

DIVERSITY from page 1A

The Vision's coordinator, Stephanie Sarles, spoke afterward about the importance of last week's training and its significance for the region.

"One of the community building principles we try to follow is to be profound-

ly inclusive. We've been focused on that since the Vision began, and it's actually one of the principles of The Ford Family Foundation's Institute for Community Building," she said. "It's challenging because we do want to make sure everyone's voice is heard, but sometimes it's hard to find

all the voices."

By partnering with NAO, the vision was able to access not only the resources available through the association but connect with James, who has "been doing the work" of DEI for 10 years.

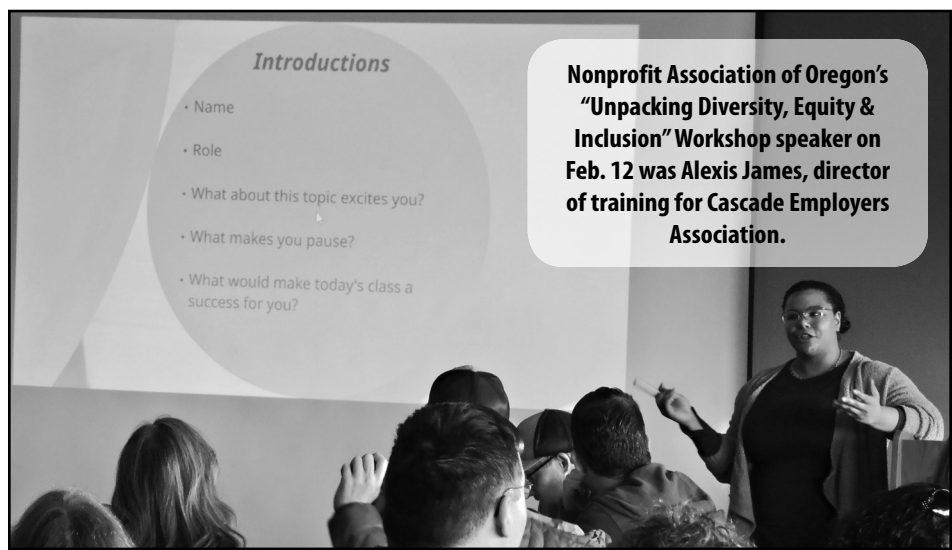
"Ten years ago, we had 10 people in the room," James said. "Today we have 60. I think it's hard not to feel hopeful."

The workshop involved conversations that challenged perceptions, decoded harmful or limiting language and created points of action for people to take DEI principles back to their nonprofits and workplaces. The dialogue was meant to be a little uncomfortable as people examined their experiences, related them to others in the room and acknowledged their places of privilege.

"Diversity is something that exists naturally," James said. "We are a naturally diverse people, species and world. Equity is really removing barriers to ensure inclusion. They are linked. You can't have one without the other. When you have diversity without equity and inclusion, then you have turnover. ... If you have equity without diversity, you have a lack of perspectives. And if you don't have inclusion, then you have a feeling of being left out."

Throughout the workshop, James emphasized that training must be followed by action.

"We've been talking about it for too long and we're ready to see change,"



CHANTELLE MEYER/SIUSLAW NEWS

she said. "What excites me about this topic is the momentum that it's gaining and the learner's mindset that I feel people are coming to it with. We're starting to realize there is no endpoint to this."

For groups wishing to create diversity, equity and inclusion workplans, NAO offers an Equity & Inclusion Lens Guide that was initially adapted from the City of Ottawa, Canada.

"Through refining and piloting this lens in our work," NAO's website states, "we commit to: take positive steps to remove systemic barriers and promote inclusion; achieve improved satisfaction of our work and services; create a more positive and respectful work environment; and generate better solutions by incorporating diverse perspectives."

Diverse perspectives are important in places like western Lane County, where voices closer to Florence's urban growth boundary can be better linked into

resources available on the coast.

"That's part of being inclusive," Sarles said. "I try to make sure the Upriver voices are heard, because they tend to be the ones we overlook in Florence. We do try to always include Upriver people in everything we do. Sometimes we don't get anyone to show up, but at that point we try to go by what we've heard from the community."

Siuslaw Vision seeks to support groups like the Siuslaw Regional Aquatics Center, which is working to connect people from all over the region to reopen Mapleton's pool, and other efforts across the region.

"We try to follow the energy of the community in everything that we do," Sarles said. "If there's an interest, we would love to be involved and try to help facilitate some further discussion."

This includes DEI training for both individual organizations and future

workshops.

In an email to the *Siuslaw News*, Lacer said, "Siuslaw Vision was pleased to partner with the Nonprofit Association of Oregon to bring this training to Florence. If there is interest from local organizations, we'd love to continue this DEI conversation, whether that is by supporting future gatherings to discuss local efforts and progress on the issue, bringing in additional workshops, or something else that would be helpful for the community. Please contact Siuslaw Vision if you're interested."

People can email the Vision directly at siuslawvision@gmail.com.

In addition, NAO offers resources for nonprofits, including a Compensation & Benefits Survey that began distribution yesterday. For more information, visit nonprofitoregon.org.

For more information on local workshops and initiatives, visit the Siuslaw Vision at www.rivercal.org.

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Jim Hoberg is a Florence native, and has been working in Real Estate since 1989. He has served as a Realtor for over 30 years. He has obtained several designations that require continuing education, which keeps him on the cutting edge of the industry and he is constantly looking for ways to expand his areas of expertise. Recently he has earned the NAR Green designation and the Senior Real Estate Specialist designation. Jim enjoys helping people find solutions to their real estate needs and discovering why Florence is such a great place to live.

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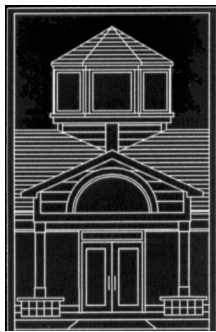
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Library Tidings



News about the Siuslaw Public Library

Library Tidings, a regular feature of the Siuslaw News, features news about upcoming Siuslaw Public Library programs for adults and children, new books and videos, and other library news of interest to the community.

Library Tidings by Kevin Mittge

Book Review

"Jade War" by Fonda Lee

The Kaul siblings battle rival clans for honor and control over an Asian-inspired fantasy metropolis in this sequel to the award-winning "Jade City."

On the island of Keon, the Kaul family is locked in a violent feud for control of the capital city and the supply of magical jade that endows trained Green Bone warriors with the supernatural powers they alone have possessed for hundreds of years.

Beyond Keon's borders, war is brewing. Powerful foreign governments and mercenary criminal kingpins alike turn their eyes to the island nation. Jade, Keon's most prized resource, could make them rich — or give them the edge they need to topple their rivals. Faced with threats on all sides, the Kaul family must form new and dangerous alliances, confront enemies in the darkest streets and the tallest office towers, and put honor aside to do whatever it takes to ensure their own survival — and that of all the Green Bones of Keon.

Author Fonda Lee, based in Portland, Ore., is also the author of acclaimed young adult science fiction novels.

Shipwrecks of the Southern Oregon Coast

The library is pleased to host author H.S. Contino on Saturday, Feb. 22, at 1 p.m., in the Bromley Room, where she will discuss shipwrecks on the southern Oregon coast.

Contino is the author of "Shipwrecks of Curry County" and "Shipwrecks of Coos County."

In an interview shortly after her first book was published, Contino stated that she acquired her appreciation for history from her grandfather, who owned a small antiques shop in New England. She has fond memories of visiting his store and listening to him tell her the stories behind the many items on display.

Best Books!

On Friday, Feb. 28, at 1 p.m., librarian Kevin Mittge will present the "Best Books of 2019."

This is a fast-paced pro-

gram designed to give readers ideas about what to read next!

Approximately 60 books, ranging from romance to mystery to science fiction to literary fiction, and more, will be discussed. Besides a list of all the books presented, there will also be a multitude of other free book lists and book information.

The program will be repeated in Mapleton on Thursday, March 5th, at 1 p.m., though seating is extremely limited.

AARP Tax Service

AARP is once again providing its free tax service to local residents. Available on Mondays and Thursdays from 9 a.m. to 2 p.m., the AARP tax preparers can only handle 20 persons per day.

Meanwhile, the library currently has federal (IRS) tax forms and booklets only. As a reminder, library staff cannot answer tax questions but we are happy to provide patrons with contact information for the IRS and the Oregon Department of Revenue.

Local Eats

Your guide to great locally owned restaurants.

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