

DEI

LOC Equity & Inclusion Committee Finalizes Priorities

Following meetings earlier this year, the LOC's Equity & Inclusion Committee presented its priority recommendations to the LOC Board of Directors in June. The following priority items were recommended by the committee and ultimately approved by the board:

Enhance Scholarship Opportunities for Attendance at LOC Conferences, Workshops & Trainings

The Equity & Inclusion (E&I) Committee recommended that the LOC's budget for fiscal year 2021-22 include an appropriation of \$10,000 for enhanced scholarships to cover not only event registration, but also lodging, travel expenses, and food that is not included in the registration cost for these events. If sufficient funds are available, and there is a demonstrated need, a minimum wage stipend could also be provided. Receipts would be required for reimbursements, and scholarship recipients would need to sign a statement of demonstrated need.

The intent would be to partner with the LOC Foundation to increase scholarships beyond the FY 20-21 budget of \$6,700. Financial support from private sector corporations would be sought in collaboration with the LOC Foundation, with special care given to not compete with identified LOC sponsors. Grant opportunities utilizing staff resources, committee members, and/or a professional grant writer will be considered.

Scholarship recipients will be invited to join the E&I Committee after the event for a roundtable discussion of their experience at the event, what they learned, and how the LOC can make the experience even better at future events.

Broaden Education in Equity and Inclusion

The E&I Committee discussed the need to broaden education in equity and inclusion via the following opportunities:



PROUDLY PROVIDING CIVIL ENGINEERING SERVICES FOR OREGON

Horrocks Engineers has offered civil engineering services throughout the western United States for more than 50 years. We provide leading-edge technology for a wide range of supporting services, including:

- SUBSURFACE UTILITY ENGINEERING
- ASSET INVENTORY & ASSESSMENT
- PAVEMENT MANAGEMENT
- ... AND MORE

HORROCKS ENGINEERS

www.horrocks.com

1. *Local Focus* quarterly magazine
2. *City Focus* podcasts
3. Interviews
4. Website enhancement

This would include the preparation of professional articles on E&I topics to be included in periodic editions of *Local Focus*, podcasts featuring representatives from recognized caucuses and underrepresented members, interviews with subject matter experts, and website development and enhancements.

Investment in Short-Term and Long-Term Infrastructure

The E&I Committee recommended that the LOC invest in both short-term and long-term infrastructure to support virtual participation and the “Equity of Opportunity” in LOC events and activities. Some of the efforts discussed in support of short-term infrastructure include the distribution of information on low-cost opportunities to acquire hotspots through NPPGov contracts and the promotion of the availability of resources through the Small Cities program. The long-term effort includes support for continued lobbying for statewide broadband service to enable all members to have access to training opportunities.

Five Annual Board Trainings on Various E&I Topics

The E&I Committee recommended that the LOC Board of Directors receive training on various topics associated with equity and inclusion at each of the five annual board meetings for a period of 30 minutes to one hour. The topics to be addressed include accommodations training, LGBTQ+ training, implicit bias training, and other topics to be determined. This training will begin with the December 2021 LOC Board meeting.

Staff Training

The committee supported LOC staff training on equity & inclusion and suggested that this training be included in all future budgets.

Legislative Action

The LOC Executive Committee encouraged the Equity and Inclusion Committee to include legislative action in its priorities. The committee discussed whether legislative involvement should become a priority of this committee. Since the LOC already has legislative action committees, it was determined that while there will be opportunities to assist the LOC’s advocacy team through testimony and other support, this will not be the focus of this committee. Other staff will provide the advocacy team with a list of names of members of the E&I Committee that are available as a resource, when needed.

As part of the adoption of the LOC budget for Fiscal Year 2021-2022, the recommendations of the Equity & Inclusion Committee were ultimately approved. The committee continues to explore additional opportunities to educate the LOC’s membership. ■

Leadership is key to the sustainability of any organization.



Helping you find great leaders is what we do.



Scan to view our open recruitments!

Learn more about Prothman at www.prothman.com