



Leaders for Equity, Diversity and Inclusion Council  
 EQUITY AND INCLUSION OFFICER, Martine Coblenz, County Admin.  
 RODNEY A. COOK, H3S Director

**Leaders for Equity, Diversity and Inclusion Council (LEDIC)**  
***January 24, 2023, Meeting Notes (draft)***

**Staff:** Maria Magallon

**Members Present:** Chair, Tory Blackwell, vice chair, Dina Stults(Zoom), Chelsea Varnum (Zoom) , Bonnie Laner, Janette Romero Christenson, Mike Foley, Carlos Benson Martinez, Joselito Tanega, Betty Brickson, Lori Bender, Terry Ann Cabine (Zoom)

**Members unable to connect:** Megan Hussey, Fernando Sobrevilla, Raquel Vega Gonzalez, Rod Cook,

**Advisors:** Martine Coblenz, Maria Magallon, Csea Leonard, Jennifer Hardnett (Zoom)

**Guest:** Catherine McMullen, Clackamas County Clerk

**Interviewees:** Emily Cooper, Annamika Konkola, Katherine Bair

Topic	
<b>1. Land Acknowledgement</b>	Chair Tory, called the meeting to order at 5:43 p.m. Council member Lori read the land acknowledgement.
<b>2. Welcome and introductions, chair updates</b>	Vice chair, Dina welcomed all members and asked for a round of introductions. Ice breaker question, name something that you have chosen to focus on this year. Responses ranged from joy, home, health, spaciousness, working less and focusing on home life, to positive intent, party, transparency, continue supporting EDI champions, rest, joy and grounding in breath, more knowledge, and sustainability. Guest, County Clerk, Catherine McMullen introduced herself
<b>3. Approval of Agenda &amp; November meeting notes</b>	Chair Tory asked if there was a motion for approval of agenda and November meeting notes; Bonnie motioned to approve January agenda and November meeting notes, Janette seconded the motion, members voted, all in favor no abstained, and motion passed.
<b>4. Public Comment</b>	No Public comment



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<p><b>5. Equity and Inclusion Office/BCC Updates</b></p>	<p>EIO office is working with HR on a training on How to mitigate Bias in the recruitment process. This is an Equity deep dive project on retaining a diverse work force and leading with race.</p>
<p><b>6. Applicant Interviews</b></p>	<p>Council members interviewed three of five applicants; questions focused on getting to know applicants and their connection to diverse communities, understanding the difference between equality and equity, and what it means to lead by race.</p> <p><u>Emily</u>, is an immigrant from Taiwan connected to the Asian, Chinese, and the Taiwanese communities. She received her master’s degree and was a stay at home mom for twenty years. Emily is currently looking for employment after working with the Multnomah County Emergency Operations Center. She is involved in several community organizations and hopes to continue building her volunteer experience for her resume. Emily stated equality is treating everyone the same and Equity is looking at everyone’s differences and needs in order to succeed. Emily said that leading with race is accepting people’s differences and how they make for a better society.</p> <p><u>Annamika</u>, is a sophomore at West Linn High School, she states she is multiracial and multicultural and moved here from Hawaii; she was referred to LEDIC by a teacher. Annamika wants the opportunity to offer youth voice on LEDIC as well as in her community. Equality means treating everyone the same regardless of their individual circumstances. Equity recognizes the important differences between groups’ needs and experience and therefore need different approaches to achieve fairness. Leading with race is recognizing the impact of racial disparities, listening and centering communities of color. Race affects all aspects of life and addresses racial injustice and the effects of racial discrimination. Annamika asked goal oriented questions; chair Tory said LEDIC had a change in leadership; they will plan a retreat to set council goals and focus.</p>



	<p><u>Katherine</u>- stated she is an educated middle class white woman and represents privilege, and could bring the skill set of Plain Language to the council. Plain Language is federally mandated by an extension of the civil rights act. Plain language is her life work and passion and could be a great resource for the council and County. Equality is everyone getting pulled pork sandwiches; equity considers different dietary restrictions and preferences. Everyone is getting a meal they can eat and meeting people where they are according to their barriers. Leading with race means that you understand and believe that there is institutional racism in all organizations in the U.S., working to dismantle disparate systems and sharing that knowledge with folks helps to address systemic barriers. Questions- how can she help and does LEDIC see a role for plain language (PL). Chair Tory mentioned that Plain language is needed at the county. EIO office in partnership with PGA considers PL on all communication. (Full answers to interview questions attached to meeting notes).</p>
<p><b>7. NCPRD Community Project Presentation</b></p>	<p><b>Katie Dunham, North Clackamas Parks and Recreation District (NCPRD)</b>, Katie presented on a System Plan project. NCPRD would like to collaborate with LEDIC and include the voice of communities represented on the council and others that historically have not been involved. Katie presented PowerPoint slides- NCPRD is a service district of Clackamas County, serves 105000 people, with 32 parks/20 recreation sites, the Trolley Trail, facilities like the Aquatic Park, Milwaukie Community Center and Concord and Clackamas Schools. They offer over 230 sports and recreation activities, older adult services congregate dining, transportation services and volunteer opportunities. The System Project will inform a 20-year vision, framework that helps the district decide how money will be spent, and what services will be offered. NCPRD will do a review analysis of community needs and wants. They are currently finalizing procurement</p>



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	<p>to hire consultant and host community Listening and engagement sessions. NCPRD goal is to have the whole system finalized and approved by the Board of County Commissioners by 2024.</p> <p>The most important goal is Inclusive community engagement to build an equitable plan created by and for community. NCPRD would like LEDIC to inform and recommend ideas for genuine community engagement, outreach and partnerships. The previous plan was created in 2004 and updated in 2008. NCPRD is also looking at updating mission and vision statements.</p> <p>Chair Tory asked about the creation of advisory committees; they plan to hire the consultant to work with communities to form community led advisory committees. Mike said to consider accessibility needs in parks and facilities as they finalize the plan.</p> <p>Terry Anne- asked about a plan to purchase property in the Happy Valley area to build community centers</p> <p>Chair, Tory suggested taking the time to build relationships with community and gain that trust so the involvement does not feel extractive to community.</p> <p>Martine suggested incorporating stipends and considering other community barriers. Katie said she will gather LEDIC questions and recommendations and can return to update the council on project progress.</p> <p>(NCPRD PowerPoint slides attached to meeting notes.)</p>
<p><b>8. Announcements upcoming events</b></p>	<p>Maria asked council members to email announcements and upcoming events.</p> <p>Chair Tory <b>adjourned the meeting at 7:44 p.m.</b></p>

**Next Meeting Tuesday, February 28, 2023**