

**WMSWCD Diversity, Equity and Inclusion Committee Meeting Summary**  
**January 25, 2019 11:30 am to 1:30 pm, WMSWCD Office**

**Attending:** Mary Logalbo, Susan Weedall (Co-Chairs); Jim Cathcart, Scott Gall, Renee Magyar (phone), Randi Razalenti and Laura Taylor.

**Welcome/Check-In/Equity Shares:**

- Susan – Upcoming Board Equity Lens Training – tomorrow (1/26). Awesome prep from Terri, Randi and Jim.
- Terri – Successful Science Talk last night (1/25) (Tryon Creek Watershed Council) featuring Laura talking about native bees. Good feedback from a person of color attendee about how to conduct outreach for these types of events so as to achieve better opportunity, access and attendance by people of color.
- Laura – Youth Environmental Job Share (two weeks ago). Great experience. Able to reach a lot of youth of color and a broad spectrum of folk; culturally diverse – Islamic, African American, Asian. Getting natural resource work on the radar as a job opportunity with these audiences. Received some unsolicited resumes for the Field Intern positions. Laura directed them to our application process. 4 County Cooperative Weed Management Area (CWMA) Pull Together. Interesting talk by Rosario Franco and woman who organized the Twinning Project (professional worker exchange program with Mexico around restoration work). Workers want more learning opportunities, about the meaning of their work. More than just a job. Workers from both countries are developing “pen pal” programs. Effort needs funding for the Mexico side of the project.
- Mary – Inspired by the CWMA talk as well. Has reflected on this. Sharing follow-up ideas about opportunity with respect to the District’s work with Verde in the realm of site assessment work for completed restoration projects. Mary is also in an equity planning mode. Met with Ping Khaw and Koffi Dessou to discuss ideas.
- Randi – Finished redacting all the Field Intern resume’s that have come in to date. Expecting a lot of resumes on deadline day. Currently at 75 applications (new record). Eligibility changes have increased diversity.
- Renee – One small accidental win. Contracting, illustrator for doing the branding for the 75<sup>th</sup> Anniversary is both a minority and woman owned business.

**Approval of the November 30, 2018 Meeting Summary** – Accepted with no corrections.

**Coalition of Community of Color Self-Assessment Findings & Goal Setting** – Trend is a lowering of our scores. What does this reflect? Greater awareness of the categories and holding ourselves to a higher standard of success. Also, each assessment was done through a different process. Assessment process could be enhance by having group discussion around the categories/questions. Examples of what outcomes leads to a particular score. Group felt it was good to continue this. Tracks where we are at. The assessment goes beyond just listing all the activity and steps we have taken as an organization. Good for communicating to other organizations where we are at. Also, helps prioritize where we need to steer our efforts because the goal is to improve – we want to improve. *Action - Group will continue with the assessment with the next set of questions.*

**Demographic Data Collection** -- Meetings with Ping Khaw and Shweta Moorthy reflect that the District needs to do a bit more work with our partners with respect to goal setting. Difficult to collect data without having clear goals to collect performance data around. Metro has been contracting with community based organizations about performance data metrics. Key is making the data relevant to those communities. Been doing this for 10 years. Still struggling. Key is being explicit about what the organization means when it says it is going to do something on equity and inclusion and then define how impactful we can be. Metro is in the process of rolling out their work plans – goals, actions, assignments and performance metrics/indicators. Foundational is building our relationships with this communities. The CONNECT Southwest PDX gave us some experience. Ping would like to assist with this. *Action – Need to have follow-up discussion regarding our goals.*

**Diversifying Speakers Presenting at WMSWCD Events** – Renee. Observation. Field is largely white. Soil School. Our go to pool of speaker possibilities is largely white. If our goal is to diversify those that come to Soil School, we need to diversify our speakers. Falls back to relationship building. Discovering people of color in the conservation field. What is their specific area of expertise? May require intentional effort to recruit speakers of color. Pay their travel, etc. to bring them in rather than rely on speakers sourced from the Portland area. Eye on Soil School 2020. Also, next opportunity is the 75<sup>th</sup> Anniversary (Verde, Wisdom of the Elders, Bailey Nursery (and their workforce)). Partnership log would be good space to keep notes on this sort of thing.

**Gender Pronouns** – Continue the discussion at the All Staff Meeting in February.

**Action Item Review** – (1) Continue with the Self-Assessment. (2) Special meeting to continue work on Goal Setting.

**Next Meeting:** Friday, March 22, 2019, 11:30am to 1:30 pm, WMSWCD Office.