

**WMSWCD Diversity, Equity and Inclusion Committee Special Meeting Summary  
February 19, 2019, 9:00 am to 11:00 am, WMSWCD Office**

**Attending:** Mary Logalbo (Co-Chair); Scott Gall, Renee Magyar, Randi Razalenti, Laura Taylor

**Draft Goals**

The Diversity, Equity and Inclusion (DEI) Committee reviewed proposed draft goals that were pulled from concepts or actual statements in the District's Racial Equity Statement. It was agreed upon that it would be beneficial for these goals to be more generalized to all marginalized communities (rather than targeting race or culture) to encompass the work that the District is doing and has on its radar to do to become a more inclusive, diverse, and equitable organization for all. In conjunction with this, a specific bulleted sub set of these goals related to the DEI Committee's focus on racial disparities will be created. Included will be a statement of why racial disparities are being specifically targeted within these goals. Mary will work on reconstructing the language and consult with Susan Weedall and bring in Renee as needed or at a final review prior to the March DEI Committee meeting.

**Draft DEI Initiative Fiscal Year (FY) 2019-2020 Annual Work Plan**

The DEI Committee reviewed the draft DEI Initiative FY 2019-2020 annual work plan. Revisions include [those to make changes in brackets]:

- Organizational capacity building program area: work the 'reporting of inclusivity survey findings' from the inclusivity goal into an accountability goal and change those involved to be 'all staff'. [Mary]
- Communications & outreach program area: Renee to look at her annual work plan and work with Mary if there is different and/or additional language to include. Add language regarding working on Section 508 compliancy for the District website (assures access to those with disabilities). Consider adding language in this area regarding diverse parties as speakers to events such as Soil School or add elsewhere within the plan as seen fit. [Renee with support from Mary]
- Contracting Policy program area: change those involved to be 'all staff'. [Mary]
- Hiring Practices: update to include language regarding incorporating SDAO best practices and Oregon laws as applicable. Randi can be listed as lead on the permanent hire hiring playbook, with the overarching team to be the Leadership Team in conjunction with the Intern Supervisor and/or Laura to take on the scaled down version of the schedule for the internship program. [Randi]
- Partnership Development & Maintenance (pt. 1 of 3): consider altering the metric to include or replace the current metric with "grow network and increase engagement with diverse populations". [Mary]
- Partnership Development & Maintenance (pt. 2 of 3): Mary to discuss the inclusion and timeline of the Community Advisory Committee with Jim, Terri and Susan and add in Community Engagement Liaison as a potential partner on this item. [Mary]
- Partnership Development & Maintenance (pt. 3 of 3): change those involved to be 'all staff and Board'. [Mary]
- Include 'leads' as applicable under 'Staff, Board and/or Partners Involved' for each goal. [Mary]

Mary will share the annual work plan with all staff and let them know to include themselves as staff involved in areas that they are planning to engage in and to put in specific timeframes where applicable.

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