



UPPER WILLAMETTE

SOIL & WATER CONSERVATION DISTRICT

JEDI COMMITTEE MEETING MINUTES

Monday February 1, 2021 2 pm

APPROVED 2/23/2021

Meeting held via Zoom

Present: Chuck Arrera, Al Hrynyshyn, Dave Downing, Abel Kloster, Lily Leitermann, Sydney Nilan. Public present: Dan Howard (UO).

Review of the hiring process recommendations

- What does ability to navigate DEI as a pillar mean? It means that a candidates ability to navigate discussion around DEI, previous experience & trainings around DEI, and past success engaging BIPOC communities are a fundamental & required qualification and not an afterthought or desired qualification
- These recommendations will be shared with the personnel committee and they will incorporate them into the hiring process that they are developing. The JEDI committee will have a chance to review the new process and provide feedback
- It would be nice to have a consultant review the process as well and provide feedback – short timeline will require that we include BIPOC honorariums in the short-term budget. Dave will review the existing finances with Clarissa and let us know if we need to explore other avenues for paying them up front

Recruitment of Budget Committee

- We will need to recruit a budget oversight committee starting in February. The committee will be convened in April – likely two meetings: one to review the proposed budget/ask questions and then follow up meeting to provide feedback/recommendations
- We will need to develop a recruitment strategy including where to post/share the announcement, the announcement itself, an application, and criteria for selection.
- Chuck will develop an announcement draft and share it with this committee. Sydney will create a document that outlines where we can share the announcement, a draft of the application questions and a draft of the selection criteria
- 7 members would be a good number to cap the budget committee- would be good to have a diverse group with different professions, knowledge, and experience
- Al will also check in with other SWCDs to see how they do their budget committee recruitment

Engaging BIPOC advisors

- Abel put together a great list of DEI consultants for contracting – it would be nice to contract a consultant who can advise as well as provide training
- Given the short time frame, we could look to engage a few BIPOC & environmental justice leaders locally to provide feedback on our hiring and recruitment policies
- Abel created a list of consultants, and Sydney will add a list of contacts from the local BIPOC/EJ community that could review these policies and provide feedback. We think that 3 people would be good, each receiving an honorarium of ~\$300 for their time and effort. Dave will check the budget and let us know. The bridge

funding will take another 35-40 days at least, so we need to verify when we would be able to disperse the honorariums. We can also develop a simple MOA for the work.

- Sydney will check in with Aimee and others to verify their desire & ability to help out and make sure that the honorarium is the appropriate size.

Review of the one sheet (1.5 sheet)

- Everyone likes the one sheet! Only comment was to change the final bullet re. training to be annual as opposed to only FY21

Review of the training opportunities

- Al shared that he has already participated in the proposed Decolonization 101 training put on by the Stewardship Network & Live Oak Consulting and that it provided a lot of material for reflection and thinking about how we work with Tribes. Sydney has reserved 10 spots for the SWCD Board & Staff to participate in the March 16th round. If the board approves the \$1000 in the next meeting Sydney will enquire about the timeline and method and payment.

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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