co-Chair. Mary was the logical choice given one goal of the Peer-to-Peer training was to enable participants to lead their organizations in equity and inclusion. Mary did not want to accept the opportunity without first hearing if other staff may be interested in it. (None of the staff present expressed interest). Michael announced that he will be stepping off of the Committee to free up a spot for another staff member to participate. Michael will keep his youth mentoring responsibilities. The group agreed to check in at same time next year to reassess respective roles.

Coalition of Communities of Color's (CCC) Disparity Analysis Update: Mary spoke with Shweta Moorthy who recently finished serving as Interim Executive Director for CCC and is currently onboarding the new Executive Director. AS such, Shweta has been unable to develop the scope of work for West Multnomah's disparity analysis. Mary reminded the Committee that \$5,000 was carried over from last fiscal year to this fiscal year. The Committee may look to an alternative source for the analysis in order to complete the work in this current fiscal year.

The Intertwine Alliance's Outside Voice Blog Opportunity: The Intertwine Alliance asked Mary and another Peer-to-Peer cohort member to create an article that is either personal or organizational that speaks to their equity journey. Mary has begun to consult with Jim and Carolyn about article content. The group shared ideas for the article. Growth, partnership, and examination are the three pillars that Mary is considering for the article.

Support Testimony to Portland City Council – Office of Equity and Human Rights: The District was asked by the City of Portland's Office of Equity and Human Rights to provide support testimony for the Office to the Portland City Council. (The date was later confirmed to be August 22nd). Koffi, who is currently serving as the Office's Interim Director, will be presenting to the Council a report on the work of the Office and what the Office has accomplished. A key message is that it not only matters what the Office is doing for city government; but also what the Office is doing for the City as a community. Koffi has asked partners to testify on the value that they have received from their Office. This testimony will help City Council support continuation and expansion of the Office's work.

Review of Fiscal Year 2018-19 Annual Work Plan & Prioritization of Tasks: Training -- Koffi offered the District a spot to participate in a City of Portland sponsored Results Based Accountability training being put on by Equity Results LLC (a New York based group) on August 9th. The offer was much appreciated. (Update – Randi will attend.) The group is considering the best approach to provide the Board with equity lens training before sending Directors out to solicit feedback on the District's update to the Long-Range Business Plan in 2019. Prioritization of other items on the Work Plan for the current fiscal year (copy attached) was deferred due to lack of time.

Budget/Cost Center Report: See attached.

Check Out/Assignments: Jim will announce to staff that Michael is leaving the Committee and welcomes any staff who are interested in joining the Committee. Mary will draft written testimony in support of the City of Portland's Office of Equity and Human Rights that will be signed by Terri as Board Chair based on the Committee's review. Mary will provide the verbal testimony in front of the Portland City Council on August 22nd. Terri and Susan will come up with an approach to provide for the Board's equity lens training.

Next Meeting: Friday, September 28, 2018, 11:30am to 1:30 pm, WMSWCD Office.