

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION January 9, 2024

Hybrid Meeting In-person and via Zoom



Zoom Webinar ID: 897 3788 2563

Zoom Webinar Passcode: 717948

Link to join

webinar: <https://us02web.zoom.us/j/89737882563?pwd=c1hycWlIK2FFMENyT1daV0dkcHg2Zz09>

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CITY OF ELLENSBURG
DIVERSITY EQUITY & INCLUSION COMMISSION AGENDA
Council Chambers
501 North Anderson Street
Ellensburg, WA 98926
And remotely via Zoom
Tuesday, January 9, 2024
3:00 PM - Regular Meeting

1. Call to Order and Roll Call of Members

- 1.A Excused Absence for Commissioner Alex Mandujano
- 1.B Resignation of Olene Togialua

2. Approval of Agenda (No Public Comment)

3. Approval of Minutes

- 3.A Approval Of The 12.12.23 DEI Commission Minutes

4. Previous Meeting Motions And To-Do List Review

- 4.A Previous Meeting Motions
- 4.B To-Do List Review

5. Liaison Reports • ESD (Rhonda Schmidt) • EDA (Sophie Wagner) • CWU (Lucinda Carnell)

6. Subcommittee Reports

7. Commission Member Report

8. New Business

- 8.A Discuss Rapid Response Team
- 8.B Ellensburg Ally Group Discussion

9. Staff Report

- 9.A Staff Report

10. Public Comment PUBLIC COMMENT RULES FOR ALL MEETING PARTICIPANTS

1. Each speaker's comments are to be limited to 3 MINUTES. 2. Speakers are cautioned not to engage in conduct that disrupts, disturbs or otherwise impedes the orderly conduct of the DEI Commission meeting. 3. Speakers may not identify themselves as candidates for elective public office or make any statements which assist or discuss the campaign of a candidate for elective office or discuss or campaign for or against a ballot proposition.

11. Preview Next Meeting February 13, 2023

11.A Preview Next Meeting: February 13, 2024



For more information on the Diversity, Equity and Inclusion Commission, contact Public Information Officer Nicole Klauss at 509-925-8657.



Meeting Date: January 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Approval Of The 12.12.23 DEI Commission Minutes

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Review and approve the minutes from the December 12, 2023 DEI Commission Meeting.

Background/Summary:

N/A

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

1. DRAFT 12.12.23 DEI Commission Minutes

CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Minutes of Diversity, Equity & Inclusion

Commission Meeting

December 12, 2023

3:00 PM

Zoom Only

1. Call to Order and Roll Call

The Chair called the meeting to order at 3:00 p.m.

Roll Call Present: Nancy Goodloe, Phil Backlund, Tylene Carnell, Kandee Cleary, Teresa Divine, Alex Mandujano, Amber Hoefer, Olene Togiallua, and Mayra Colazo.

Also present: Nicole Klauss, Public Information Officer (Recording Secretary); Ken Wade, EPD Police Chief; Eliann Carr, Crime & Intelligence Analyst; Buddy Stanavich, Energy Resources Manager; Nichole Baker, Sustainability Coordinator; Louis Spanias, Sustainability Plan Consultant; Lucinda Carnell, CWU liaison; Lily Frey; and 1 member of the public.

2. Approval of the Agenda

Chair Goodloe proposed moving items five to eight (previous meeting motions/to-do list, liaison reports, subcommittee reports, and committee reports) to the end of the agenda in the interest of getting through priority items. Commissioner Backlund moved to approve the amended agenda. Commissioner Carnell seconded the motion. All in favor. **Motion approved 7-0. Commissioner Colazo had not yet joined.**

3. Approval of Minutes from November 14, 2023, Meeting

Commissioner Hoefer moved to approve the minutes from the November 14, 2023, DEI Commission Meeting. Commissioner Cleary seconded the motion. **Motion approved 7-0. Commissioner Colazo had not yet joined.**

4. Presentations

A. EPD Safety Survey

Chief Ken Wade provided an overview on the EPD Safety Survey. Dr. Carr is EPD's new crime intelligence analyst and has experience doing community surveys. Dr. Carr is working with Dr. Cody Stoddard at CWU on the survey. The goal is to roll the survey out sometime in the next couple of weeks. Dr. Stoddard will assist in pushing it out to the CWU community. It will be pushed out by Facebook and other City platforms. The survey will be translated into Spanish. It will be open for 1 month.

The goal of the survey is to find out what the community's concerns are and then put out facts about those concerns.

There was a question from the commission about how EPD will reach diverse communities. There was a question from the commission about why people must be 18 to take the survey. There was a request to add more open-ended questions or comment areas throughout the survey rather than just at the end of the survey.

Klauss will provide contact information for Chief Wade & Dr. Carr to commission members for additional feedback.

B. Sustainability Plan Presentation

Buddy Stanavich provided information about the CCA, sustainability plan, and the assessment of vulnerable populations.

Commissioner Hoefer asked of the 312 survey responses what percentage were from a nondominant identity or vulnerable population. The survey did not track that information, but CETA requires reaching out to vulnerable populations, which is a separate process.

Commissioner Carnell asked about whether all 312 responses were in the City or if there were county residents included as well. Stanavich said the majority were City participants.

Goodloe said Stanavich is open to feedback/suggestions to make sure vulnerable communities in our city are being taken care of with our sustainability plan.

Commissioner Hoefer asked if there were roadmaps or milestones throughout the process where the City could check in with people disproportionately affected by the changes.

One of the requirements of CETA is a clean energy implementation plan, which is updated every four years. That is an opportunity to look ahead at achieving clean energy goals and show how the city is doing in meeting those goals, including not harming vulnerable populations.

9. New Business

A. Discuss Zoom Bombing

Klauss provided a background on the Zoom bombing issue at City Council meetings during the November-December meetings. The Council received a letter from concerned community members. The City is taking steps and is talking about additional ways to respond, but the Council wanted to get feedback from DEI Commission.

Goodloe said the State has a broad definition of hate speech. The things that were said did not meet that definition so Council could not cut speakers off because they were not breaking the law. What enabled staff to cut them off is their comments did not relate to the business of the City and that is part of the requirements during public comment.

Goodloe asked several questions of the commission. Question #1: Can we help mitigate the threat of these situations and if so, how?

The Commission did not like the idea of stopping public comment or doing away with Zoom. Emailing comments in ahead of time was a suggestion with the option to have them read at the meeting. There were comments about more process not solving the problem.

Commissioner Hoefer recommended the City Council model expectations and community standards. Instead of adding more barriers, the mayor could advise that the Council is against those values and here is what it means to be a part of Ellensburg.

Commissioner Carnell said hate speech could also be made in person too. It will never be completely gone, but we can minimize it with tools to shut it down early when it does happen. The Commission discussed having Council take timely action.

Question #2: How can Council effectively address the harm felt in the community when these situations occur?

The Commission suggested that the Council own mistakes and clearly articulate actions the Council will take moving forward.

Goodloe said there was a suggestion in the paper for the DEI Commission to be more involved in a response when it happens so they can address it quickly. The commission is interested in discussing what a rapid response process could look like. A rapid response team could include the mayor, manager, and DEI Commission members that could meet to develop a statement or response plan. The topic will be added to the January agenda.

B. Discuss Resolution

Goodloe said the proposed resolution for an inviting, equitable, and safe community is something she has wanted to do for a long time. The Zoom bombing opened door for possibly being able to get this passed as a response from Council. The Commission suggested a slight amendment to the resolution as presented.

Commissioner Backlund moved to approve the resolution with the changes Klauss and Hoefer will incorporate. Commissioner Cleary seconded the motion. **Motion approved 8-0.**

Due to the meeting running over the allotted time, the to-do list and previous motions review, liaison reports, subcommittee reports, commission member reports, staff report, and public comment were skipped.

12. Preview Next Meeting January 9, 2023

- Update 90-Day To-Do List: Review the one-year goals and decide if there are any that should be moved over to the next 90-day to-do list.
- Talk more about the rapid response team

Meeting adjourned at 4:42 p.m.

Nicole Klauss

Drafted: 12/13/2023

Approved:

DRAFT



Meeting Date: January 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Previous Meeting Motions

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Review the previous meeting motions. No formal action required.

Background/Summary:

- Commissioner Backlund moved to approve the amended agenda. Commissioner Carnell seconded the motion. All in favor. **Motion approved 7-0. Commissioner Colazo had not yet joined.**
- Commissioner Hoefer moved to approve the minutes from the November 14, 2023, DEI Commission Meeting. Commissioner Cleary seconded the motion. **Motion approved 7-0. Commissioner Colazo had not yet joined.**
- Commissioner Backlund moved to approve the resolution with the changes Klauss and Hoefer will incorporate. Commissioner Cleary seconded the motion. **Motion approved 8-0.**

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None



Meeting Date: January 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: To-Do List Review
Submitted by:
Department: City Manager

Suggested Motion/Action:

Approve the new 90-day goals list.

Background/Summary:

Review the 1-year goals list and see what could be moved over to the new 90-day goals list. Are there items on the 90-day goals list that can be marked as complete? Assign new tasks to people.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

1. 2023-2024 Goals

RETREAT PLANNING OUTCOMES

Core focus of DEI Commission (in our own words)

- Expand collaboration to advance DEI issues with a broad view and definition of community
- Educate and engage around DEI issues through an equity lens
- Facilitate community conversations around lived experiences to enhance belonging
- Identify where the gaps are and facilitate action for greater inclusion
- Hold mirror to community to provide awareness of DEI issues
- Assess and monitor pulse of the community and use data to understand and guide programming

NEW 10 Year (infinity) Goals

- Engagement by diverse groups of people and different activities
- All people in Ellensburg feel represented in City spaces
- Full spectrum community center for inexpensive activities; multi-cultural center
- Community oversight committee
- Enhanced education and tools to report bias/hate crime incidents with services and support for victims and targeted populations
- More diverse community reflection in places where decisions are made
- Diversity is celebrated; businesses will acknowledge Black History Month, accessibility and Black, Indigenous, and People of Color (BIPOC) celebrations downtown

NEW 3 Year Goals

- Commission becomes size to reflect diversity in community
- BIPOC business support, workshops, and more diverse shopping/businesses
- More diverse vendors at the Ellensburg Farmers Market and Night Market
- A broader range of community celebrations, concerts, art, and other cultural ethnic events and increased community participation/engagement in cultural events
- Juneteenth celebration
- Develop an effective communication plan to support commission activities
- DEI Commission fosters ongoing relationships with other City commissions
- Support Pride event every June
- Full-time staff support/event planning for DEI Commission
- Use data in decision making
- Black History Month celebration by the City

NEW 1 Year Goals

- Plan Juneteenth event
- City will recognize Trans Day of Visibility: Highlight trans folks in our community and their contribution to Ellensburg

- Put a structure in place to be able to use data
- Continue listening tours and create feedback loop for participants
- Continue writing approved proclamations and recognition posts
- Continue visits with other City boards and commissions to build partnerships
- Continue grant program
- Building a relationship with Liaisons
- Continue to support proclamations and recognitions
- Continue to support the Human Library
- Develop an accessible onboarding program for new commission members (within first six months)
- Develop a BIPOC Business Day
- Hold another Belonging In The Burg event in partnership with ESD & CWU
- Expand BIPOC participation in civic education programs (Ellensburg Academy)
- Develop a proposal for Council to request additional funding in the 2025-2026 budget
- Develop the strategies and partnerships to support diverse residents to apply to City boards to better reflect our diverse community

90-Day Goals

- CWU/City collaboration to engage students with off-campus resources **Lucinda and Nancy**
- Continue World Café conversations and expand topics of discussion **Lucinda, Nancy, Alex, and Kandee**
- Develop partnerships for planning a multicultural event to celebrate the opening of Unity Park that focuses on music, food, dance, etc. **Nicole (to coordinate with staff), Phil, Tylenne, and Alex**
- Schedule a date for a Juneteenth celebration and form a planning committee with community volunteers **Amber and Nancy**
- Explore coalition partnership idea with the Dispute Resolution Center and others **Amber, Nancy, and Phil**
- Meet with the Farmer's Market and Night Market organizers to discuss a multicultural day at the Farmers Market and possibly sponsoring vendors **Teresa, Kandee, and Mayra**
- Develop a spending plan for 2024. **Nancy**
- Put listening tour data into a document for review, and discuss how to use the data **Phil, Alex, Olene, and Mayra**
- Explore the pizza klatch idea **Tylenne and Teresa**

Approved 9/12/23



Meeting Date: January 9, 2024
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Discuss Rapid Response Team
Submitted by:
Department: City Manager

Suggested Motion/Action:
Discuss rapid response team concept.

Background/Summary:
At the 12/12/23 DEI Commission meeting, it was suggested to create a rapid response team that could respond to incidents of hate speech/harmful acts that take place at City Council meetings or at other City events. Discuss what that makeup would look like, protocol for calling a meeting, resources available to the team, what staff must be present, etc.

Previous Council Action:
N/A

Analysis:
N/A

Financial Impact:
None.

Budget Adjustment: No

Attachments:
None



Meeting Date: January 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Ellensburg Ally Group Discussion

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Hold a discussion.

Background/Summary:

As noted on the agenda, we will continue discussion about the Rapid Response idea when zoom bombings and other events occur in our community that need to be addressed by City Council. The goal will be to develop a recommendation that can be sent to City Council as part of our suggestions for dealing with the hate comments/events that occur in our city.

*In addition to this discussion, we have also discussed in previous meetings a process for meeting with community members who are feeling harmed and providing a personal reassurance of support to these groups. This opportunity would include members of Council along with identified DEI members. If you want to continue this discussion and provide feedback to Council on this action that could be taken after harmful events, I am proposing we have that discussion after the Rapid Response discussion.

New conversation: Do we want to explore the idea of helping organize an Ally group here is Ellensburg? If so, we can assign a subcommittee to begin researching and work on this idea.

Previous Council Action:

Analysis:

Financial Impact:

Budget Adjustment: No

Attachments:

None



Meeting Date: January 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Staff Report
Submitted by:
Department: City Manager

Suggested Motion/Action:

- We need 2 members of the Commission to do an introduction to the Affordable Housing Commission at the February 7, 2024, meeting, at 4:30 p.m. in the City Council Chambers.
- Please remember to check your City emails; if you are having access issues, connect with IT.
- Attendance resets this month. A member could be removed if three or more unexcused absences at regular meetings in a calendar year. Requests for excused absences from regular meetings should be submitted for inclusion as Board or Commission agenda items by emailing Nicole or Nancy, preferably prior to the absence. You can also make requests at the meeting prior to your scheduled absence.
- Klauss will be out of office Jan. 10-16.

Background/Summary:

N/A

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None



Meeting Date: January 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Preview Next Meeting: February 13, 2024

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Preview Item Topics for February 13, 2024 Meeting:

- Discussion about when to release grants in 2024?

Background/Summary:

N/A

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None