

Salem Area Mass Transit District  
BOARD OF DIRECTORS**WORK SESSION**

Thursday, March 14, 2024

*This meeting is open to the public, please see page 2 for available formats.*

**AGENDA****I. CALL TO ORDER**

- A. Safety Moment
- B. Announcements

**II. PRESENTATION(S) | DISCUSSION(S)**

- A. DEI Training ..... 3

**III. GENERAL MANAGER COMMENTS**

- A. Upcoming Board Agenda Items ..... 13
- B. Board Calendar Review ..... 14

**IV. ADJOURNMENT**

**Available meeting formats:**

- In Person: Senator Hearing Room at Courthouse Square, 555 Court Street NE, Salem, Oregon 97301
- Zoom Gov.: Meeting ID: 160 629 0899 | Passcode: 624273  
Go to: <https://cherriots-org.zoomgov.com/j/1606290899?pwd=aElhUUE0VkZmSE85Sy9EMFBY1RJQT09>
- One Tap Mobile: +16692545252,,1606290899#,,,,\*624273# US
- Landline Phone: +1 669 254 5252 US

**Virtual Meetings:** The Board of Directors meeting is a public meeting; in a place that is ADA- accessible. Board meetings will also be available via *ZoomGov*. The meeting I.D. and passcode are below the agenda.

**Closed Captioning (CC):** *ZoomGov's* live streaming platform includes Closed Captioning (CC). It is a good tool for aiding viewer participation in the meeting. However, CC does not always translate accurately.

**Alternate Formats:** This is a public meeting in a place that is ADA accessible. With 48 hours of notice, auxiliary hearing aids and services, and alternate formats for individuals with limited English proficiency are available. Requests can be made to the Clerk of the Board by phone at 503-588-2424 or with the assistance of TTY: Oregon Relay Services at 1-800-735-2900 (or 711). Cherriots administration office hours are Monday-Friday from 8:00 AM to 5:00 PM.

**Electronic Copies** of the Board's meeting agenda packet are distributed by email 6-7 days prior to the meeting. The agenda packet is also included on the Cherriots website under Public Meetings and Notices at: <https://www.cherriots.org/meetings/>.

**Email Distribution List:** To add your email address to the Board's meeting distribution list, please send your email address to the Clerk of the Board at [publictestimony@cherriots.org](mailto:publictestimony@cherriots.org).

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**Reuniones Virtuales:** La reunión de la Junta Directiva es una reunión pública; en un lugar accesible según la ADA. Las reuniones de la junta también estarán disponibles a través de ZoomGov. La reunión I.D. y el código de acceso están debajo de la agenda.

**Subtítulos (CC):** la plataforma de transmisión en vivo de ZoomGov incluye subtítulos (CC). Es una buena herramienta para ayudar a los espectadores a participar en la reunión. Sin embargo, CC no siempre traduce con precisión.

**Formatos alternativos:** esta es una reunión pública en un lugar accesible según la ADA. Con 48 horas de anticipación, se encuentran disponibles audífonos y servicios auxiliares, y formatos alternativos para personas con dominio limitado del inglés. Las solicitudes se pueden hacer al Secretario de la Junta por teléfono al 503-588-2424 o con la ayuda de TTY: Oregon Relay Services al 1-800-735-2900 (o 711). El horario de atención de la administración de Cherriots es de lunes a viernes de 8:00 a. m. a 5:00 p. m.

**Las copias electrónicas** del paquete de la agenda de la reunión de la Junta se distribuyen por correo electrónico 6-7 días antes de la reunión. El paquete de agenda también se incluye en el sitio web de Cherriots en Reuniones públicas y avisos en: <https://www.cherriots.org/meetings/>.

**Lista de distribución de correo electrónico:** Para agregar su dirección de correo electrónico a la lista de distribución de reuniones de la Junta, envíe su dirección de correo electrónico al Secretario de la Junta a [publictestimony@cherriots.org](mailto:publictestimony@cherriots.org)

# A Culture of Belonging: Moving from Othering to Cultural Humility

Cherriots Board of Directors  
03.14.2024



## About your facilitators



# Land Acknowledgement



We are gathered today on the land of the Kalapuya, who today are represented by the Confederated Tribes of the Grand Ronde and the Confederated Tribes of the Siletz Indians, whose relationship with this land continues to this day. We offer gratitude for the land itself, for those who have stewarded it for generations, and for the opportunity to study, learn, work, and be in community on this land. We acknowledge that our College's history, like many others, is fundamentally tied to the first colonial developments in the Willamette Valley. Finally, we respectfully acknowledge and honor past, present, and future Indigenous students of Chemeketa Community College.



# Group Agreements

1. Speak your truth responsibly
2. Expect non-closure
3. Maintain confidentiality
4. Pay attention to your intent vs impact
5. Position yourself as a learner
6. Embrace tension as a means to growth

## What is your Why?

If we want to promote belonging in the workplace, we must first be very clear on why we feel it is necessary.

Why are you serving on the board? Why is it worth your time to be here tonight?

# Defining Terms

## Belonging

Belonging happens when people feel accepted, their voice is heard, and their presence is valued within a group.



# Cultural Humility

“Cultural humility involves an ongoing process of self-exploration and self-critique combined with a willingness to learn from others. It means entering a relationship with another person with the intention of honoring their beliefs, customs, and values. It means acknowledging differences and accepting that person for who they are.”

*“[Cultural Humility Vs. Cultural Competence.](#)” 2021. Soundscaping Source.*



## Cultural Humility Framework

Tervalon & Murray-Garcia, (1998)



### Personal Commitment

Lifelong, daily commitment to self-evaluation, reflection, and critique. We must be flexible and humble enough to look at ourselves critically with a desire to learn more.



### Power Dynamics

Embracing the reality that everyone brings something important to the table. Each person has unique strengths that are necessary for institutional success. Recognition of power dynamics and imbalances with a desire to fix those power imbalances.



### Develop Partnerships

Develop partnerships with people and groups who advocate for others. Individuals create positive change, communities have the potential to impact systems. Within community, hold institutions accountable to their commitments to change.



# How have you seen cultural humility in action?

## Othering

“A set of dynamics, processes, and structures that engender marginality and persistent inequality across any of the full range of human differences based on group identities.”\*

“When we pretend we are not connected, we are in the process of othering people.” - *john a. powell*

\* <https://belonging.berkeley.edu/redefining-who-belongs/glossary>



# Disruptions to Belonging

## *Stereotypes*

A stereotype is a fixed, overgeneralized, oversimplified belief, image, or idea about a particular group or class of people.

*(Cardwell, cited in McLeod, 2008)*

Stereotypes offer a security blanket to which one can retreat from complexity.

*(Emig, 2000, p. 4)*

# Disruptions to Belonging

## *Bias*

Bias describes the negative attitudes we may have toward people or associate stereotypes to them.

## *Implicit (Unconscious) Bias*

Implicit bias describes the negative attitudes we may have toward people or associate stereotypes to them without our conscious knowledge or awareness.

# Scenario

## Scenario discussion questions

- What would it look like if Ron ignored (or brushed off) this comment made by Lydia?
- What would it look like if Ron justified his opinion in response to Lydia's comment?
- What would it look like if Ron chose to get curious about what Lydia said? What questions would he ask himself or Lydia?

# Examining our Biases

- Biases are formed through unexamined or validated stereotypes
- Unconscious bias has the potential to lead toward negative behaviors/actions
- Explore bias with self-compassion and cultural humility
- Belonging for all first requires cultural humility

# Thank you!

## Scenario

**INSTRUCTIONS:** In small groups, have one person read the scenario. Then, give specific examples in response to the discussion questions and be ready to have someone in your group share those examples to the larger group.

### Scenario:

Ron has always had a hard time being in close proximity to unsheltered people. When he was a kid, he remembers seeing an unsheltered man talking to himself and yelling at people who would drive past him as he sat on the sidewalk with a cardboard sign that said, “Anything helps.” Ron thought it was foolish to yell at people when you were asking for their help and began to assume that unsheltered people who are outside asking for money are ungrateful and dangerous. Over time, he eventually felt a disgust toward people asking for money on the street. His disgust led him to even feel frustrated with anyone who would give money to unsheltered people. “Don’t they know that they are getting ripped off?” Ron would think. “And they are actually making the problem worse because now homeless people are encouraged to beg for money.” Ron’s disgust caused him to feel anger and resentment every time he saw someone on the street. After seeing one of his friends, Lydia, stop to talk to a homeless person and give them a dollar, Ron felt like he had to say something. “You’re supporting the problem,” Ron told Lydia. “That person will probably spend your money on drugs or alcohol and we’ll start seeing even more people begging for our money because they prey on our generosity.” Lydia paused and turned to him and responded gently, “That person told me he hadn’t had any food in two days. After I gave him a dollar, he said I was the first person to make eye contact with him in a week. He could be lying, but what if he isn’t?”

### Discussion Questions:

- What would it look like if Ron “brushed off” this comment made by Lydia?
- What would it look like if Ron justified his opinion in response to Lydia’s comment?
- What would it look like if Ron chose to get curious about what Lydia said? What questions would he ask himself or Lydia?



**To:** SAMTD Board of Directors  
**From:** Allan Pollock, General Manager  
**Date:** March 14, 2024  
**Subject:** Upcoming Work Session and Board Meeting Agenda Items

## Upcoming Work Session and Board Meeting Agenda Items

<b>To Be Scheduled:</b> <ul style="list-style-type: none"> <li>• Award of Contract for AIP Group 6 (SUA)</li> <li>• Award of Contract for DW Fencing (TD)</li> <li>• Leave Software (JR)</li> </ul>	<b>Work Session:</b> <ul style="list-style-type: none"> <li>• Tour of Transit Centers (AP)</li> </ul>
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<b>March 28, 2024</b>	
<b><u>Board Meeting</u></b>	
<b>Action Items:</b> <ul style="list-style-type: none"> <li>• Renewal of Contract for Internet Service (DT)</li> <li>• Award of Contract for Maintenance Uniforms, Supplies, &amp; Laundry Services (TD)</li> </ul>	<b>Information Items:</b> <ul style="list-style-type: none"> <li>• Service Change Briefing for May 2024 (SUA)</li> <li>• Updated Cordinated Plan &amp; 5310 PMP (SUA)</li> </ul> <b>Presentation Items:</b> <ul style="list-style-type: none"> <li>• 2024 State Legislative Session Report (AP)</li> </ul>

<b>April 11, 2024</b>	
<b><u>Work Session</u></b>	
<ul style="list-style-type: none"> <li>• Micromobility Options &amp; Bike Share (SUA)</li> <li>• Advisory Committee Goal Planning (AP)</li> </ul>	

<b>April 25, 2024</b>	
<b><u>Board Meeting</u></b>	
<b>Action Items:</b> <ul style="list-style-type: none"> <li>• Award of Contract for ADA Paratransit Eligibility Services (TD)</li> </ul>	<b>Information Items:</b>

<b>May 7, 2024</b>	
<b><u>Budget Committee Meeting</u></b>	
<b>May 8, 2024</b>	
<b><u>Budget Committee Meeting</u></b>	
<b>May 9, 2024</b>	
<b><u>Budget Committee Meeting</u></b>	

<b>May 9, 2024</b>	
<b><u>No Work Session</u></b>	
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<b>May 23, 2024</b>	
<b><u>Board Meeting</u></b>	
<b>Action Items:</b> <ul style="list-style-type: none"> <li>• CC: Adopt FY2024 Board Meeting &amp; Work Session Schedule (AP)</li>   <li>• Award of Contract for Fuel Services Program for Contracted Transportations Services (TD)</li> <li>• Contract Award for Corporate Digital Advantage Agreement (DT)</li>   <li>• Trapeze Software License Renewal (DT)</li> </ul>	<b>Information Items:</b> <ul style="list-style-type: none"> <li>• Q3 Reports: Strategic, Performance, Finance (AP, DT, DL)</li> </ul>

AP - Allan Pollock | DT - David Trimble | DL- Denise LaRue | PF - Patricia Feeny | SUA - Shofi Ull Azum | TD - Tom Dietz



**To:** SAMTD Board of Directors  
**From:** Allan Pollock, General Manager  
**Date:** March 14, 2024  
**Subject:** Calendar of Scheduled Meetings

## Board Calendar of Scheduled Meetings

### March-24

10	Sun.		Spring Forward - Daylight Savings Time
10	Sun.		2024 Oregon Legislative Session ends
14	Thu.	5:30 PM	SAMTD Board Work Session
18	Mon.		Transit Operator & Maintenance Employee Appreciation Day
28	Thu.	5:30 PM	SAMTD Board of Directors Meeting

### April-24

April 7-9			APTA Legislative Conference - Washington DC
11	Thu.	5:30 PM	SAMTD Board Work Session
15	Mon.	8:00 AM	Due Date: Board to file SEI Report through OGE
16	Tue.	5:30 PM	Community Advisory Committee Meeting
25	Thu.	5:30 PM	SAMTD Board of Directors Meeting
April 28-May1			APTA Mobility Conference

### May-24

7	Tue.	6:00 PM	SAMTD Budget Committee Meeting 1
8	Wed.	6:00 PM	SAMTD Budget Committee Meeting 2 <i>If necessary</i>
9	Thu.	6:00 PM	SAMTD Budget Committee Meeting 3 <i>If necessary</i>
9	Thu.	5:30 PM	SAMTD Board Work Session
23	Thu.	5:30 PM	SAMTD Board of Directors Meeting
			<b>Memorial Day</b>   Cherriots Administrative Offices <b>Closed</b>
27	Mon.	<b>HOLIDAY</b>	Customer Service <b>Open</b>   <b>Sunday Level</b> Bus Service

### June-24

13	Thu.	5:30 PM	SAMTD Board Work Session
16	Tue.	5:30 AM	Community Advisory Committee Meeting
			<b>Juneteenth</b>   Cherriots Administrative Offices <b>Closed</b>
19	Wed.	<b>HOLIDAY</b>	<b>Sunday Level</b> Bus Service
			SAMTD Board of Directors Meeting
27	Thu.	5:30 PM	Budget Hearing