

Salem Area Mass Transit District
BOARD OF DIRECTORS

DEI SUBCOMMITTEE MEETING

Tuesday, January 2, 2024 at 3:00 PM

Mill Creek Conference Room

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

AGENDA

I. CALL TO ORDER

II. DISCUSSION

- A. Heritage Month Recognition Program
- B. Review of 2023 In-Service DEI Training Session
- C. 2024 Program Overview

III. ACTION ITEMS

A. Approval of Minutes

- 1. October 20, 2023 DEI Meeting 3

IV. ADJOURN

Available meeting formats:

- In Person: Mill Creek Conference Room, Courthouse Square, 555 Court Street NE Suite 5230, Salem, Oregon 97301
- Zoom Gov.: Meeting ID: 160 839 0480 | Passcode: 671720
Go to: <https://cherriots-org.zoomgov.com/j/1608390480?pwd=cVFZZGxSZy9VMjFjODFIdnRpeTRLdz09>
- One Tap Mobile: +16692545252,,1606290899#,,,,*671720# US
- Landline Phone: +1 669 254 5252 US



Salem Area Mass Transit District
BOARD OF DIRECTORS
DEI Subcommittee Meeting Minutes

Friday, October 20, 2023 at 8:00 a.m.

Pringle Creek Conference Room
555 Court St. NE, Suite 5230, Salem Oregon 97301

Attendees:

Board: Chair Sara Duncan, Directors Ian Davidson, and Maria Hinojos Pressey

Staff: General Manager Allan Pollock, CHRO Jaél Rose, and Executive Assistant Kirra Pressey.

I. CALL TO ORDER

A. Chair Duncan called the meeting to order at 8:02 a.m.

II. DISCUSSION

A. Upcoming DEI Activities

GM Pollock discussed the transition from himself to CHRO Jaél Rose as the lead implementer for DEI. CHRO Rose discussed the upcoming training “Unintentional Still Hurts,” taking place during each of the upcoming In-Service Trainings (twenty-four in total).

B. Discuss Bus Wrap Program

GM Pollock advised this would be a continuation of the discussion from the last DEI Meeting and provided a brief overview of previously discussed items. With the decision to highlight local community leaders on the bus wraps, he discussed the need to recognize entities to assist in identifying these individuals. For those selected, we would need to gather permission from their family members. GM Pollock will reach out to Cornell Edwards (employee of the District) and Dale Penn to assist with Jackie Winters. Director Hinojos Pressey will reach out to contacts on the School Board to assist with Willie Richardson. She also suggested Senator Lew Frederick and/or Dr. Irvin Brown as possible options.

Chair Duncan questioned whether this would need to be taken to the Board and if a policy would need to be drafted; GM Pollock advised this will be considered part of the Districts regular outreach and therefore is not needed.

In addition to the design, GM Pollock would like all bus wraps to have a common message. The committee discussed the appropriate way to manage the public's expectations of the bus wraps. Director Davidson suggested that during the press release the District discuss the details of the program to assist in managing expectations.

The Committee decided to follow the U.S. Department of State Heritage and History Months:

- February: Black History Month
- March: Women's History Month
- April: National Arab American Heritage Month
- April: Jewish American Heritage Month
- May: Asian American, Native Hawaiian and Pacific Islander Heritage Month
- June: Pride Month
- June: Caribbean American Heritage Month
- June: Immigrant Heritage Month & World Refugee Day
- September: Hispanic Heritage Month
- October: Military Appreciation and National Veterans and Military Families Month

The Committee proposed having a Black History and Pride bus wrap for this next year, with the possibility of a third for Hispanic Heritage. The wraps will remain on the buses for approximately a year. Chair Duncan will reach out to Salem Capital Pride to discuss local leaders whom we could potentially recognize. Entities for Hispanic Heritage Month will be recognized at a later time.

III. ACTION ITEMS

A. Approval of Minutes

1. July 14, 2023 DEI Meeting

Motion:	Approve the Minutes from the July 14, 2023 DEI Meeting with the adjustment noted by Director Davidson
Motion By:	Director Ian Davidson
Second:	Director Maria Hinojos Pressey
Vote:	Motion Passed Unanimously

IV. ADJOURN

At the next meeting, Chair Duncan would like to consider establishing a mission and duration for the DEI Committee to provide greater intention and structure. Chair Duncan adjourned the meeting at 8:53 a.m.

Respectfully Submitted

Sara Duncan, Chair