



DEI Committee Meeting Minutes – Draft

Tuesday, September 5th, 2023, 10:00 am

This meeting was held virtually via zoom.

Members Present: Lily Leitermann, Mary Durfee, Chuck Arrera (3/6; quorum reached)

Staff Present: Jared Pruch, Leslie Owens, Dave Downing

Others Present: Sydney Nilan

1. Call meeting to order: Meeting was called to order at 10:00am by Lily Leitermann.
 - a. Review agenda: Lily Leitermann asked if there were any amendments to the agenda. No amendments or additions were made, and the draft agenda was accepted.
2. Review last meeting minutes: Ms. Leitermann asked if there were any amendments to the last meetings minutes (Feb 2023) hearing none, the minutes were reviewed and approved as presented. Mary Durfee motioned to accept the meeting minutes as presented with Chuck Arrera giving the second. The motion passed unanimously with a vote of 3-0. (Lily Leitermann, Mary Durfee, Chuck Arrera voted for the motion to pass)
3. Discussions:
 - a. Universal Watershed Network Recommendations from Transponder.
 - i. Sydney Nilan gave a bit of background on how these recommendations were developed. Mrs. Nilan noted that they contracted with Transponder to do three main things. One of them was a three-part training course that had varying levels of success and in-depth surveys with the different network members that got into staff and organizational culture in the different network member organizations including policies. Using that data collected from both the document review and some surveys and one-on-one interviews with certain staff, they developed different recommendations. She went on to explain that the next piece is thinking about how to implement the recommendations. Noting that they are encouraging all organizations to implement the ones that make sense for them. Citing that more planning on overall accountability on how to implement these recommendations which the networks DEIJ project team will be working on. Conversations on the recommendations and tying those in with the DEI work the District is doing with The Avarna Group followed Ms. Nilan's overview.
 - b. DEIJ Visioning/Commitment drafts – Comment discussion
 - i. This time was spent discussing the in-depth review of the documents in the draft form and all the information up for discussion was edited to make a clean document based on feedback from the Board of Directors and the Staff, and partner organizations as well.
 - c. DEIJ Visioning/Commitment drafts – Clean version discussion
 - i. The clean version was then reviewed and it was decided that it would move on to the Board of Directors for approval at the September 12th board meeting. Mary Durfee motioned to approve the clean version for discussion at the board meeting as presented with Chuck Arrera giving the second. The motion passed unanimously with a vote of 3/0. (Lily Leitermann, Mary Durfee, Chuck Arrera voted for the motion to pass)
4. No public present for comments.

5. Next meeting decision: The committee decided to keep the meetings quarterly until further notice.
6. Meeting Adjourned: Meeting was adjourned at 11:07 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.

DEI Committee voting members:

Lily Leitermann

Mary Durfee

Chuck Arrera

Al Hrynshyn

Daniel Dietz

Andy Burke