



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

**Leaders for Equity, Diversity and Inclusion Council (LEDIC)**  
***June 22, 2021 Meeting Notes***

**Staff:** Maria Magallon

**Members Present:** Vice Chair, Tory Blackwell, Betty Brickson, Bonnie Lander, Carlos Benson Martinez, Chelsea Varnum, Claire Calhoun, Fernando Sobrevilla, Emily Cooper, Kimberlee Ables, Megan Hussey, Mikaela Todd, Rod Cook,

**Members unable to connect:** Chair, Joselito Tanega, Raquel Vega Gonzalez, Dina Stults, Molly Ruff, Trish Jordan, Mike Foley, Janette Romero Christenson, TerryAnn Cabine,

**Advisors:** Martine Coblentz, Maria Magallon, Csea Leonard, Rod Cook, Commissioner, Sonya Fischer

**Guest:** Carmenia Chales, Rosa Martinez, president of Latino Built

<b>1. Topic</b>		<b>Vice Chair Tory Blackwell called the meeting to order at 5:37</b>
<b>2. Land Acknowledgement</b>		<b>Council member Bonnie Lander read the Land Acknowledgement</b>
<b>3. Welcome and introductions</b>		<b>Council members did introductions Two members of the public in attendance</b>
<b>4. Advisory Board Role/Political Activity</b>		<b>Council revisited and clarified rules around political conversations and how they apply to volunteer boards along with county employees. Council Advisor Martine, read a paragraph from the ORS 260.432 Restrictions on Political Campaigning by Public Employees which stated: “Public employees may not use their work time to support or oppose measures, candidates, recalls, political committees or petitions. When this manual refers to engaging in "political activity" or "advocacy", it means only that political activity or advocacy which is restricted by the statute-supporting or opposing measures, candidates, recalls, political committees or petitions. Supporting or opposing political issues that do not fall into any of those categories are not restricted by the statute. “ This was read to clarify work/meeting time and county devices used towards political activity/advocacy. Council member requested</b>



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		clarification on whether LEDIC members can comment on political statements made by BCC members. Advisor noted that this becomes a gray area where the line is blurry. Comm. Fischer noted that if it were a ballot item it would be off limits as part of county work group policy. Tory suggested revisiting the possibility of LEDIC email addresses and Maria indicated there might be email addresses currently for LEDIC chair/vice chair. Use of county email addresses would fall under personal records laws.
<b>5. May notes approval</b>	<b>VOTE ACTION</b>	Kimberly motioned to approve the May notes, Fernando seconded, members voted, Motion approved
<b>6. Response to Community BLM/Pride flags</b>	<b>Follow-up</b>	Council advisors shared Community response on BLM/Pride flags displayed at county building and BLM flags displayed inside of building/offices that are visible through windows. E& I office indicated community members have asked for items to be removed because they are political and are asking about having other items or flags displayed. LEDIC members noted that DEI work is not political; LGBTQ+ and BLM represent people/community members and not career choices. Supporting communities that fall under protected classes are in line with the mission and Core Values of the county. Council member shared that Metro has a community response statement that she will forward to Maria. Equity and Inclusion is not political and we must remain committed to advancing equity in our county.
<b>7. Committee/Work group duties and responsibilities</b>	<b>ACTION</b>	Council Created 3 workgroups over the LEDIC summer recess. <u>1-Board Training:</u> Joselito (lead), Mike, Dina, Betty, Tory; <u>2 – LGBTQ+ Resolution:</u> Chelsea, Kimberlee, Dina, Bonnie (lead); <u>3 – Administrator support:</u> Bonnie,



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		<p>Mikaela, Claire, Kimberlee (lead), Tory (back-up lead). Leads will organize the group to prepare items and share with group via Maria.</p>
<p><b>8. Equity &amp; Inclusion Office update</b></p>		<p>Advisor Maria updated on emergency management, activity slowing down around COVID and shifting to wildfire season. Clack Co. is above 65% vaccination rate and focusing on smaller vaccination events. Vaccine hesitancy efforts focusing on incentives ranging from gift cards to cultural events and meals. . Email Maria if you have small groups looking for vaccinations.</p> <p>Advisor Martine-CCC update, first action item is creating a BIPOC community steering committee, to prioritize community engagement to guide racial equity work.</p> <p>Environmental Scan was completed in November and was shared with the BCC. will keep LEDIC posted on updates.</p> <p>Advisor Csea, updated on employee EDIC recruitment and restructure updates with the goal to have representatives from each county department. EIO office currently training new members on various EDI issues and what it means to lead with race. EIO office is also planning a required EDI training for all county employees, managers and supervisors will attend a required 2nd training with a focus on responding to employee concerns and fostering a welcoming environment. The Equity and Inclusion Office will conduct the trainings.</p>



<p><b>9. LEDIC meetings &amp; Additional Summer Involvement</b></p>	<p><b>VOTE ACTION</b></p>	<p>If council members have event information or other summer involvement opportunities, FW to Maria.          Council members discussed whether to meet in July and August          It was suggested that LEDIC could have a short wellness check-in meetings in July and August.          Tory made a motion that we have optional support check in meetings available and members check email over the summer in case important issues come up.          Betty seconded          Members voted, motion approved.</p>
<p><b>10. Events and Announcements</b></p>		<p>Council member Bonnie updated that the unemployment office is reinstating and adjusting a number of rules around unemployment and vaccination status. The county listening session around employment barriers included lots of worry around age being a barrier.          It was noted that entry-level jobs are less likely to have a hybrid option, and there are more diverse BIPOC workers in the entry-level jobs, which may be creating an equity issue.          Council member Carlos shared that the Clackamas County Youth Advisory Board received a grant to recruit youth of color that are age 14-25.          Tory shared there are two Pride events scheduled Saturday June 26<sup>th</sup> in Sandy and at River crest Park in Oregon City.          In addition, flag waving events have increased and some people do not understand that some of the flags they are flying are derogatory and BIPOC communities feel unsafe.</p>



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<b>11. Public comment</b>		<b>Carmenia (member of the public) is a resident of Clackamas County and shared an experience with racism that she had and the group provided a number of resources and groups that she could connect to for additional information and support. Commissioner Fischer also asked to reach out to her for support.</b>
<b>12. Meeting Adjourned 7:36 p.m.</b>		<b><i>Next Meeting Tuesday, September 28, 2021</i></b>