



UPPER WILLAMETTE

SOIL & WATER CONSERVATION DISTRICT

JEDI Committee Meeting Minutes

Tuesday Oct 4th, 2022, at 10:00 AM– **Draft**

Meeting held via Zoom

Committee Members Present: Al Hrynshyn, Abel Kloster, Daniel Dietz, & Lily Leitermann (4/5 Members present: Quorum Reached)

Public/Staff Present: Cricket DeLoe, Dave Downing, Sydney Nilan, Victoria Fischella

1. Call meeting to order: Meeting was called to order at 10:03 am by Director Kloster.
2. Approval of Minutes: Director Hrynshyn motioned to approve the June 7, 2022; meeting minutes as presented. Abel Kloster gave the second.
3. Discussed Avarna Proposal (see proposal): Abel Kloster gave an overview of the proposal, and the group went over the proposal in sections. Lily Leitermann gave an overview of the last meeting with Aparna and Ava of Avarna to discuss the potential continued work with our organization and potential ideas of what the district needs. The remaining budget is for training, not specific to DEI budget. The agreed upon remaining monies was \$12,000 for JEDI specific trainings. Sydney suggested that getting the Vision for the District for this year would be a great place to start. Dave agreed that this would be a good place to start. The suggestion to Dave was to do the 20hrs from the Creating a DEI Vision for UW SWCD section of the proposal.
4. Discussed Job Descriptions (see documents. Conservation Tech and District Manager) and went over the DEI section with no suggested edits at this time.
5. Discussed Employee Professional Development Policy: Suggested edits to the wording of the policy for clarity and voted to suggest said edits to the District Manager, Dave. One of the edits was to pay the employee upfront instead of afterwards, so that employees who cannot afford to pay and be reimbursed. Sydney suggested adding in DEI training into the policy itself. Encouraging mention of DEI training being important in the professional development of their employees.
6. Paid Leave of Oregon Act: no feedback given.
7. Meeting Adjourned: Meeting was adjourned at 11:30 am.

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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