

**DRAFT -- WMSWCD Diversity, Equity and Inclusion (DEI) Committee Meeting Summary – DRAFT
June 8, 2021 1:00pm to 3:00 pm, WMSWCD Zoom meeting**

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

Welcome/Check-In/Announcements – Scott mentioned going w/ Renee to interview Jennifer Rose Serna for the upcoming newsletter, and Jennifer is working with many diverse communities out on her property. Terri noted that National Association of Conservation Districts (NACD) board now has a DEI statement that was recently adopted, and they are working with a consultant regarding how to work on the implementation. Terri wants Oregon Association of Conservation Districts (OACD) to adopt a DEI statement by their annual meeting in the fall.

Approval of April 13, 2021 Meeting Summary – Approved by acclamation.

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Project Updates : *Whose Land is Our Land?* paper- Mary noted that Indi Namkoong won't be able to work on this any time soon, but the District is able to continue to work with this draft paper. We have been approached by partners that are working on a chapter book with case studies related to environmental equity and justice work to provide a piece, and Mary would like to pull excerpts from the *Whose Land is Our Land?* paper for this to describe why we are doing the work that we are doing, and Mary also plans to work with diverse partners on the context of the rest of the piece. This project is over a year out from now.

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Census mapping project – Mary reported working with Isa on this. Isa explained the census data is not available from Metro, so the project is on somewhat of a hold, but in the interim, Isa & Mary are working on how they will approach this project once the data is available based on feedback from Metro. Mary noted that they would like to have external feedback on the project before it is finalized, but this may delay sharing it broadly until we can budget for the external review.

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Long Range Business Plan (LRBP) Adjustments to the DEI work plan – Mary went through the pieces from the final draft of the LRBP that may be items that the DEI Committee may want to consider adding in their training plan. The general consensus was these were things that the DEI Committee wanted to include, but no official action item was named at the meeting.

Action item (added by Randi after the meeting): Randi to follow up in July with Laura and Scott (DEI Committee Co-Chairs) to circle back with the Committee on whether to add these items on the work plan or add it to the work plan and inform the Committee of the addition.

2021-2022 Fiscal Year DEI work plan review & planning session – The Committee discussed each item listed on the Committee's workplan that was provided in the packet.

Item #1 (DEI Trainings) – regarding trainings was skipped due to having its own agenda topic at this meeting.

Item #2 (Share info from *Whose Land is Our Land?* Paper) - Scott noted that the *Whose Land is Our Land?* paper should not have been crossed out in the work plan that was included in the Committee's packet. Mary already gave an update on the progress of this item, and there was no further discussion.

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Item #3 (Integrating more speakers to share on topics such as Traditional Ecological Knowledge) – Renee suggested that for traditional ecological knowledge (TEK) talks, to figure out directly what it is that we want to learn and to ask the speaker if they can present specifically about what it is we want to learn at these talks. Renee noted at Soil School that there was a good amount of drop-off from participants during this discussion, and wondered if this modified approach could help with this. Terri noted that the other approach could be to learn from the presenter what exactly they plan to present and have a better description put out to the public. Terri noted that co-hosting an event with speakers related to equity topics could be a good way of sharing staff time and resources and benefitting more community by being able to reach out to a broader amount of people.

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Item #4 (Community Advisory Committee) - Mary has this on her radar to work on this and the Board will need to be involved.

Item #5 (Developing Land Acknowledgements) - Mary will be working on this, including working on the District's local tribal history, and use learnings from that to craft language applicable to the local history.

Item #6 (Associate Board Director recruitment) - Scott noted the work the DEI Committee has done so far on this, and one note was how to discover what we may be missing on our Board and look for those skillsets when recruiting. One spot where we get hung up is having Board members be comfortable with eventually possibly being replaced by Associate Board members. Scott noted that Associate Board members have had significant contributions to the District regardless of not having the ability to vote on the Board. The DEI Committee had helped Michele Levis on some recruitment materials and were supposed to revisit the materials that were

compiled, but Jim had put that on hold until the LRBP is approved, which is set to happen at the June 15th Board meeting. Mary noted that the Advisory Committee that we worked with on the LRBP update might have input on this process as well as Cliff Jones.

Action items:

1. DEI Committee talk about TEK speaker for Soil School at the December meeting.
2. Scott to change the second listed outcome on Item #3 of the workplan from '1-2 speakers that are self-identified as BIPOC' to 'Showcase the full diversity of environmental professionals through speakers highlighted/selected' before finalizing for the Board to adopt.
3. Have a check-in at a future meeting on the work plan to take a look at progress we've made.
4. At the next DEI Committee meeting, the DEI Committee should get a handle on all the little pieces discussed regarding the associate director recruitment and figure out who is charged with what, etc.

*Update post-meeting: The Board was given a work plan that looked different than what the Committee reviewed. It was discovered that an older version of the work plan that only included the items that had budgets associated with them was accidentally given to the Committee for this meeting rather than the full work plan. Scott will send the final full work plan to the Committee.

Trainings for Fiscal Year/ Board DEI Training Debriefs – It was noted that moving forward the Board should have debriefs around equity related trainings like the staff do to gain more perspective and develop any action items as needed. Jim requested that the Committee discuss if we should have a debrief of the microaggression training that happened in August of 2020 at the September 2021 board meeting, and think about how to present this to the Board. Renee noted that if the debrief were to occur on the microaggression training, showing the video that was shown to us at the training about what microaggressions are would be a good approach. Terri felt that for this training in particular it would be good to have more of a refresher for some of the board since it was a while ago, and some board members were not at the original training. Mary noted having time for discussion and examples of microaggressions experienced might be helpful to also leave time for in addition to a refresher. Terri also encouraged staff that come to the meetings and interact with board members to attend or give Terri feedback if they have experienced microaggressions with the Board. Michele suggested as an initial step for staff to give feedback to Terri so Terri can have a conversation with those board members ahead of the meeting. See action items below based on this discussion.

Trainings for Upcoming Fiscal Year – The Committee agreed that getting surveys from staff and board members of desired trainings would be ideal. The Board is still due to have a shortened more general 2-hour Gender Awareness training (staff's training was more in-depth and 4-hours), and consider whether or not to invite folks outside of the Board and the timing of it. Mary mentioned considering having facilitated conversations around trainings that have occurred. For example, what are ways we're going to honor land acknowledgement – having methods to brainstorm and make learnings from trainings help us in our everyday work.

Action Items:

1. Scott email Jim & cc Randi on what was talked about at the meeting regarding the debrief on microaggression training and discuss next steps.
2. Randi, Terri and Jim to discuss the timing of the Gender Awareness training and if there is time for any other trainings for the Board.
3. Create an anonymous poll for staff with ideas for trainings to get their interest level and include an open area on the poll for suggestions [not assigned to anyone specifically, needs follow up in this regard]. The poll to go out at the July staff meeting, and results to be discussed at the August DEI meeting.
4. Take training suggestions from staff and approach the Board about any additional trainings they might want.

Next Meeting Coordination Assistance: Scott will be on vacation until August 3rd, and will need help getting the agenda together before he gets back from vacation. Laura will prompt the rest of the DEI Committee for any items needed as Laura's role as Co-Chair will begin in July.

Action Items Review

See above. Not reviewed at the meeting due to lack of time.

Next Meeting: August 10, 1:00pm-3:00pm