

**SPECIAL CITY COUNCIL WORKSHOP OF THE CITY OF REDMOND WAS HELD MARCH 16, 2021,  
VIA GOTOMEETING.**

**COUNCIL MEMBERS PRESENT:** Jon Bullock – Krisanna Clark-Endicott – George Endicott –  
Clifford Evelyn – Ed Fitch – Jay Patrick – Shannon Wedding

**MEDIA PRESENT:** None

Mayor Endicott called the workshop to order at 6:00 p.m.

**DEI PRESENTATION #2**

Erika McCalpine, Director of the Laboratory for Diversity, Equity and Inclusion at Oregon State University-Cascades, led Council in a discussion on “Fostering an Inclusive Climate.”

Inclusion is not diversity or assimilation. Inclusion is experiencing a feeling of belonging and that one’s uniqueness is valued and integrated into the team. Ms. McCalpine’s presentation included ways to foster inclusion and the characteristics of inclusive leaders.

Questions and comments from Councilors included the lack of opportunities for social interactions among Councilors due to COVID; the ability of non-English speakers to feel included, the difference between debate and arguing; the importance of communication, and respecting others’ views.

**ETHICS TRAINING**

City Attorney Keith Leitz conducted the annual Ethics Training. Mr. Leitz explained the Oregon Government Ethics Law and the Oregon Government Ethics Commission that administers the rules. He defined gifts, what may and may not be received and under what circumstances; gave examples of prohibited uses of office; described conflicts of interest, both actual and potential, and when they must be declared; defined nepotism, offered guidelines on the conduct of private business activities on public time.; and reminded councilors about the required annual Statement of Economic Interest (SEI) filing.

Councilor Fitch requested that the Council consider reviewing the Council travel budget and creating policy on who travels and why.

**OTHER BUSINESS**

Mayor Endicott announced that the March 30 workshop will be a session on Effective Council Relationships and Communications, conducted by the League of Oregon Cities.

There being no further business, the workshop was adjourned at 7:14 p.m.

Prepared by Trish Pinkerton, Assistant to the City Recorder’s Office

APPROVED by the City Council and SIGNED by the Mayor this 11<sup>th</sup> day of May 2021.

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/s/ George Endicott  
George Endicott, Mayor

ATTEST:

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/s/ Kelly Morse  
Kelly Morse, City Recorder