

DRAFT -- WMSWCD Diversity, Equity and Inclusion Committee Meeting Summary -- DRAFT
May 14, 2019 11:30 am to 1:30 pm, WMSWCD Office

Attending: Mary Logalbo, Susan Weedall (Co-Chairs); Jim Cathcart, Scott Gall, Renee Magyar, Sam Mularz, Terri Preeg Riggsby, Randi Razalenti, Laura Taylor.

Welcome/Check-In/Equity Shares: The following announcements were shared.

- Susan – Recognized Mary Logalbo and her service as Co-Chair over the past year. Susan announced Scott Gall as the incoming staff Co-Chair beginning in July 2019.
- Terri – Advisory committee for West Multnomah Town Center Plan. Dovetails with Tri-Mets Southwest Corridor project. Need for affordable housing, transportation. Terri representing the environmental perspective such as stormwater. But, location centers on the community we learned about through the Connect SW PDX project. Immigrant community. Many from West Africa. Many voices – access to services, transportation, and housing. A lot of groups that serve under represented communities are on the advisory committee. Good to see everyone represented at this table.
- Jim – Intertwine summit. Keynote speaker – Meera Bhat, Director of the North America Cities Network of The Nature Conservancy. Compelling. Meera talked about the struggle of working with a large, corporate non-profit – dominant culture if you will – and the need to do things so differently in order to achieve equity and inclusion in the Conservancy’s urban programs. Take risks, work for those who stand to benefit. Challenge your organization. Lead boldly from within.
- Randi – Jordan Peele. Directed the movie *Get Out*, a couple of years ago. Peele directed a more recent movie, *Us*. Psychological thrillers. Full of social commentary about disparities.
- Renée – Renée and our 75th Anniversary Event planner, Eric Jones (Willamit LLC) had a good meeting with Juan Carlos Ocana-Chiu, Metro's Equity Strategy Program Manager. The meeting centered on how to incorporate diverse participation in our 75th Anniversary. Juan’s take home message is that in order to be impactful, you need to building relationships. It is deeper than only caring about the numbers that show up. Relationships come first. Juan Carlos offered their availability to help the District out.
- Laura – Ecology in the Classroom (ECO). Due to budget cuts, the Education Program partner funding for ECO was cut. That decision is now starting to hit home and ECO provides access to environmental education to many underserved or under representative groups.
- Mary – Conversation about historical disparities about landownership and how soil and water conservation district work could be trapped in this. Field Intern Indi Keith wants to research this topic. Equity 101 training is moving forward – July and August dates seem to be the most promising for most staff. Marion Soil and Water Conservation District is working on equity. Sara Hamilton reached out to us to learn of our experiences. Would like to shadow a future diversity, equity and inclusion committee
- Sam – Interested in working with our partners such as Verde.

Approval of the March 22, 2019 Meeting Summary – Accepted with Mary Logalbo’s edits.

Current DEI Budget Review – See attached financial report. Not much new to report. Equity 101 training is not going to cost us as we are able to use City of Portland, Office of Equity and Human Rights offerings. The other big cost not spent this year was the demographic data planning process due to the Coalition of Communities of Color not being available for this work as we had hoped. The task is to track, talk, share and collect information about demographic data about who we serve. Tricky. Need to be authentic. But, this is sensitive info. Mary will be reaching out to Cliff Jones, Alexis Millet (Capacity Partnerships).

Approved FY 19-20 Budget, Workplan and Goals Review –

FY 2019-2020 Budget. Asked for \$26,000. Reduced to \$16,000 in the staff recommended budget that was approved by the Budget Committee. The demographic data planning process was eliminated due to fiscal constraints in available revenue. Some activity shifted to other program areas – translation services, use of community engagement liaisons (CELs). (The use of CELs was collapsed with audience research ideas in the Communications Budget with a focus of this work supporting event planning for the 75th anniversary).

FY 2019-2020 Work Plan. Developed by a working group comprised of Committee staff. Board and staff have had a “quick minute” to review. Ideally, more substantive review and adoption is needed. **Discussion** – *Susan is interested in how we spend the 10 minutes of the DEI component for Board meetings with the Board. Time spent should go deeper than just receiving information about what the Committee is up to. We want the Board to be more participatory in approving and molding the annual work plan. Need understanding and accountability to this*

*work. Make sure staff and Board are all on the same page. Need to focus back on the goals and make sure there is deeper understanding, acceptance and support for them. Interactive process. First, focus on the context and overall package of goals to ground them to the bigger organizational picture and then go back and drill through individual goals at future meeting. **Action** – Carve out time at the June 12th Board meeting for this. Separate agenda item from the Committee update. Begin with the goals and broad organizational vision. Terri, Scott and Susan to convene to prepare for this.*

Intern Hiring Debrief – Randi. Very successful recruitment. Documenting what worked this year and where improvements could be made for future hiring processes. Posting on Coalition of Communities of Colors site is time consuming because they have to vet us as an organization – approval process takes time. Took so long this year that the actual posting did not occur until the day of closing. Perhaps this is an avenue for permanent jobs, but not temporary jobs. The idea of given applicants the option of identifying their preferred name (as opposed to their legal name) might be a good addition to the process. Not being able to go by their preferred name can be a stressor for some applicants. Inviting outside partners to join the hiring process needs to be encouraged and funds available to facilitate that. Goal is to diversify the interview panel. Invite them into the process, not just the interview panel. Good opportunity for past interns to participate. **Action:** Randi to follow-up with CCC to discuss how we can better utilize their system. **Action:** Jim to make sure the announcement or recruitment for the next Intern Supervisor begins coincident with the exit interviews for the current intern employees so there is more space for this person to affirm the hiring process and key decisions regarding the hiring process team. **Action:** Randi to revise the hiring schedule to allow for a longer more thoughtful discussion about the hiring team composition.

CCC Self-Assessment Results – Deferred.

Next Meeting: Moving to the third Wednesday of the month, 12:00 to 2:00 pm beginning to **July 17th, 2019, 12:00 pm to 2:00 pm WMSWCD Office.**

Initial compilation by by Jim Cathcart, May 14, 2019. Further review and editing by Jim Cathcart, July 1, 2019.