



UPPER WILLAMETTE

SOIL & WATER CONSERVATION DISTRICT

DEI Committee Meeting Minutes

Tuesday February 7th, 2023, at 10:00 AM –
approve 9/5/2023 Meeting held via Zoom.

Committee Members Present: Lily Leitermann, Mary Durfee, Chuck Arrera, Al Hrynshyn, Daniel Dietz

Quorum: Yes - 5/5 Members present

Public/Staff Present: Cricket DeLoe, Dave Downing, Sydney Nilan, Leslie Owens

1. Call meeting to order: Meeting was called to order at 10:03 am by Lily Leitermann.
2. Review of Minutes: Meeting minutes were reviewed with no edits suggested.
3. Discussed: The proposed budget was discussed for the upcoming FY24. Sydney mentioned that the last budget was \$33,700 but did not include staff training, she suggested making the proposed budget be \$40,000. Dave Downing discussed making the number a bit higher to plan for the unexpected, such as guest speakers, and to give wiggle room for the year. More conversations happened with the consensus being that the proposed DEI budget for the next fiscal year would be \$45,000.00. Lily let the committee know that she would forward this number on to the Fiscal Manager.
4. Discussed: Committee Work Plan; Sydney explained that with the new contract in effect with Avarna, for DEI assessment of the District, she feels that the work plan should be put on hold until they have more insight from the work Avarna will be doing. Lily agreed that it would be a good idea to reassess the work plan at a later date. The committee discussed what to do in the meantime. Sydney mentioned putting in the work of outreach without an agenda. Showing up to events and putting in the efforts now, to build relationships with a diverse group of partners. Leslie suggested adding a DEI calendar with upcoming events to possibly join. Sydney mentioned that she could share her "Partners Events" calendar with the group.
5. Discussed: Abel sent a link for an upcoming training session that he feels would be beneficial to the District.
6. 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.

The Upper Willamette SWCD prohibits discrimination against its customers, employees, and applicants for employment on the basis of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or whether all or part of an individual's income is derived from any public assistance program, in employment or in any program or activity conducted by the Upper Willamette SWCD. The Upper Willamette SWCD is an equal opportunity employer.