



UPPER WILLAMETTE

SOIL & WATER CONSERVATION DISTRICT

JEDI COMMITTEE MEETING MINUTES

Wednesday January 6, 2021 2 pm – DRAFT
Meeting held via Zoom

Committee Members Present: Abel, Sydney, Dave, Eric, Chuck, Al. No Public Present.

This committee – will need to take notes and vote to approve them at the beginning of the subsequent meetings. Abel & Sydney will lead the committee, Eric will participate but not officially, Lily would like to join the committee and be included in future meeting planning. Initially we will meet more frequently and transition to monthly meetings in the future. We will call ourselves the JEDI Committee – Justice Equity Diversity & Inclusion. We will develop recommendations for the SWCD, and evaluation framework with a JEDI lens for all programs & policies, and clear processes for participation and opportunities for leadership for BIPOC communities.

Hiring Process Recommendations (JEDI best practices for hiring) – hiring will be beginning soon so need to get these recommendations ASAP. Eric will contact other SWCDs and ask for their processes, Sydney will type up the UWSN best practices, will send all out to the committee by the 20th, review in following meeting on the 27th. Cannot use race in hiring practices legally, need to develop questions & policies that address the barriers to employment for BIPOC & other marginalized communities (education, work experience, lived experience, etc.) without explicitly calling out race. We should also ask other SWCDs for guidance, lessons learned, best practices regarding interview questions, hiring practices, and also honorariums for BIPOC advisors. (Eric)

BIPOC Participation on this Committee – We need to do some work before we invite BIPOC to participate in this committee (trainings, etc) recommended not to invite them in until we are ready and have done our work. This makes deciding on an honorarium policy and recruitment of BIPOC members less urgent, however we should still look to engage some BIPOC representatives as consultants to review short term work products (hiring processes, etc) and compensate them for their efforts (include this in short term work plan). It will be important to have BIPOC participate in the evaluation of policies, programs, projects, proposals, and budgets using a JEDI lens, however it will be important to ensure that there are also opportunities to participate in the development of new programs and ideas that address BIPOC needs and priorities.

Training Priority – It will be important to focus on training to make sure that the board and staff of the SWCD are prepared and knowledgeable to develop, approve, and implement a JEDI strategy. (compulsory for all staff and board?) Feeling that we don't know enough yet to do a good job, important to do well and lay strong foundations for a long future in the district. Understanding that it will take time to change behaviors, how we do things, how we view things. There are a few opportunities outlined on the spreadsheet and everyone is encouraged to include other potential trainers or opportunities so that we can review on the 27th in our next meeting (ie. SDAO, other options)

Current Training Opportunities: A tribally focused 4 hour training with Deana Dart and representatives from Siletz & Grand Ronde put on by the UWSN. There may be a 2nd session made available in February which the SWCD can participate in with cost sharing. The whole training costs \$5000. Chuck motioned to ask the board for approval of the \$1,000 to make sure we are able to take advantage of this opportunity, 2nded by Abel, unanimously approved. Sydney will work with the UWSN on Friday to determine whether this session will be made available.

Next Steps

- Deliverables for the 20th: Hiring recommendations from UWSN & other SWCDs; one-sheet for this committee outlining its purpose, goals & activities; short-term work plan proposal (?)
- Short-term work plan – what we need to do between now and July and what budget we will need for that
- Long-term work plan – product/activity of short-term work plan - needed June to inform budget (due in July). Use the great template Abel got from Tualatin

All supporting documents mentioned in the minutes are a part of the official record, and are available upon request. Please contact the office at admin@uwsxcd.org to request copies.

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