

**EUGENE WATER & ELECTRIC BOARD
WORK SESSION
April 18, 2023
5:30 P.M.**

Commissioners Present: Sonya Carlson, President; John Barofsky, Vice President; John Brown, Matt McRae, Mindy Schlossberg, Commissioners

Others Present: Frank Lawson, General Manager; Kelly Hoell, Climate Policy Analyst & Advisor, Rod Price, Assistant General Manager

Call to Order

President Carlson called the Work Session to order at 5:45 p.m.

2023 Organizational Goal #2 - Diversity Equity & Inclusion (DEI) [0:0:57]

1. DEI Efforts at EWEB to Date (Attachment A)

Rod Price gave a PowerPoint presentation and answered questions.

The Board responded to the question of where they hoped to see EWEB in ten years.

2. Suggested Road Map for Completion of DEI Board-Level Policy by Dec. 2023 [9:38]

Rod Price and Kelly Hoell presented and asked the Board for feedback on the proposed elements of the policy. The consensus was that the road map had a good framework.

Ms. Hoell presented a slide introducing the Phase 1 Consulting Partner, Hathaway Munro, and explained that they would be helping with DEI training.

The Board was asked if they had any specific learning objectives. Those offered were:

- Pronouns
- Generational poverty
- How the policy would apply to real world issues
- A glossary including the definitions and genesis of terms

The Board was asked if training should include managers. The decision by consensus was that it should not.

3. Why does DEI matter at EWEB? [1:03:11]

Mr. Price asked the Board to share personal reasons that DEI mattered to them.

The Board was asked to brainstorm ways in which DEI mattered at EWEB.

**4. Examples of DEI Statements, Policies and Definitions [1:39:06]
(Attachments B, C, D and E)**

Mr. Price and Ms. Hoell asked the Board what stood out in the policy examples and what they wanted to see included in EWEB's DEI Policy.

Commissioner Schlossberg wanted a shared language established before continuing. Vice President Barofsky wanted definitions of equity and equality. Commissioner Brown wanted the caveat of being able to amend definitions as needed. President Carlson wanted training before establishing definitions.

The Board was asked about the example definitions of Diversity, Equity and Inclusion.

The consensus was that the definition of diversity should be neither too narrow nor too broad.

Mr. Lawson requested that the language of the definitions use the word "facilitate" rather than "ensure."

Adjourn [1:59:55]

President Carlson adjourned the Work Session at 7:30 p.m.

Recorded by Angela Kern, LCOG

Assistant Secretary

President