

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION

February 13, 2024

Hybrid Meeting In-person and via Zoom



Zoom Webinar ID: 897 3788 2563

Zoom Webinar Passcode: 717948

Link to join

<https://us02web.zoom.us/j/89737882563?pwd=c1hycWlIK2FFMENyT1daV0dkcHg2>

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**CITY OF ELLENSBURG
DIVERSITY EQUITY & INCLUSION COMMISSION AGENDA**

**Council Conference Room
501 North Anderson Street
Ellensburg, WA 98926
And remotely via Zoom**

**Tuesday, February 13, 2024
3:00 PM - Regular Meeting**

- 1. Call to Order and Roll Call of Members** Phil Backlund, Tylene Carnell, Kandee Cleary, Mayra Colazo, Teresa Divine, Amber Hoefer, Alex Mandujano, Nancy Goodloe
- 2. Approval of Agenda**
- 3. Approval of Minutes**
 - 3.A Approval of the 1.9.24 DEI Commission Minutes
- 4. Previous Meeting Motions And To-Do List Review**
 - 4.A Previous Meeting Motions And To-Do List Review
- 5. Liaison Reports • ESD (Rhonda Schmidt) • EDA (Sophie Wagner) • CWU (Lucinda Carnell)**
- 6. Subcommittee Reports**
- 7. Commission Member Reports**
- 8. New Business**
 - 8.A Comprehensive Plan Presentation/Update
 - 8.B Rapid Response Discussion/Recommendation
 - 8.C Unity Park Artwork
 - 8.D Grant Discussion
- 9. 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** March 12, 2024



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



Meeting Date: February 13, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Approval of the 1.9.24 DEI Commission Minutes

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Review and approve the minutes from the January 9, 2024 DEI Commission Meeting

Background/Summary:

N/A

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

1. 1.9.24 DEI Commission Minutes

CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Minutes of Diversity, Equity & Inclusion

Commission Meeting

January 9, 2024

3:00 PM

Council Chambers & Zoom

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, Amber Hoefer, and Mayra Colazo.

Also present: Nicole Klauss, Public Information Officer (Recording Secretary); Lucinda Carnell, CWU liaison; Rhonda Schmidt, ESD liaison; Ramona Bryant, League of Women Voters; and Heidi Behrends Cerniwey, City Manager.

Commissioner Divine moved to approve an excused absence for Commissioner Mandujano. Commissioner Cleary seconded the motion. **Motion approved 6-0.**

2. Approval of the Agenda

Commissioner Carnell moved to approve the amended agenda. Commissioner Backlund seconded the motion. **Motion approved 6-0.**

3. Approval of Minutes from December 12, 2023, Meeting

Commissioner Divine moved to approve the minutes from the December 12, 2023, DEI Commission Meeting. Commissioner Cleary seconded the motion. **Motion approved 6-0.**

4. Previous Meeting Motions And To-Do List Review

A. Previous Meeting Motions: The previous meeting motions were reviewed.

B. To-Do List: The 90-day goal list was updated.

Updated 90-Day Goals:

- Plan Juneteenth event **Amber, Nancy, Teresa, and Kandee (*Amber and Teresa will be out of town, but can help plan*)**
- City will recognize Trans Day of Visibility: Highlight trans folks in our community and their contribution to Ellensburg **Tylene & Teresa**
- Develop an accessible onboarding program for new commission members (within first six months – *by end of March 2024*) **Mayra, Phil, and Nicole**
- Develop the strategies and partnerships to support diverse residents to apply to City boards to better reflect our diverse community (**combined with above**)
- 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. Update: Lucinda and Nancy will work on setting next event date.**
- 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, Tylene, 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, and Mayra**

5. Liaison Reports

Lucinda Carnell reported the CWU Annual Diversity Awards event is March 7 and nominations are due by February 1. Rosa Clemente is an invited speaker this year. February is Black History Month and Raymond Santana, one of the exonerated five, is speaking at CWU on February 1.

Rhonda Schmidt said every two years the state gives students a healthy youth survey. Sixth, eighth, tenth, and twelfth graders took it and results should be available in March. It addresses issues about how students experience school. On January 2, ESD had an all-teacher training day and half was professional development around English language learners; 7% of students at ESD are receiving English language learner support.

6. Subcommittee Reports

Commissioner Colazo reported:

- The Unity Park Action Team is meeting to finalize art proposals. The groundbreaking target date is April. There will be a fence around the construction site and weatherproof community art will be on the fence.
- The Listening Tour Subcommittee is meeting January 31 to finalize the group of listening tours and the new chair.
- The next listening tour is February 1st at 11 a.m. at CWDR.

Commissioner Hoefer reported:

- She had a meeting with Kelle Vandenberg about the Arts & Equity Alliance. The group is looking for a board member. Let Hoefer or Vandenberg know if interested. They are looking for involvement from people with non-dominant identities.
- Latino Legislative Day is January 22. Register to attend in Olympia.

7. Commission Member Reports

Chair Goodloe mentioned the City Council has a vacancy and is accepting applications until February 12.

Commissioner Divine reported:

- “The Central Park Five” Documentary will be shown on January 30 in the CWU SURC Theatre at 5 p.m.
- Yakima is doing a Black History Month on the 31st so she will attend to see what they do and make connections for Juneteenth.

Commissioner Carnell reported:

- Helen House and Trans Rural Lives hosted an event at Gallery One and had 35 people attend. It was a fundraiser and opportunity to recognize stories. Trans elders (50+) shared stories with younger folks in the community.
- The safe spaces program hosted three trainings before the holidays at Gallery One, CWDR, and for faculty at the high school. Helen House will host a safe spaces training the second Tuesday of the month from 2-3:30 p.m. for businesses or organizations that can only send a few employees to training at a time. Three businesses (1 in the Upper County and two in Ellensburg) reached out to get scheduled for safe spaces training.
- KCYouth is planning a field day event for the end of the school year.
- The pizza klatch facilitator’s schedule changed so Carnell took over the event. There were 25 kids over 2 lunch periods.

8. New Business

A. Discuss Rapid Response Team

Goodloe reported the City Council made the decision to remove Zoom comments on non-agenda items, but they may reconsider it. Other ways for people to communicate with the Council include email, writing letters, or attending Council meetings to provide public comment in person. A Councilmember asked for clarification on whether the DEI Commission’s recommendation to keep virtual public comment was on non-agenda items.

There was a suggestion to submit comments and review ahead of them being read, but Goodloe said the logistics would be hard for staff.

Commissioner Carnell spoke in favor of keeping the comments on non-agenda items because any decision to limit people’s engagement with the City allows the hateful people to win. There could be legitimate concerns brought up at the meetings. Carnell asked when hate speech happens, is there a plan to create a space to talk about it to learn how someone might be impacted? A space could provide those impacted with a voice, but it also provides those who want to make change a place to get tools.

Commissioner Colazo said it is important to allow community members to bring non-agenda items to Council. Commissioner Hoefer would rather create a space for voices and disrupt harm by cutting a person off rather than limiting comments.

There was a suggestion to have the Council/Mayor say something in the moment (if hate speech occurs) such as, "We respect all individuals in our communities."

A rapid response team could have a phone/communication tree that could set up a space to address the community it impacts. A rapid response team needs to have 1) an acknowledgement of the incident and 2) an action or next step such as a place to come together. Goodloe will have a conversation with the City manager and mayor about the rapid response team. Goodloe indicated the Commission would finalize this recommendation at the February meeting.

Klauss will draft a memo to the City Council on behalf of the DEI Commission asking them to reconsider their decision on limiting virtual comments to agenda items only.

B. Ellensburg Ally Group Discussion

The discussion was brief and tied in with item 8A. Goodloe asked how the DEI Commission can build relationships in these communities so they can respond when something happens.

9. Staff Report

Klauss reported:

- Goodloe would be attending the Affordable Housing Commission meeting on 2/7/24 at 4:30 p.m. in the Council Chambers for an introduction and one additional member could attend
- A reminder to check 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.
- EPD Safety Survey is live. Printed copies are available at City facilities in English and Spanish.
- Next meeting we will have Jeremy Johnston from Community Development here to talk about the next round of Comprehensive Plan amendments, including the DEI Chapter. Please review chapter ahead of the meeting.
- Klauss out Jan. 10-16, 2024.

12. Preview Next Meeting February 13, 2024

- Jeremy Johnston Comprehensive Plan Amendments
- Discussion about when to release 2024 grants

Meeting adjourned at 4:18 p.m.
Nicole Klauss
Drafted: January 18, 2024
Approved:

DRAFT



Meeting Date: February 13, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Previous Meeting Motions And To-Do List Review

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Review Previous Meeting Motions & To-Do List Updates

Background/Summary:

Previous Meeting Motions

Commissioner Divine moved to approve an excused absence for Commissioner Mandujano. Commissioner Cleary seconded the motion. **Motion approved 6-0.**

Commissioner Carnell moved to approve the amended agenda. Commissioner Backlund seconded the motion. **Motion approved 6-0.**

Commissioner Divine moved to approve the minutes from the December 12, 2023, DEI Commission Meeting. Commissioner Cleary seconded the motion. **Motion approved 6-0.**

To-Do List

- Plan Juneteenth event **Amber, Nancy, Teresa, and Kandee**
- City will recognize Trans Day of Visibility: Highlight trans folks in our community and their contribution to Ellensburg **Tylene & Teresa**
- Develop an accessible onboarding program for new commission members (within first six months – *by end of March 2024*) **Mayra, Phil, and Nicole**
- Develop the strategies and partnerships to support diverse residents to apply to City boards to better reflect our diverse community **(combined with above)**
- 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. Update: Lucinda and Nancy will work on setting next event date.**
- 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, Tylene, 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, and Mayra**

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None



Meeting Date: February 13, 2024
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Comprehensive Plan Presentation/Update
Submitted by:
Department: City Manager

Suggested Motion/Action:
Provide feedback to Ellensburg Planning Manager Jeremy Johnston about Chapter 9 updates for the Comprehensive Plan.

Background/Summary:
Ellensburg Planning Manager Jeremy Johnston will provide a brief overview of the timeline and goals with the updates to Chapter 9 of the Comprehensive Plan. Listen and provide input as relevant. Please review the plan ahead of this meeting and identify any potential recommendations for the Goals, Policies, & Programs section.

Previous Council Action:
The DEI Commission helped Community Development develop the DEI Chapter of the Comprehensive Plan in 2021.

Analysis:
N/A

Financial Impact:
None.

Budget Adjustment: No

Attachments:
1. Chapter 9 Diversity Equity and Inclusion



CHAPTER 9 DIVERSITY, EQUITY & INCLUSION

WHAT YOU WILL FIND IN THIS CHAPTER

- Background information and context related to local history, current events, and plans for the future, addressing Diversity, Equity, and Inclusion within the City of Ellensburg.
- Policies that seek to make City resources more accessible to all.
- Policies that direct the City's efforts towards encouraging welcoming and inclusive environments within the Community.
- Policies intended to support a culturally inclusive community, where all people experience a sense of belonging.

OVERVIEW

This chapter contains goals, policies, and programs that define how the City of Ellensburg can play a role in fostering an environment of understanding, equity, and belonging within the community. The following is the City of Ellensburg's initial action plan aimed at systematically addressing Diversity, Equity, and Inclusion in a way that can effect sustainable change to benefit all residents.

This document is a starting point for the City. There are likely many issues not yet articulated that can be addressed later as they are identified. This chapter is a living document; it is intended to be revisited and revised periodically. This is an initial framework, within which the City will continue to listen to residents, encourage collaboration and communication, and elevate marginalized voices.

BACKGROUND & CONTEXT

The City of Ellensburg is committed to creating a community with a lived and built environment that improves lives, supports all people, and provides residents with opportunities to flourish. It is important for the Ellensburg community to be inclusive, to celebrate diversity, and to provide equitable opportunities to all. Doing so can help create a thriving local economy, and an environment in which individuals achieve their full potential.

Similar to many cities around the country, the national conversations that occurred in 2020 around race, social justice, and equity, sparked a discussion within our local community. These conversations highlighted the need to build a greater awareness of the impacts and challenges that marginalized communities are faced with on a daily basis. The goal of this chapter is to address ways in which the City can alleviate some of these systemic barriers, and foster a sense of belonging amongst all residents, by consistently listening to the ideas, experiences, and concerns of all who live here.

Through the lens of DEI

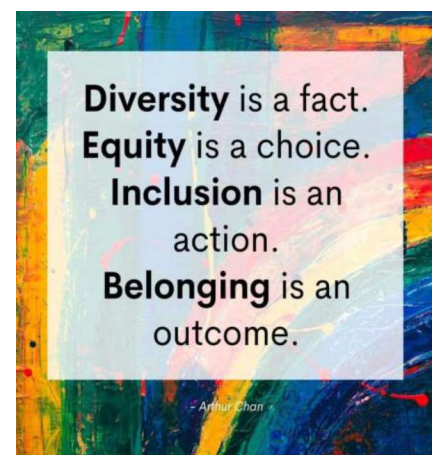
What does this all mean? Supporting diversity, equity, and inclusion related educational opportunities, social gathering opportunities, and supporting access to community resources, can create a sense of belonging within the community for all residents.

Diversity

Diversity is the presence of differences that may include, but are not limited to, race, gender, religion, sexual orientation, ethnicity, nationality, immigration status, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. It is important for the City of Ellensburg to acknowledge and embrace the range of human differences present within our community. Doing so will help to build a strong foundation of understanding and a heightened awareness of the unintended impact of local policies. Embracing diversity means sharing space with others, sharing traditions, foods, and stories. The City can help support a strengthened sense of community and connection through outreach, regular events, and creating spaces accessible to all.

Equity

Equity alleviates barriers to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers exist, and that as a result, we don't all start from the same place. Creating and supporting goals and policies that meet the community members where they are, will help to remove systemic barriers that make accessing basic community services challenging. Increasing accessibility to important resources and opportunities that best meet residents varying needs helps all residents succeed.



Inclusion

Inclusion is when all residents experience a sense of belonging and know they are both welcome in our community and encouraged to participate. Working on goals and policies that actively recruit participation and involvement from all residents within the community, fosters a sense of belonging and elevates traditionally marginalized voices. These methods can include listening tours, surveys, discussion groups, and use of a variety of media and print publications designed to be accessible to all residents.

Fostering a sense of belonging

In order to support all residents, the City will promote inclusion, listening, and diverse approaches to engagement through this lens of Diversity, Equity, and Inclusion. Engaging and including marginalized groups replaces barriers with bridges and builds trust that strengthens the overall fabric of our community.



Recognizing the Past - Looking to the Future

An important step in building a forward-thinking vision within the community is to first learn about our local history, listen to residents' perceptions now, and consider how new goals and policies will positively affect the City of Ellensburg's plans for the future. The City cannot adequately support our community and elevate marginalized voices without first building a base of contextual knowledge, understanding, and trust.

Past

Historically, Ellensburg has been, and still is, a diverse community, with many stories and experiences that have yet to be discovered or shared. Acknowledging and learning local history within the community, the positive and the negative, can help increase awareness and empathy toward others and strengthen our community as a whole. Understanding local history can help create a more inclusive environment for all, where residents feel welcome and equally represented.

Kittitas Valley has always been, and continues to be, sacred to Native people. Traditionally, the Pshwanapum lived in the Kittitas Valley as a sub-band of the larger political and extended family networks of the Yakama tribes and bands. The Pshwanapum members were also referred to as the K'titas ("Kittitas") band, and they moved seasonally throughout the valley and nearby mountains to harvest roots, salmon, berries, game, and medicines. Several other tribal nations including Kiala, Tatxanixsha, Yumi'sh, and Che-lo-han, would hunt and trade in this area as well. Many descendants of these tribes continue to live throughout the 1855 Treaty

Territory of the Yakamas, practicing, honoring, and teaching the heritage and ancestry of the area. (*Information sourced from Daily Record News article from Aronica Family October 12, 2020, and Kittitas Valley Historical Museum*)

Histories and experiences of marginalized communities and people of color within Ellensburg continue to be uncovered from written and oral records, and there is still much more to be discovered. Historically, members including, but not limited to, Black, Chinese, Jewish, Hispanic, and Japanese communities have moved to Ellensburg as early as the mid-19th Century, for various reasons, such as migrant labor, work on the railroad, and work in local businesses. Sources such as Sanborn Fire Insurance Maps have shown that Ellensburg used to have a “China Town”, and “Chinese Laundries” appear to have existed throughout town (Sanborn Map 1888). An African Methodist Episcopal Church was established in 1908 at 404 South Main Street, and many black individuals played on local baseball teams as well. There is also evidence at times of divisive behavior and negative language towards people of color, as found in newspaper advertisements regarding restaurants and hotels that employed Chinese individuals.

Present

Currently, people of color, members of the LGBTQ¹, and disability communities, among many others, still report that they feel invisible, experience slurs and discriminatory comments, nonverbal glares, and behaviors that feel unwelcoming in Ellensburg. While members of some of marginalized communities have reported frequent, targeted incidents, they also believe that Ellensburg can be more inclusive, and that the welcoming nature of our community can rise to a deeper level of acceptance and affirmation, utilizing the talents, skills, and experiences of all who live here.

Ellensburg can be a welcoming community that comes together in times of need, where strangers reach out and neighbors help each other. However, fully supporting and accepting people of color, ethnic and religious minorities, and members of the LGBTQ, disability communities, over 65 communities, and others, can be improved. Similar to what many towns and cities around the country are currently experiencing and working on, the City of Ellensburg recognizes it needs to be more responsive and prepared when handling issues related to diversity, equity, and inclusion. This chapter lays the groundwork for this to happen, as the City continues towards a future of growth and expansion.

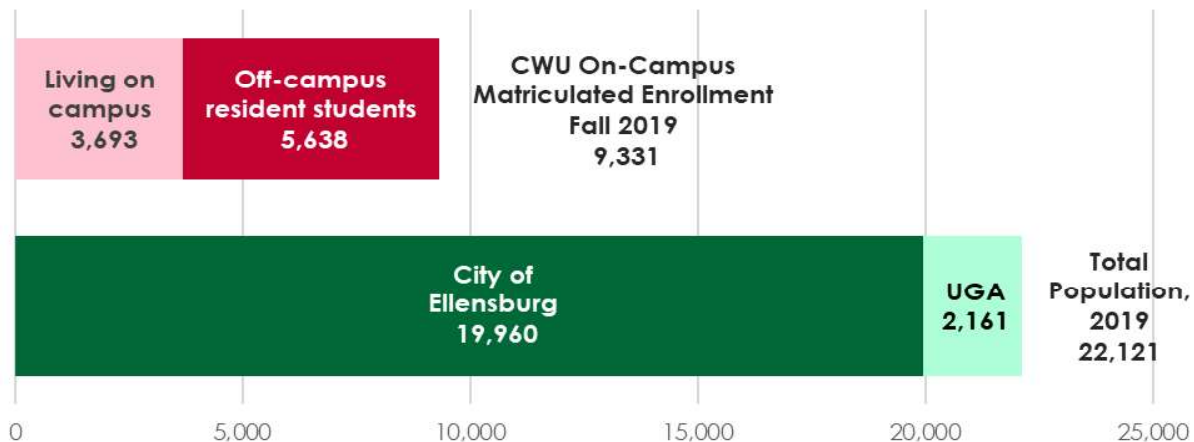
Future

Our dynamic community landscape has continued to develop, particularly in the last ten years, growing in size and in the diversity of residents. Statistics from the City of Ellensburg’s 2021 Housing Action Plan, show that in 2020, the estimated population of the City, with its urban growth area, (UGA) was 22,879 people, demonstrating a growth rate of roughly 1.9% annually

¹ Lesbian, gay, bisexual, transgender, and queer and/or questioning

since 2015. Of the 22,879 people, roughly 9,331 constitute CWU enrollment, 3,693 of which were on-campus living, and 5,638 representing off campus resident students, as depicted in *Figure 26*.

Figure 26. CWU Student Population and Total Population, 2018

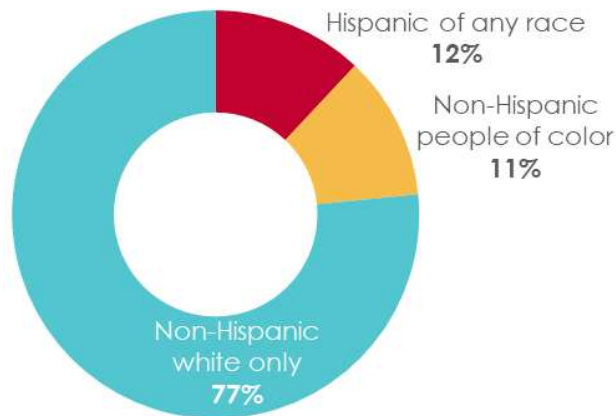


Students living on campus represents the housing occupancy for Fall 2019. Programmed capacity is 3,918 and the full built capacity is 4,249.

Sources: Central Washington University – Ellensburg Campus, Fall 2019; Washington OFM, 2021; BERK, 2021

As the City continues to support the needs of the diverse communities that live here, it is important to recognize that the statistics reflected in this chapter from the 2021 Housing Action Plan, do not reflect all of the diverse demographics of our community. Keeping that in mind, it is still valuable to look at current information that is available, as we work towards obtaining more detailed statistics in the future. By 2040 it is anticipated that 20% of the County population will be in the age bracket over age 65, and 19% in the age bracket of 45 to 64. At the same time, proportional decreases are expected for school-aged youth (5 to 19).

The Census also captures racial identity and Hispanic ethnic identity for respondents. As shown in *Figure 27* below, the Ellensburg community in 2018 was majority White and non-Hispanic (77%) but is growing more ethnically and racially diverse. From 2010 to 2018, Ellensburg's Hispanic population increased from 7% to 12% overall, and non-Hispanic people of color increased from 8% to 11%. *Figure 28* provides a further breakdown of the Non-White Alone demographics.

Figure 27. Ellensburg Population by Race and Ethnicity, 2018

Sources: ACS 5-year B02001 estimates, 2018; BERK, 2021.

Figure 28. Ellensburg Population by Racial Identity for Non-White Alone Residents, 2018

Sources: ACS 5-year B02001 estimates, 2018; BERK, 2021.

The University's emphasis on attracting students from minority and underserved communities, as well as diverse faculty and staff, continues to impact the demographics of Ellensburg. The changing nature of the labor force has also created greater diversity in the community. People from many countries have settled in Ellensburg over the years, and there is no reason to think that these influential factors are going to be less impactful in the future.

As Ellensburg continues to grow, there is the potential for marginalized groups to feel excluded unless the community has a plan for improving cultural relationships. The City of Ellensburg has developed this chapter in a sincere effort to create an equitable, just, and safe community - one where all residents know they belong and are welcome.

GOALS, POLICIES, & PROGRAMS

These DEI goals, policies, and programs contain steps that the City of Ellensburg will take to create an inclusive, welcoming, equitable, and safe community.

Goal DEI-1: Increase accessibility to City Services, Projects, Programs, and Events.

Policy A **Support policies and programs that increase accessibility to City services for all, utilizing the lens of diversity, equity, and inclusion.**

Program 1 Provide increased access to government documents in multiple languages and easily accessible assistance for those who may need additional support.

Program 2 Identify areas of City government where greater physical accessibility and accommodations are needed to increase access to all members of the public.

Policy B **Promote and encourage community engagement and outreach to all.**

Program 1 Actively encourage participation from the public for community projects, events, and recreational activities, through a wide variety of media and information distribution methods.

Program 2 Provide City staff and elected officials with tools and regular training to understand and lead actions that are inclusive and equitable.

Program 3 Establish an ongoing review process of the costs for City-sponsored recreation and leisure activities to ensure that all members of the public have access to these services.

Program 4 Support civic education programs that actively engage diverse groups of the community, and encourage diverse representation among local leadership, organizations, and agencies.

Goal DEI-2: Foster Racial Understanding, Equity, and Belonging within the Community.

Policy A **Encourage cultural sharing.**

Program 1 Regularly support events and celebrations that highlight the variety of cultural traditions within the community.

Program 2 Encourage the creation of spaces where cultural foods and traditions can be shared among members of the community, as well as the creation of public spaces that are accommodating and accessible to all.

Program 3 Encourage increased communication and collaboration between the City government, Central Washington University, businesses, and education and social service sectors, through shared events, projects, and outreach, to help residents feel more comfortable visiting campus, and non-resident students feel more comfortable within the community.

Policy B **Encourage local leadership to address systemic issues that create barriers for participation.**

Program 1 Encourage City leadership to demonstrate support of marginalized groups through a variety of proclamations, and publicly speak to local actions that affect the diverse members of the community.

Program 2 Support the development of a framework to identify and address systemic inequalities within our local institutions.

Program 3 Collaborate with local organizations to help local businesses support diverse members of the community.

Goal DEI-3: Increase accessibility to local services and community resources for all residents.

Policy A **Ensure that high quality service programs are available, accessible, and utilized by all, to support resident's basic needs.**

Program 1 Partner with local health and social services to identify strategies for making their services accessible by all means of transportation.

Program 2 Advocate for low income, residential care facilities, and other housing for aging persons to be located close to services and amenities.

Program 3 Encourage and support programs that seek to provide residents with access to diverse health care providers who can respond to varying cultural and medical needs.

Policy B **Encourage healthy activity and lifestyle by making recreational resources and opportunities accessible and welcoming to all residents.**

Program 1 Provide opportunities for healthy activity in safe and accessible public spaces for all residents.

Program 2 Encourage communication between local businesses, organizations, and schools, to coordinate food pantries and local food distribution.

ACTION ITEMS

1. Work with DEI Commission to begin regular review of current City policies and procedures using the lens of Diversity, Equity, and Inclusion.
 2. Begin work towards regular Diversity, Equity, and Inclusion training for City staff and elected officials.
 3. Increase use of community engagement and social media tools to help with local outreach.
 4. Review fees and costs for city sponsored recreational and leisure activities.
 5. Develop a framework of accountability.
 6. Develop a work plan for the Diversity, Equity, and Inclusion Commission.
-

POLICY CONNECTIONS

The **Housing** chapter includes policies and land use designations that support the development of many types of housing to ensure that people who live and work in Ellensburg have adequate housing choices.

The **Transportation** chapter includes policies related to providing a variety of transportation networks that is available for all community members.

The **Capital Facilities and Utilities** chapter includes policies that focus on providing public facilities and utilities that are accessible and affordable to all community members, including access to the library, reasonably priced utilities, and access to data and technology. This chapter also provides goals centered around providing excellent public safety services.

The **Parks and Recreation** chapter includes policies that focus on providing citywide programs and services that meet all community and group needs, in addition to preserving historical areas and features, while also developing high quality, diversified cultural arts facilities and programs that increase community awareness, attendance, and participation opportunities.

The **Economic Development** chapter includes policies related to growing and sustaining local businesses, while creating opportunities for new businesses that can provide goods and services that meet the needs of the local and regional community.



Meeting Date: February 13, 2024
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Rapid Response Discussion/Recommendation
Submitted by:
Department: City Manager

Suggested Motion/Action:
Continue discussion of the rapid response and make a formal recommendation to include in a memo to be sent to the Ellensburg City Council.

Background/Summary:
At the January meeting, the Commission discussed the idea of a rapid response team. Make additional recommendations.

Previous Council Action:
N/A

Analysis:
N/A

Financial Impact:
N/A

Budget Adjustment: No

Attachments:
None



Meeting Date: February 13, 2024
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Unity Park Artwork
Submitted by:
Department: City Manager

Suggested Motion/Action:

Discuss allocating some of the Unity Park celebration budget to temporary or permanent artwork.

Background/Summary:

The Art Commission is doing temporary artwork at Unity Park. All grade school students in Kittitas County are invited to submit artwork inspired by the question, “What does unity look like?” by March 1. Art must be submitted on the template provided. Each piece of art will be scanned and shared on the city’s website. A random drawing will select up to 15 pieces of work from each school to be printed on banners. These banners will be displayed on the temporary fencing around the park’s construction zone. The banners will then be given to the schools to display once construction is over.

Each banner costs: \$144/+ tax.

Additionally, the Arts Commission is beginning discussions about permanent art at the park. There is discussion about the Land Acknowledgment being a part of the permanent artwork. Would the Commission want to give funding to that?

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

Depends on what parts of the artwork (if any) that the Commission wants to fund. Could move some of the admin costs over if needed.

Budget Adjustment: No

Attachments:

1. 2024 DEI Budget Projections

2024 DEI Commission Budget Projections

	A	B	C
1	REVENUE		
2	City Budget		
3			
4	EXPENDITURES		
5			
6	EVENTS		
7			
8	Annual Retreat		\$300
9			
10	WORLD CAFÉ 1		\$1,300
11	WORLD CAFÉ 2		1300
12	WORLD CAFÉ 3		1300
13			
14	JUNETENTH		\$500
15			
16	UNITY PARK OPENING		\$1,500
17			
18	Far. Mkt. Multicultural Day		\$500
19			
20	Total EVENTS		\$6,700
21			
22	PROGRAMS		
23			
24	LISTENING TOURS (4)		200
25			
26	BIPOC Business Days		550
27			
28	Dispute Res. Partnership		
29			
30	Human Library		500
31			
32	Pizza Klatch		\$750
33			
34	Total PROGRAMS		\$2,000
35			
36	GRANTS		\$6,000
37	Total GRANTS		\$6,000
38			
39	ADMIN. COSTS		\$500
40	Total ADMINISTRATIVE		\$500
41			
42	Total Projected Expenditures		\$15,200



Meeting Date: February 13, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Grant Discussion
Submitted by:
Department: City Manager

Suggested Motion/Action:

Determine when the Commission would like to open the DEI grants for 2024.

Background/Summary:

The DEI Commission developed and launched its first grant program in 2023. The application period opened June 15, 2023 and closed July 31, 2023. The Commission awarded \$4,000 to four applicants for projects relating to diversity, equity, inclusion, and belonging in Ellensburg. The Commission increased the amount of grant funding available for 2024 to \$6,000. Attached is a report on the impact of the 2023 grants.

Previous Council Action:

The Commission bumped the funding from \$4,000 to \$6,000.

Analysis:

The Commission should decide if there are elements of the grant program that need to be changed as well as the timeline for 2024.

Financial Impact:

The available amount of grant funding is \$6,000.

Budget Adjustment: No

Attachments:

1. DEI Grant Combined Impact

Grant title: DEI Commission Grant for Human Library Event (2023)

PI: David Schwan/ EthicsLab (collab with CWU Libraries, Ellensburg Public Library, Hal Holmes Community Center, and the City of Ellensburg DEI Commission)

The Human Library is a nonprofit organization dedicated to challenging stigma. Worldwide events host “safe space[s] for dialogue where topics are discussed openly.” Local community visitors (‘Readers’) ‘check out’ individuals who have been the subject of stigma (‘Books’) for conversation.

In Spring 2023, the first Ellensburg Human Library was hosted as a joint collaboration between the CWU EthicsLab, CWU Libraries, Ellensburg Public Library, and Hal Holmes Community Center. Approximately 25 community members engaged in hours of conversation and Reader responses were very positive.

In July 2023, our organizing committee applied for one of the grants from City Diversity, Equity & Inclusion Commission for a Fall 2023 event and were pleased to receive \$750. The funding provided by the DEI Commission was used to purchase required licensing for a Human Library event, Human Library branded T-shirts for the volunteers (strongly recommended by the org, though they can be produced locally), several printed signs, and lunch for the volunteers (Books and Librarians). The DEI Commission was recognized in all event publicity/advertising, and informally in conversation with Books and Librarians during the planning of the event [poster and social media ads attached].

Our goal in the initial grant proposal was to recruit 10 Books and at least 50 community Readers. We were able to recruit 10 local Books (though one volunteer was unable to attend the event) and 39 total Readers for the November 18th event. The November event was overseen by 7 volunteer Librarians.

Of those Readers that completed a survey, the response was very positive.¹ Readers were impressed by and interested in the first-personal nature of the sharing, the bravery of the Books, the connection with others through conversation, how others have learned to forgive or move through abuse, and how much could be learned about the experiences of others through conversation. As the lead organizer, I was very pleased at the turnout of the event and the experiences of Books and Readers. We have not yet submitted the final report to the Human Library organization, but I strongly suspect they will approve future events for Ellensburg. Looking forward, our organizing committee is interested in moving the event into the Library space (among the paper books) and continuing to publicize these events more widely.

¹ From the 2023 Human Library Reader Surveys: “(1) It was very nice (2) Honestly I enjoyed it very much, it was fun (3) It was lovely, thank you (4) It was a great experience (5) It was great (6) Great event!!! Many titles, too little time. It would be a long day to experience all the Books (7) Thank you, I enjoyed it (8) THANK YOU so much! I've wanted to attend a HL forever and this was such an honor. Wish we could have checked out every 'Book' (9) I would love for it to happen more frequently (10) I have only good feedback, this is a great idea and promotes great conversations (11) Excellent (12) It was fantastic! Thank you! (13) Loved it! (14) Wonderful setting, plants and lighting so welcoming and restful. Incredible gift to our community (15) Wow what a fantastic experience, thank you! (16) This is amazing :) (17) This is so powerful and important. Thank you all so very much. (18) Loved it!?”



The Ellensburg Bail Fund provides cash bail for marginalized people and college students charged with crimes who are unable to afford bail and find themselves incarcerated while awaiting routine court appearances for minor offenses in Kittitas County, Washington State. **This allows people to get out of jail during their trial period and defend themselves from a position of freedom.

1. We were able to purchase several items to advertise our mission (see attached). We will be tabling at community events beginning March 2024, the tablecloth and stickers will be a great tool to educate the community about the bail system. We hope to let the community know where to find us, and service we provide to those who cannot afford to pay bail. Furthermore, the Ellensburg Bail Fund hopes the new marketing material will attract more volunteers. So, we may have the capacity to do more fundraising and get more people home to their families.
2. Joanna Liggitt translated our bail application that goes into the jail (see attached). She is working on our website right now. She has not yet sent us a bill for her services. The grant has allowed us the opportunity to reach out to the community and ask for help with translation. Since we translated the application, we had a few Spanish speaking requests, an indigenous person, and a senior citizen. This is a big deal for us because our demographic is usually young white males.

Thank you for all your support,

Teresa F. Divine

Ellensburg Bail Fund

How was the grant used?: For this reimbursement request, we are submitting receipts for the Pine Needle Basketry Event that was held on November 28, 2023 at the Kittitas County Historical Museum and the follow-up class that occurred on Nov 4, 2023 . For this event, the grant was used to pay Master Artisan, Alma Gomez to be our pine needle basketry instructor and to supply class participants with materials and tools to make the baskets.

How was the DEI Commission recognized?: We created flyers for the event that were distributed throughout the school district and also distributed through the museum. These flyers noted that the event was sponsored by the grant given through the Commission.

We also announced at the beginning of the event that it was sponsored by the Commission.

How many people were impacted by the project?: Twenty-three people were impacted by the event directly. Indirectly, museum patrons that viewed but did not sign up to participate in the event but got to view the presentation also benefited. This is an undetermined number of people.

Project Outcome: Some students were able to finish their project in the first class with others attending the 11/4 follow-up session to do so. All of the feedback received about the artist's presentation on her work and progression as an artist was positive. Due to the participants' connection to the work and the artist, a monthly weaving circle is being sponsored by the Museum for anyone who wants to attend and continue their work as a weaver. The weaving circle is free and open to the public.

How was the grant used?: For this reimbursement request, we are submitting receipts for the speaking event held on December 16, 2023 at the Kittitas County Historical Museum. For this event, the grant was used to pay Randy Lewis and for some refreshments.

How was the DEI Commission recognized?: We created flyers for the event that were distributed throughout the school district and also distributed through the museum. These flyers noted that the event was sponsored by the grant given through the Commission.

We also announced at the beginning of the event that it was sponsored by the Commission.

How many people were impacted by the project?: The postings of the event went out through social media, and with the little data that we were able to capture through the KCHM was that the shares and likes touched over 2000 different social media pages.

In person, the event was attended by roughly 80-90 people. We did not have an attendance sheet. The museum has a guest book, and there were 75 chairs set up. I would not be able to tell you exact numbers of in town and out of town individuals, but I know that many faces were from here locally. There were also several people that traveled from north of Wenatchee, Toppenish, and some as far away as just south of Portland. Those were just a few of the people I spoke with.

Project Outcome: This event brought a knowledgeable Elder and respected author and speaker to our local community. He was able to share his traditional knowledge and shed light on some of the pieces in collections housed within the Kittitas County Historical Museum. Bringing Randy and Nick Zentner together in one place, giving the opportunity to answer questions from the public regarding Traditional historical knowledge and Geological knowledge. Randy also presented the movie: A Winter's Tale. The short movie has won acclaim in 7 film festivals, (according to Randy). Taking into consideration all of the knowledge, memories and sharing that occurred, I feel like the event was a great success. Thank you for providing the funding to help provide opportunities like this for our community.

City of Ellensburg
Diversity, Equity, and Inclusion Commission Grant 2023
Northwest Expressive Arts Response

Amount: \$625.00

Domingos Comunitarios Fall 2023

Beginning in September 2023, Northwest Expressive Arts Response (NEAR) created and facilitated Domingos Comunitarios once a month through November. The events, geared for Ellensburg's Latinx community, provided cultural and trauma-informed activities. These included visual arts, storytelling, films, food, music, and dancing.

Domingos Comunitarios #1: September 24, 2023 2-5 p.m. (21 participants)

- Theme: Superheroes – Be Your Own!
- Live interaction via zoom on big screen with Superhero Support, Inc. Children were able to talk with a Spanish-speaking Wonder Woman.
- A Superhero film was shown in Spanish.
- Children and adults were invited to decorate paper-mache masks depicting themselves as superheroes, adding images that represented strengths and values.
- Children were invited to hoop dance with Cat Woman.
- Glitter tattoos.
- Tacos were served.
- Kittitas County Resource manuals (in Spanish) were distributed to attendees.

Domingos Comunitarios #2: October 29, 2023 2-5 p.m. (40 participants)

- Theme: Los Dios de Muertos – Honoring Ancestors!
- Children and adults created multi-colored tissue paper marigolds.
- All were invited to view and add to an ofrenda.
- Danza Azteca dance troupe performed and drummed for families
- Packaged food and drinks were served.
- A pinata was hung and children took turns batting it to burst it open!
- A film was shown related to the theme.
- Glitter tattoos.
- Medicaid and healthcare information (in Spanish) was handed out to adults.

Domingos Comunitarios #3: November 19, 2023 2-5 p.m.

- Theme: Dia de Accion de Gracias (Giving Thanks Day)! (20 participants)
- Children and adults created luminarias and holiday evergreen swags with wooden Mexican cutouts. Stories of gratitude.
- Danza Azteca dance troupe returned, danced, and then invited children and adults to dance and play percussion instruments with them. Participants learned traditional steps.
- Hot cocoa with candy canes was served.
- A revamped pinata was again hung and opened with much glee.
- A theme-related film was shown.