

May 22, 2023 Diversity Committee Meeting Notes

Attendees

Committee: Ann Rogers, Jon Silvermoon, Diane Albino. Iana Matthews-Harris, Melissa Davis

Board Liaisons: Tom Horn, John Alexander

Non-Committee Members: Anthony Jackson, Paxton Hoag, Arna Shaw, Michael Connolly, Arna Shaw, Michelle Frankfort, Dani Darrick,

Agenda

1. Agree on facilitator and note-taker
2. Agenda review and priorities for today's meeting
3. Approve meeting notes 1/23/23 and 4/24/23
4. Board Liaison report
5. Old Business: Census (Diane)
6. Old Business: Consultants' recommendations and Operations (Melissa)
7. Old Business: Consultants' recommendations and Fair Cares (Melissa)
8. Old Business: Facilitated discussion with Board (Tom and John)
9. New Business: Work Plan and Annual Report to Board
10. Review next steps
11. Next meeting
12. Meeting evaluation

Facilitator: Jon Silvermoon

Note taker: Ann Rogers

Minutes Approval

Approved minutes from 1/23/2023 and 4/24/ 2023 unanimously

Board liaison report

Census: Diane

Will work on it again after Fair on how to do the census since the form is pretty much complete. Diane will ask Kristi if she is available July or August to meet with committee.

Consultants' recommendations and Operations: Melissa

Melisa sent an email to Kirsten. staff and Fair Cares. She referred to the consultants' report of 2021.

Because of the lack of a facilitated discussion to focus on 5, 10, 17 and 19. Melissa's appeal was thanked and ineffective. She feels she tried and received a poor response.

John, as BOD the DC and liaisons need to scope and sequence and move forward. Without the liaison stepping forward the staff may have viewed the request differently. Tom and John need to take "scope and sequence" back to the Board.

Diane: Board should have a policy to move operations forward.

Iana: To get recommendations moving forward, even with work stoppage, we need informed consent from Operations.

AJ: He does not think the recommendations have been received by the Board (they have been e-mailed and are on the .net site). He wants Board input on the recommendations.

Arna said she had not seen the recommendations (note: emailed to her on June 9, 2023)

Melissa reminded people they were sent out for the work session.

John: Do the low hanging fruit and move forward.

AJ is concerned that the Board hasn't discussed them and a work session is needed.

Iana: The reason nothing has happened is the Board does not consider it important. The reason the consultants' report has not been discussed by the Board is the Board.

John: the committee needs to create scope and sequence. John and Tom will work with committee to facilitate moving forward with recommendations.

Jon: Some of the recommendations are operational. Should they all go through the Board?

Arna: Feels bilingual signage should have happened last year and it is operational, although she feels the Board should send it to operations. She is sorry it has been stalled for two years.

Sandra: Low hanging fruit should be implemented. Staff members have stalled implementation. She thinks recommendations should be grouped as easy, middle and ??? She doesn't think we have figured out how to move forward. She doesn't know who is on the committee. (note: contact sheet link <https://docs.google.com/spreadsheets/d/17UiObcz3Qg9n0lhXLu2Dpw9dVluEe0-XCjMQKbpAfLc/edit#gid=1788456507>)

Paxton: The issues with Diversity Committee will get repaired moving forward.

Iana: The DC most harmed have left. Everything was already stalled before the Dec 6, 2021 meeting.

AJ wants recommendations brought to the Board by the liaisons.

Facilitated Discussion with Board

No updates. Need to find a new path forward.

Iana: Need to look at timeline and process and why did it fail. Blame does not equal accountability. Las t Board didn't get it done. Why do you need a work session to have a facilitated discussion?

Jon: Add facilitated discussion to work plan.

Work Plan and Annual Report to Board

With all the cancelled meetings we cannot get things to the Board. Liaisons submit the information to the Board. Get the low hanging fruit on it.

Work Plan:

- census

- facilitated discussion

- work with consultants' report- rank them as to feasible to get done

- annual report: names, work plan, contact person

Next Steps

Clarification of liaisons role for DC compared to other committees

Respect Best Practices and the Feb 2022 meeting restrictions

Look at the consultants' raw data.

Reach out to Kristi

Melissa and Tom will work on work plan

Diane: Diversity Passes will be same as last year, but adding Black Pioneers of Oregon. Sheet will be the same as last year with corrected dates and removal of Covid restrictions.

Meeting evaluation

Arna: thanks for letting non-members speak

Paxton: good to move forward

AJ: better meeting, would like more members to attend

Iana: appreciating all who came, but missing those who currently do not show up

Melissa: member outreach on work plan.

John: patience

Ann: thank you liaisons