



Calapooia Watershed Council
Board of Directors Meeting
November 2021 Minutes

The Calapooia Watershed Council held their regular monthly Board meeting via Zoom teleconferencing on November 9th, 2021.

In attendance were the following members of the Board of Directors:

Mark Running Matt Mellenthin Jim Wagner Aimee Addison

The following members were absent:

Jim Merzenich David Lawlor John Joiner Dee Swayze

The following were also in attendance:

Collin McCandless, Executive Director
Cris Salazar, Habitat Restoration Program Manager
Kristen Daly, Youth Education Program Manager
Sarah Norton, Outdoor School Coordinator
Fiona Julian, Operations Coordinator

Collin McCandless presided over the meeting. Fiona Julian recorded the minutes.

There were not enough members present to achieve a quorum, so no voting was taken on any item.

Approval of October Financials

Fiona presented charts for the financials. Jim W asked if it was possible to also provide the payroll breakdown between departments. Fiona said she would begin providing that information starting next month.

Continued EDI Conversation

Collin reviewed a slideshow (attached) that highlighted the ongoing developments with Dr. Maria Chavez-Haroldson. There was a following discussion regarding first steps, outreach and identification of where the CWC is in this process. Mark mentioned indigenous visitors to his farm and will inquire with them regarding community interest and objectives within the field of work of CWC. Cris raised a discussion of whether it is best to have a project in mind before approaching the Tribes and other stakeholders. Kristen discussed the approach of asking what the CWC can do for them, and what concerns or interests are held as an opening line of communication. Aimee mentioned that Spirit Mountain's philanthropic mission includes CWC's work. Collin mentioned that the CWC has not previously sought funding from Spirit Mountain but imagines our goals would be similar. Sarah stated that we should consider what it is we want from underrepresented communities, and that these relationships can take a long time to build. Sarah suggested talking to partners who have already established these relationships and ask for advice. Sarah continued that as an organization, we should all have the same understanding of our objectives before acting. Collin posed the question of what can CWC offer the Tribes? Cris responded that with most of the Calapooia runs through private land, which CWC has a certain amount of access privilege that could be offered. Mark asked if the Tribes have their own habitat restoration programs and Cris said that yes, there are two people he knows of doing the same work he is. Jim Merzenich's property and network were mentioned as having connections with the Tribes. Matt raised the discussion of Board member diversity, and mentioned there were two women he thought might be interested, and acknowledged that CWC has to do more to increase diversity but that it is important to not tokenize and to be genuine in its efforts. Matt stated that LTWC seems far ahead with this work and to possibly reach out to them to learn about their process, successes and failures. Aimee clarified that there are currently four open positions on the board. Collin asked if it was worth having a conversation to discuss what diversity on the board means, and that we do have a relationship with a Latinx teacher whom we could approach that could provide a lot of reciprocity. Matt stated that Karen Hans (who had been mentioned before) would be a slam dunk for a potential board member due to her extensive experience and history with CWC. The discussion shifted to making board meetings more accessible. Aimee stated that there could be logistical issues with making the Zoom link public and promoting. Matt agreed, and explained the format of his company's meetings and that they extend public invitations to meetings where they have a guest

speaker. Jim W shared that he had thought a lot about the discussion with Dr. Chavez Haroldson over the past couple of weeks, and said that until recently, most of the CWC's projects have not been public-facing (referencing CREP) and due to that, the projects don't generate a lot of public interest. Collin responded that many of our projects involve partner agencies that typically do get involved with public input. Mark stated that the CWC has historically done all the ideas suggested but that newer staff haven't had these experiences or been involved in projects with public input. Collin stated that Oxbows has outreach funding available, and that this could be a good opportunity to involve the community in the early concept stages as Jim W suggested.

Education Update

Kristen presented a slideshow (attached) that reviewed the Education program's impact over the past year and stated that with the Covid-19 vaccine now available for younger children, that spring programs will resume in 2022. Mark thanks Kristen for her awesome creativity with the various programs.

OSU EDI Update

Sarah presented a slideshow (attached) that reviewed the work the Education staff have been doing with Gladys Ruiz.

Restoration Update

Cris presented a slideshow reviewing the restoration program's impact and current updates. Cris stated that he would like to plan site visits in the spring, and that he is now working on outreach for future projects. Cris encouraged everyone to spread the word that we are looking for 25+ acre sites for habitat restoration, and will set up a Projects committee meeting to discuss further. Cris also stated that he will be overseeing the installation of 9,000 plants at Bowers Rock over the next couple of months.

Other

Collin informed everyone that Rick Jones gave immediate notice of resignation from the board on October 13th.

Adjourn

End

Minutes reviewed and approved.

Signed _____ **Date** _____

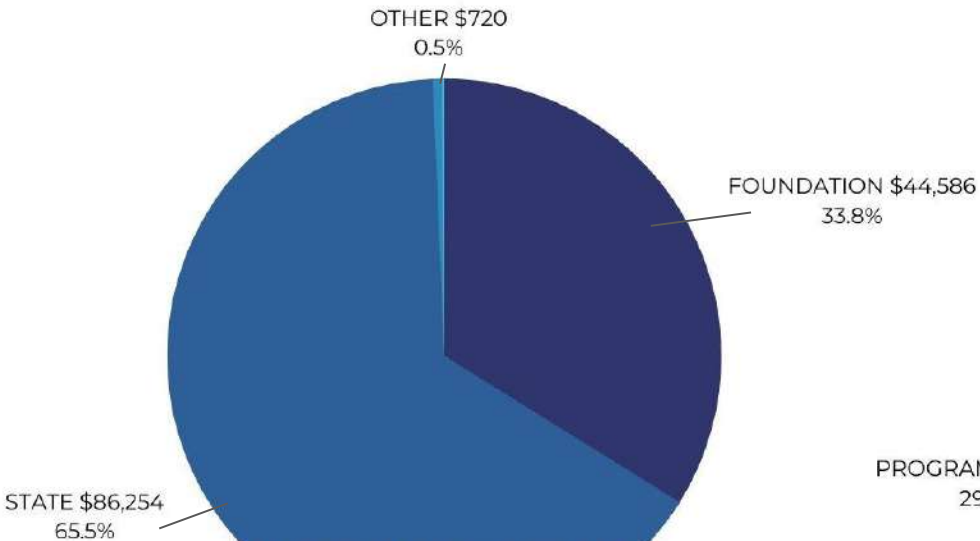
Calapooia Watershed Council



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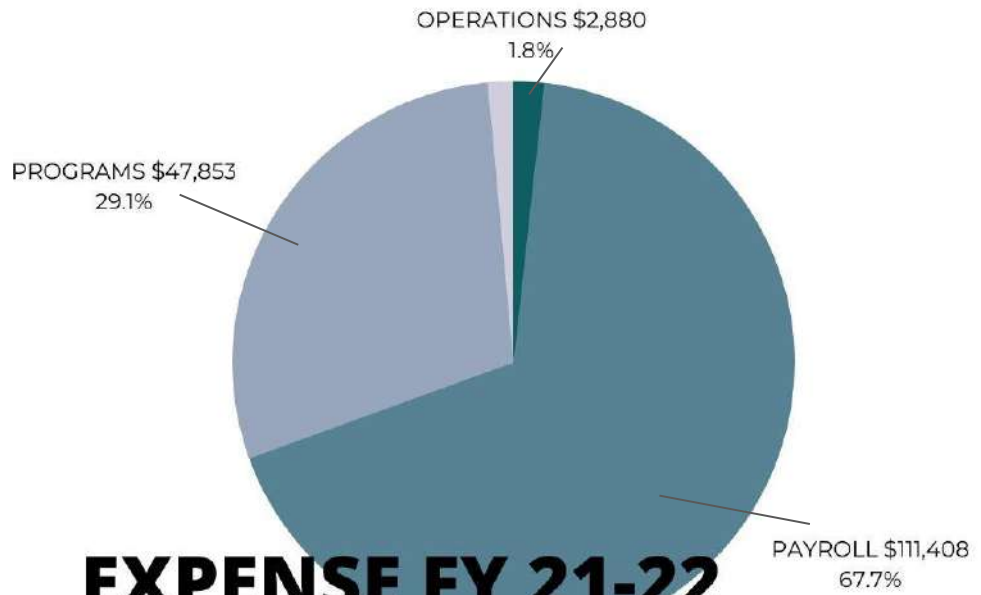
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Education * Habitat Restoration * Community



REVENUE FY 21-22
\$131,719

October 2021 Balance -
\$277,167



EXPENSE FY 21-22
\$164,902

Continued EDI Conversation

— OCT 6TH & 7TH —

WHERE WE LEFT OFF

- WE SET “GROUND RULES” FOR OUR DISCUSSION
- WE CREATED A SAFE SPACE “NO BLAME NO SHAME”
- WE DISCUSSED OUR **GOALS**
- WE DISCUSSED **ACTION STEPS**
- WE DISCUSSED THE MVRC EDI DEFINITIONS

GOALS

THREE MAIN GOALS DISCUSSED BY THE CWC

- 1. PARTNER WITH INDIGENOUS PEOPLES IN OUR RESTORATION EFFORTS**
- 2. DIVERSIFY OUR BOARD**
- 3. WORK WITH A BROADER COMMUNITY**

ACTION STEPS

ACTION STEPS DISCUSSED BY THE CWC

1. MAKE A BOARD MEETING ZOOM LINKS AVAILABLE TO PUBLIC
2. TRANSLATION OF ALL CWC MATERIALS INTO SPANISH
3. CONSIDER A DIFFERENT TIME FOR BOARD MEETINGS
4. CONSIDER A DIFFERENT LOCATION FOR BOARD MEETINGS
5. PROVIDE FOOD & CHILDCARE AT BOARD MEETINGS
6. ATTEND FUNCTIONS AT MAJORITY LATIN-X CHURCHES
7. REACH OUT TO PEOPLE WHO WORK WITH LATIN X FAMILIES

GOALS DISCUSSION

ARE THESE ATTAINABLE AT THIS TIME? IS THE CWC PREPARED?

- IF YES, WHY?
- IF NO, WHAT IS MISSING?

1. PARTNER WITH
INDIGENOUS PEOPLES IN
OUR RESTORATION EFFORTS
 2. DIVERSIFY OUR BOARD
 3. WORK WITH A BROADER
COMMUNITY
-

ACTION STEPS DISCUSSION

ARE THESE ATTAINABLE AT THIS TIME? IS THE CWC PREPARED?

- **IF YES, WHY?**
- **IF NO, WHAT IS MISSING?**

1. MAKE A BOARD MEETING ZOOM LINK AVAILABLE TO PUBLIC
 2. TRANSLATION OF ALL CWC MATERIALS INTO SPANISH
 3. CONSIDER A DIFFERENT TIME FOR BOARD MEETINGS
 4. CONSIDER A DIFFERENT LOCATION FOR BOARD MEETINGS
 5. PROVIDE FOOD & CHILDCARE AT BOARD MEETINGS
 6. ATTEND CHURCH FUNCTIONS AT MAJORITY LATIN-X CHURCHES
 7. REACH OUT TO PEOPLE WHO WORK WITH LATIN X FAMILIES
-

GOALS & ACTIONS STEPS

GOALS & ACTIONS STEPS ARE SOMETHING THAT WE NEED TO HAVE CONCERNING EDI & WANTING TO ATTAIN ACHIEVABLE TANGIBLE THINGS IS GREAT! OUR FIRST ACTION STEPS SHOULD BE:

- FORM A CLEAR CONSENSUS CONCERNING EDI IN OUR MISSION
- WHY EDI IS IMPORTANT TO OUR PROGRAMS
- WHY SHOULD THE LATIN X COMMUNITY CARE ABOUT OUR ORGANIZATION
- DETERMINE WHAT DIVERSITY MEANS TO THE CWC CONCERNING OUR BOARD REPRESENTATION

HOMEWORK: DUE 12/08/21

FILL OUT A GOOGLE FORM ANSWERING THE FOLLOWING QUESTIONS (YES, THERE WILL BE SPACE FOR AN “OTHER” QUESTION)

- 1. FORM A CLEAR CONSENSUS CONCERNING EDI IN OUR MISSION**
- 2. WHY EDI IS IMPORTANT TO OUR PROGRAMS**
- 3. WHY SHOULD THE LATIN X COMMUNITY CARE ABOUT OUR ORGANIZATION**
- 4. DETERMINE WHAT DIVERSITY MEANS TO THE CWC CONCERNING OUR BOARD**

THANK YOU!

CWC Education Program

June – Nov, 2021

Summer Snorkels

- Partnered with GAPS and Jackson Street
- Youth Services
- 84 total youth with many youth coming to
- more than one event
- 120 youth counting repeats
- 15 trips
- Pioneer Park, Cascadia State Park, Trout Creek Campground, Yukwah Campground, House Rock Campground



The Return of Salmon Watch



- 5 Schools: Sunrise, NAMS, Central Linn, Central, & Tangent
- 220 students
- This is all but 3 of the schools that were signed up for this year
- 5 schools did not sign up or attend

New Stations for 2021



- On campus programs limited what we could cover.
 - No Macros or traditional riparian
- Added Salmon, Bear, Mosquito, a food web activity and Riparian Art, using photoreactive paper.
- Changes were very well received by students & teachers.
- Some changes may stay in place as we work to create more inclusive field trip content.

KEZI News Coverage



- A reporter came out to our final program, at Tangent Elementary and did a story that aired six times over a 2-day period.
- Press coverage was arranged by a PR firm that partners with Pacific Power.

First Annual Family Day



- Benton Soil & Water, OSU & ODFW staff hosted a Family/Community day for Salmon Watch on Nov 6.
- 61 community members attended.
- We plan to continue this program & grow it to be a fun way for the community to engage with all things salmon!

Library Partnership



- CWC staff partnered with the Albany Library to host 2 community “Splash into Science” events this summer.
 - One event was cancelled due to Delta.
- Community members received a Watershed Discovery Kit & worked on activities with CWC staff.
- We hope to continue this partnership.
- Approx 30 people attended the macros event

Outdoor School 2021

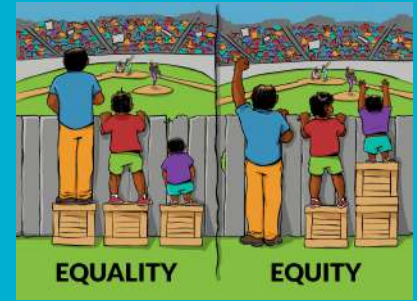
- Provided 2021 ODS programming for 6th graders at school (GAPS & CLSD)
 - Take home kits and videos were also provided for at home students
 - Synchronous lessons on zoom
 - Excellent reviews from teachers and students
 - Adding some elements from 2021 to the 2022 programs



"Thank you so much for coming to our school and teaching us! My favorite lesson was about wetlands! This was one of the best classes I've ever had! -6th grader NAMS

We were just so impressed that ODS even happened this year and it's all thanks to Calapooia Watershed and Cindy Drouhard. Such a great experience for our kiddos. The highlight for students was dissecting owl pellets.

Outdoor School 2022



- Equity, Diversity, and Inclusion work and program improvement began in August with Gladys Ruiz Consulting
 - Weekly Meetings with Gladys Ruiz and education staff
 - Monthly meetings with full staff began in November
 - Funded through OSU Extension EDI Grant
 - Currently creating desired outcomes and vision for ODS Program and HS Leader Class
- EDI work will continue throughout the school year with Gladys Ruiz Consulting

Outdoor School 2022

- Laura Saxe-O'Brien is the new TOSA at GAPS
- Camp Harlow Family Day
 - 4 Families, Guidance Counselor, School Faculty Members
 - Provided child care, transportation, and a meal
 - All positive reviews!
- Program Planning:
 - 4 weeks scheduled at Camp Harlow for GAPS
 - With vaccines for students age 5-11, residential programs may be possible
 - Deadline to decide on programming (at school, camp, park, etc.) is Jan. 15, 2022
 - Planning HS Leader class at South Albany High School is in full swing

