

Leaders for Equity, Diversity and Inclusion Council (LEDIC)
Zoom Meeting Summary (Draft)
March 23, 2021

Staff: Maria Magallon

Members Present: Chair Joselito Tanega, Megan Hussey, Raquel Vega Gonzalez, Dina Stults, Claire Calhoun, Betty Brickson, Rod cook, Mikaela Todd, Vice chair, Tory Blackwell, Terry Ann Cabine, Molly Ruff, Carlos Benson Martinez, Fernando Sobrevilla, Kimberlee Ables, Mike Foley, Trish Jordan, Chelsea Varnum, Emily Cooper, Martine Coblentz, Csea Leonard, Commissioner Fischer,

Members unable to connect Bonnie Lander, Janette Romero Christenson

Guest: Jeannette De Castro, Showing Up for Racial Justice (SURJ)

Topic	
<p>1. Welcome and introductions</p>	<p>Chair Joselito called the meeting to order at 5:34 p.m., he stated and recognized the challenging times we are in with the murder of Asian women in Atlanta and the mass shooting in Boulder Colorado this week. Joselito stated this is hard work and just when it feels like we have traction, we take steps back. He said he appreciates council members and is happy we are here together doing this work. Members did introductions; guest Jeannette De Castro from SURJ in Clackamas County that supports racial equity causes and participate in community awareness and door knocking. Mike stated he was at a county meeting today and stated that the biggest barrier for seniors is transportation to food sites and vaccine sites.</p>
<p>2. LEDIC Land Acknowledgement at LEDIC meetings</p>	<p>Betty and Tory reached out to Trish about doing a land acknowledgement at the beginning of every LEDIC meeting. Betty said that Trish said she could put something together. Trish said many organizations start with a land acknowledgement and is happy to share what she has put together. Chair Joselito, asked for a motion, Betty moved to add a land acknowledgement to all LEDIC meeting agendas and Tory seconded the motion. Chair Joselito opened motion up for discussion, Kimberlee stated that it should be a shared responsibility so it is not on Trish every time. Rod stated that the chair should read it at the start of every meeting. Betty mentioned she heard it is not always appropriate for non-native people to do land acknowledgements. Trish stated it does not matter who does the land acknowledgements as long as they are sincere and respectful. Trish said she would like to see a land acknowledgement at the BCC meetings. Tory said he would track down land acknowledgment language at the college that includes honoring native people as well as work</p>

	<p>by people of color; Tory will forward language to Maria to share with the council. Tory said there is a Native Land phone app that states what native tribes to honor in specific areas. Martine shared that the EI office has had conversations about land acknowledgements and it should be a collaborative effort with native community input and a balance of not putting the burden on folks but also not telling a story that is not ours to tell. Maria stated that last year when the Racism A Public Health Crisis was presented to LEDIC, council members stated there should be community input; a land acknowledgement should also be in partnership with indigenous and native community.</p> <p>Trish will forward land acknowledgement language to Maria for future discussion. Chair Joselito asked for a vote to incorporate the land acknowledgement, members voted and motion passed.</p>
<p>3. February meeting notes approval</p>	<p>Chair Joselito asked if there were any changes or corrections for the February notes. Mike made a motion to approve February notes, Kimberlee seconded, members voted and motion passed and February meeting notes approved.</p>
<p>4. EIO Office updates Covid vaccinations</p>	<p>Maria gave an update on the Emergency Operations Center (EOC) work. She stated the current focus is on the next eligible group, migrant and seasonal farmworkers. Many agricultural employers are receptive to hosting a vaccine clinic at place of employment as well as willing to drive their workers to a local Point of Distribution (POD). Maria stated the county has received thousands of additional vaccines and are able to host three to four vaccine clinics in Clackamas County and we will be needing volunteers. The County is collaborating with regional partners and on vaccine communication and distribution to BIPOC communities. Maria said that as BIPOC members are vaccinated and share their story, other community members are more receptive to the vaccine; that is why herd immunity is so important. The Ice storm needs update is on debris removal for rural communities; several cities hosted free removal for city residents and rural communities were not included. Clackamas county incorporated a voucher system for reimbursement for debris removal for rural communities.</p> <p>Kimberlee, Fernando and Dina asked if there's opportunities for LEDIC members to volunteer. Fernando stated he followed up with Brink Communications about the need for Latinx vaccine recipient storytellers and the slots have been filled.</p> <p>Martine shared the EI office's vision, "Clackamas County is a place where people thrive, have a sense of safety, connection and belonging so that each person is honored and celebrated for the richness</p>

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in diversity they bring”. Martine said we realize that it is not the current reality and that the Asian community is in our hearts and minds and we are extending love and support to LEDIC. Martine said that our office along with Erin Ruff (Resolution Services) are facilitating (Transforming Justice) a restorative justice project in Clackamas County. Martine will forward information to Maria, in case anyone is interested in participating. Just Outcomes, an organization that works with each county and is a statewide initiative on restorative outcomes in the criminal justice system, schools and other arenas, spearhead the project.

RFP update, we got four proposals, Terryann, Kimberlee and Rod were part of a group that evaluated and scored the proposals and soon we will have a firm identified to continue the racial justice work for Clackamas County.

The Clackamas Prosperity Collaborative project is ending. There were Design Labs in different communities (Canby, Estacada and Milwaukie) and that have decided to continue the equity work. The county will take the learning, guidance and recommendations and fold into the work of the EIO office.

#ClackCo quarterly update, the magazine will highlight an EDI story along with a timeline of events with a two page spread and LEDIC will be included in the story as well as the creation of our office. Public and Government Affairs will reach out for quotes from the LEDIC chair and other equity leaders.

Mike appreciated the statement about the support of LEDIC and the Asian community and asked if the BCC was creating a statement. Commissioner Fischer said that she would like advice on a countywide statement coming from LEDIC. Tory stated his awareness of the hard times that underrepresented groups are going through. He would like to see a statement with some thought and action put into it.

Fernando stated that sentiments in a statement without action are just words. Fernando also observed that the conversations on the attacks and murders in Atlanta, there was no acknowledgement to the fact that they were all women.

Mike also mentioned that most of the women were seniors.

Emily agrees there should be a statement acknowledging the “Asian hate” building up like a volcano.

Joselito stated he is also wondering whether the target is on Asian women.

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Kimberly stated that we need to recognize how intersectionality plays into the recent events. She gave the example of the shootings in Boulder Colorado; as more stores and public spaces are opening back up; mass shootings are on the rise. Kimberly also stated she feels disheartened that leaders put the burden on community to create a statement.

Dina stated that silence is deafening and sends the wrong message.

Rod stated that there are many opinions with the current board and commissioner Fischer is a minority voice around EDI issues and needs LEDIC support. We need to maneuver the political environment and it could be that not all commissioners would be willing to sign off on an EDI statement.

What would be the impact on community if not all the BCC is behind the statement?

Joselito said we appreciate commissioner Fischer's attendance at LEDIC meetings and request that LEDIC statements can be a standing agenda item.

Commissioner Fisher stated that the time to respond is now and would like LEDIC's help with a message as she has been attacked by members in BCC meetings and the response could be different coming directly from LEDIC. She suggested a small group of committee could put together a statement to put forth at issues next Tuesday.

Mike agrees that it's part of LEDIC's charge to do this; it's in our mission statement, LEDIC advises the BCC

Betty asked what specific support Sonya needs; LEDIC could draft a statement, show up at meetings and any other support that is needed.

Joselito, Tory, Betty and Kimberlee all agreed to be part of a committee to put something together for commissioner Fischer.

Commissioner Fischer would like at least a draft before next Tuesday.

Fernando pointed out the two mass shootings in the last two weeks; we cannot wait for a monthly meeting to respond to events. Tory stated we need an internal committee to step up for PR (statement) or response work in between meetings.

Chelsea stated that as a new member and still learning, she is wondering what exactly is LEDIC's role. How does LEDIC encourage and be the voice of the communities we are representing. Is there ways to be more engaged with the board and directly involved and supportive of EDI work? What is the purpose of the group?

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	<p>Martine appreciated Chelsea’s inquiry and stated that the groups lived experience and perspective of the council is not represented on the current board. EDI issues are being politicized that are not; condemning racism, equity, inclusion, and all the phobias are not political.</p> <p>Chelsea, what does it mean in action; where is the power are we meeting just to talk to each other, what is our positioning and reasonable expectation to set for ourselves?</p> <p>Martine state, LEDIC has a lot of power in their voice; several departments have reached out to Maria to bring issues and projects to LEDIC to assure equitable practices and outcomes. Another example is the Health Equity Resolution that LEDIC directed the commission to take back and have community voice. Commissioner Fischer is a liaison for LEDIC and the commission.</p> <p>Rod said LEDIC made the recommendation and fought for a countywide equity position on the fourth floor (County Administration), a lot of policies and resolutions that have been passed initiated in this council meetings. LEDIC has to continue to be the voice and positive pressure from community to the BCC. Rod also said this committee has supported him personally and professionally.</p> <p>Maria added that part of the LEDIC mission statement is being a voice and bridge for communities as well as advising the BCC. Maria also pointed out the committee/workgroup language in the bylaws. Maria stated that LEDIC’s history and successes need to somehow be captured and publicly shared.</p> <p>Csea said that she has seen that LEDIC has been a big influence and had a major role in county policies, practices and the creation of the E&I office.</p> <p>Betty said LEDIC is very nimble, every month there seems to be a different issue and we are bogged down with heavy issues and need a rapid response team and maybe a subcommittee for the BCC training agenda item.</p> <p>Kimberlee agrees and volunteers for rapid response committee, Claire volunteered to be on the committee as well as Tory and Betty.</p> <p>Rod said remember you are voters and are representing thousands of community members and a powerful force and the BCC cares what you think and will listen.</p> <p>Fernando pointed out that with all the different opinions, people with lived experience need to continue raising our voice and being a strong voice for communities we represent.</p>
<p>5. Joint Equity Statement for EDI groups in the county</p>	<p>Tory shared that he is a part of a local group meeting (with Respond to Racism) to draft a joint EDI statement and share it with EDI groups in the county in hopes it will be adopted by all groups. Tory</p>

	<p>read the statement aloud and will forward to Maria to share with council to provide feedback. We need better connections among the countywide EDI groups. Commissioner Fischer has noticed that there are organizations and advisory groups across the county that need to be better connected and could adopt this statement. A positive aspect to Mark Shull's statements is that groups are being motivated and voicing their equity rights. Chelsea would like to add gender identity to the statement, Martine asked if Tory could send a list of the EDI groups identified in the county and was the intention that community grassed groups sign off on the statement. Tory will forward the EDI group list to Maria. Mike appreciated that Tory is aware of the blind person and appreciates the reminders to read things.</p>
<p>6. Recommendations/EDI Training for BCC</p>	<p>Maria stated that this is a standing agenda item and could be the work of a subcommittee group as we are near the end of the meeting and members have announcements.</p>
<p>7. Announcements/Upcoming Events</p>	<p>Megan shared that there was a church that has been targeting LGBTQ and BLM groups that had a rally last weekend that got a lot of attention. A group of youth created a resource fair across the street and received with verbal attacks by adults at the church. Chelsea said that Mark Shull spoke at the church recently and they are very vocal with their hate. The proud boys also showed up and contributed to the negative interactions. Chelsea said The Living Room created a statement in response to the events and will forward to Maria to share with the council. Mike shared the Public Health Blueprint for a Healthy Clackamas is almost complete and they have sent a survey to many organizations and Mike is in charge of reaching out to community centers and LGBTQ groups and has had no response. The survey will help inform the impact of racism on health. Martine shared that Clackamas County working on rebranding and hired a consultant and April 12th will have photographers that need groups, churches or families willing to be photographed. If anyone is interested, contact Maria to FW to people working on this.</p>
<p>8. Public Comment</p>	<p>No public comment</p>
<p>Meeting Adjourned at 7:31 Next meeting April 27, 2021</p>	