

WMSWCD Diversity, Equity and Inclusion (DEI) Committee Meeting Summary
April 13, 2021 1:00pm to 3:00 pm, WMSWCD Zoom meeting

Attending: Scott Gall (Chair); Jan Hamer, Mary Logalbo, Renee Magyar, Terri Preeg Riggsby, Randi Razalenti, Isa Rojas, Laura Taylor

Welcome/Check-In/Announcements – Scott shared that yet another recent police shooting of an unarmed person of color in Minnesota recently occurred. Isa introduced themselves as the new GIS & Field Conservation Intern, and Board members introduced themselves to Isa. Mary reported that she has not gotten the 1-pager back from Indi of *Whose Land is Our Land?* report, and this is delayed for now.

Approval of February 9, 2021 Meeting Summary – Approved by acclamation.

2021/2022 work plan final review and discussion – Scott gave background on the origins of the development of the work plan, noting a lot of it came directly from the updated Long Range Business Plan. One item that got cut from the budget is the DEI intern, but the DEI Committee discussed keeping pieces of this in the work plan for leverage of this to be funded next fiscal year as well as begin the process of developing a work plan for this position and identifying a supervisor for this position.

Review and prioritize DEI Budget – Scott reviewed all the proposed budget, and highlighted items that were cut out completely or cut down. Items with funding cut out completely included: *Whose Land is Our Land?* report speaker series and hosting a DEI internship; the item that had funding cut back was the Advisory Committee formation. Mary shared that PSU may support the speaker series without the funding. Scott asked the Committee if they felt that any monies should be moved around before finalizing. Mary mentioned affinity groups as an item that we may want to add monies to. The DEI Committee decided to leave off funding in this category, noting that we aren't sure what associated costs there may be, whether or not staff feel the need for affinity groups, and that the DEI Committee Co-Chairs will have flexibility to move designated DEI funding that isn't being used in other categories for these associated costs should they arise.

Action item: Discuss upcoming trainings for next fiscal year, including following up with Board training for gender awareness training.

Juneteenth as District Holiday – Scott reminded folks that last year Juneteenth was observed by the District, but was not signed on as an official District holiday, and that the Board was to follow up on making this an official holiday. The Board will be considering this at their next Board meeting. Terri and Jim discussed keeping the same number of paid holidays, swapping the Juneteenth holiday out for Presidents' Day. Oregon is currently considering making Juneteenth a paid state holiday. Mary brought up that at the staff meeting we talked about considering having Juneteenth be a day of service vs. having this as a paid holiday day of rest. There was a lot of discussion around this, with no clear conclusion. Randi (with her human resources hat on) was very adamant that the District cannot require service work of any staff on any paid holiday, but rather if someone wants to encourage voluntary group celebration or service associated with a holiday, they should feel free to do so. The DEI Committee felt best about swapping the Juneteenth holiday out for Presidents' Day rather than adding an additional holiday so as to not feel as though we are taking advantage of a holiday primarily celebrated by African Americans with the District being predominately white. The DEI Committee saw the importance of commemorating this holiday to highlight and celebrate the end of slavery. One item that was discussed was that personal days are given to Regular staff and can be used for holidays that are not observed by the District, but it was flagged that interns (temporary employees) are not given personal days.

Action Item: Terri requested that Ari (as intern supervisor) email Terri, Jim and Michele regarding personal days for interns, so that they can follow up about this.

Action Items Review

See above.

Next Meeting: June 8, 1:00pm-3:00pm

Notes taken by Randi Razalenti