



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)**  
**March 28, 2023 Meeting Notes**

**Staff:** Maria Magallon

**Members Present:** Chair Tory Blackwell, Megan Hussey, Mike Foley, Joselito Tanega,  
 (Ex-Officio members) Annamika Konkola, Katney Bair, Emily Cooper, Betty Brickson

**Members unable to connect:** vice chair, Dina Stults, Raquel Vega Gonzalez, Carlos Benson Martinez, Rod Cook, Chelsea Varnum, Janette Romero  
 Christenson (leave of absence) Terry Ann Cabine, Bonnie Lander, and Molly Ruff

**Advisors:** Martine Coblenz, Maria Magallon, Csea Leonard, Equity and Inclusion Office (EIO)

**Guests:** Catherine McMullen, County Clerk, Jodi Cochran and Kathy Yeung, County Internal Auditor's Office

**Members of the Public:** Keisha Brewster

Topic	
<b>1. Welcome, Land Acknowledgement</b>	Chair Tory Blackwell welcomed everyone and called the meeting to order at 5:42 p.m. Joselito read the land acknowledgement.
<b>2. Introductions/Check-in</b>	Members did introductions and general check in
<b>3. Approval of Agenda and February notes</b>	Chair Tory called for a motion to approve the agenda and February meeting notes. Mike made a motion to approve the agenda and last month's meeting notes, Joselito seconded the motion, members voted all in favor no one abstained, Motion passed, agenda and February meeting notes approved.
<b>4. Public Comment</b>	No public comment
<b>5. Clackamas County Internal Auditors Office</b>	Chair Tory welcomed guest presenters Jodi Cochran and Kathy Yeung from Clackamas County's Office of Internal Auditors, they presented on their office's function and current work. Their office is independent of the County and report to an oversight committee made up of county board members and community members. They are an office of two staff under the county Treasurer's Office. Their mission is to provide County leadership, objective assurance, advice and insight to optimize County efforts and achievements. Their focus is to highlight County's transparency and accountability. They conduct audits on previous work, current goals and progress. They are doing internal and external outreach to assess current Complaints Process and advertising on public's rights to file complaints. In partnership with the Equity and Inclusion Office, they decided to focus on the ADA and Civil Rights Compliance and complaints process. They want to hear about the community experience and make sure they are receiving equitable access to County services.



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	<p>They are looking at the current process, community awareness of the process and how the County is handling complaints. Equity Officer Martine gave a history of the Title VI process and the creation of a countywide plan. The focus of the project is to determine at the current status of the county and identify areas of opportunity for improvement. Council members shared their experience on accessing County services. Some suggestions are:</p> <ul style="list-style-type: none"> <li>• More wheel chair charging stations at parks</li> <li>• Clear information about the role of the Internal Auditor’s Office.</li> <li>• Clear messaging about complaints reporting in various languages.</li> <li>• User-friendly external website, ADA and Title VI compliant.</li> <li>• Clarity around timeline of processing complaints</li> <li>• Anonymous option for community members reporting a complaint</li> <li>• Data collection to track if there is a particular department receiving complaints.</li> </ul> <p>Jodi stated there is an anonymous internal reporting method to investigate waste, fraud and abuse. Ethics, Good Government hotline. Their office has an open door policy and community members can reach out directly. They would like feedback on areas out in community where they could advertise community rights and the existence of the complaints process. The ultimate goal is one where “the system should work for community members, community members should not have to know the system”.</p> <p><b>ACTION ITEM:</b> Council members, will forward any additional feedback to the EI Office and they will forward to Jodi and Kathy.</p>
<p><b>6. Break</b></p>	<p>Dinner by Thai Chef</p>
<p><b>7. LEDIC 20-year Celebration</b></p>	<p>Joselito presented the idea of having a 20-year LEDIC anniversary celebration. Martine stated, the approval for the creation of the council was in 2003 but the first official public LEDIC meeting was in 2004. Council members shared several ideas for celebrating:</p> <ul style="list-style-type: none"> <li>• Having a celebration with brunch or dinner and invite equity partners in the county.</li> <li>• Invite previous LEDIC members, employee EDI Council, and the Managers EDI group.</li> <li>• Invite past presenters to the celebration.</li> <li>• History of previous accomplishments.</li> <li>• Creation of advertising and marketing materials and venues.</li> </ul> <p>Chair, Tory suggested a planning subcommittee; Council members Joselito and Katney volunteered to be a part of the subcommittee.</p> <p><b>ACTION ITEM:</b> Maria will follow up with subcommittee to schedule planning meetings.</p>



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<b>8. Equity and Inclusion Office Updates</b>	Martine gave an update on the research justice study by the (CCC) Coalition of Communities of Color. They are nearing the point of gathering all the data collected in their research; they will be putting together a call to action and will provide a draft report by early 2024, approximately. CCC has sponsored many community events as part of their research; some upcoming events include Step up Clackamas (Youth), and an Employees of Color event. Maria emailed event information to all council members.
<b>9. Announcements upcoming events</b>	Equity Coalition quarterly meeting April 13 <sup>th</sup> , 4:30- 6:00, Chair Tory will forward additional information. Maria asked council members to email additional announcements to be forward to all council members.
<b>10. Adjourn</b>	<b>Chair Tory adjourned the meeting at 7:35 p.m.</b>
	<b>Next Meeting April25, 2023</b>