

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION April 9, 2024

Hybrid Meeting In-person and via Zoom



Members of the public who wish to participate virtually in this meeting may do so by joining the [Zoom meeting](#).

Webinar ID: 897 3788 2563

Password: 717948

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

AMERICANS WITH DISABILITIES ACT

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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, April 9, 2024
3:00 PM - Regular Meeting**

- 1. Call to Order and Roll Call of Members**
- 2. Approval of Agenda** (No Public Comment)
- 3. Approval of Minutes**
 - 3.A Approve Minutes from 3.12.24 DEI Commission Meeting
- 4. New Business**
 - 4.A Ellensburg Police Department - 2024 Community Survey Results
 - 4.B Comprehensive Plan Amendments
 - 4.C Rapid Response Recommendation
- 5. Previous Meeting Motions And To-Do List Review**
 - 5.A Previous Meeting Motions & To-Do List Review
- 6. Liaison Reports**
- 7. Subcommittee Reports**
- 8. Commission Member Reports**
- 9. Staff Report**
 - 9.A Staff Report
- 10. Preview Next Meeting May 14, 2024** DEI Grant Recommendation for funding Presentation about OPMA from Assistant City Attorney Aaron Reiman



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



Meeting Date: April 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Approve Minutes from 3.12.24 DEI Commission Meeting

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Approve the minutes from the 3.12.24 DEI Commission Meeting.

Background/Summary:

N/A

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

1. 3.12.24 DEI Commission Minutes

CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Minutes of Diversity, Equity & Inclusion

Commission Meeting

March 12, 2024

3:00 PM

Council Conference Room & Zoom

1. Call to Order and Roll Call

Vice Chair Tylene Carnell called the meeting to order at 3:02 p.m.

Roll Call Present: Nancy Goodloe, Tylene Carnell, Amber Hoefer, Alex Mandujano, Mayra Colazo, and Kandee Cleary

Also present: Nicole Klauss, Public Information Officer (Recording Secretary); Denise Horton, Ellensburg Farmers Market; Ramona Bryant, League of Women Voters; and Betsy Dunbar, Transit Manager

Commissioner Colazo moved to approve the excused absence for Commissioners Divine and Backlund. Commissioner Mandujano seconded the motion. **Motion approved 5-0.**

2. Approval of the Agenda

3. Approval of Minutes from February 13, 2024, Meeting

Chair Goodloe moved to approve the minutes from the February 13, 2024, DEI Commission Meeting. Commissioner Colazo seconded the motion. **Motion approved 5-0**

4. Previous Meeting Motions And To-Do List Review

A. Introduced Denise Horton from Ellensburg Farmer's Market

The Commission discussed the idea for a multicultural day at the market with interim market manager Denise Horton. The Commission should brainstorm the event more and then reach out to Denise/the market to discuss and set it up. The market has room for 86 10-foot spaces. The market is very full and they try to bring in nonprofit tables when possible. The best times are early in May or late in October because they have more open space after farmers are done. October was suggested because CWU students will be here and Unity Park may be done by then. Colazo will connect with Divine to discuss further details.

B. 90-Day To-Do List Review:

- Plan Juneteenth event

Goodloe reported:

- Picnic In The Park set for Saturday, June 15 at Veterans Memorial; trying to get speakers
- Museum will be doing an exhibit
- Nicole will be working with Parks team to coordinate space

- Delano Palmer, Krechiere Jackson, and Lucinda Carnell added to the committee
- City will recognize Trans Day of Visibility
 - Carnell reported the proclamation was supported and will be read on March 18
- Develop an accessible onboarding program for new commission members
 - The subcommittee provided a recommendation for an orientation packet specific to DEI Commission to include:
 - Commission agendas and minutes from past six months
 - Commission goals
 - Commission contact sheet
 - Commission's annual report
 - Chapter 9 of the Comprehensive Plan
 - DEI Commission's spending plan and City's overall budget
 - A summary document of the commission's subcommittees, programs, and events
 - Nametag and business cards
 - Ordinance that created commission (suggested addition)
 - Original IDE Report (suggested addition)
 - Assign new commission members a mentor for 3 months.
 - Schedule a six-month check-in with Commission Chair and new member
 - Add Commission's documents to DEI webpage so easily accessible to all members
- Develop the strategies and partnerships to support diverse residents to apply to City boards to better reflect our diverse community
 - Carnell asked about methods of advertising openings. Klauss mentioned challenges with capturing FB Group posts for archiving as required by City.
 - Hoefer wants commission to have larger conversation beyond recruitment and getting people there, how do we make sure people feel welcome and heard and not just tokenized.
- CWU/City collaboration to engage students with off-campus resources
 - KCHN has a resource manual that is printed and shared on campus.
 - Mandujano visited various departments on campus and left messages. Will follow up.
- Continue World Café conversations and expand topics of
 - World Café committee had a meeting and finalized the questions.
- Develop partnerships for planning a multicultural event to celebrate the opening of Unity Park that focuses on music, food, dance, etc.
 - Need to identify representatives from Arts Commission & Parks Commission to get meeting set.
- Explore coalition partnership idea with the Dispute Resolution Center and others
 - Goodloe to check in with Carolyn in April.
- Meet with the Farmer's Market and Night Market organizers to discuss a multicultural day at the Farmers Market and possibly sponsoring vendors

- Interim market manager attended the meeting; Colazo and Divine need to meet to map out plans.
- Put listening tour data into a document for review, and discuss how to use the data
 - No updates. Want to have more listening tour before review data.

5. Liaison Reports

None.

6. Subcommittee Reports

Colazo reported the listening tour subcommittee had a meeting a few months ago and chatted about reaching out to APOYO for a Spanish speaking tour. The listening tour is being scheduled for April 2 or 3, and an interpreter is needed as Commissioner Mandujano cannot attend. Colazo would also like to have the listening tour guide translated and can help with that.

Colazo reported the Unity Park art subcommittee did not meet last month. Construction on the park has started. At the last DEI Commission meeting, the commission voted to fund one of the art banners.

7. Commission Member Reports

Goodloe reported on the CWU Diversity Awards:

- Commissioner Carnell received a community diversity award for impacting diversity and equity in our community (her second one).
- Commissioner Divine received a lifetime achievement award for her equity and justice work.

Carnell reported:

- 8-9 organizations have completed Safe Spaces training
- KC Youth is hosting their event on May 18 from 11-3 and anyone that serves youth should attend.

Colazo reported:

- CWDR has been in Kittitas County since 1981 and the current building lease is coming up in September. They are looking for an accessible building in the downtown area.

Hoefler reported:

- Attended the CWU Diversity Awards
- Could not attend the Juneteenth meeting
- Alternative Solutions through the Department of Health Services is a virtual tool that provides info for basic needs, health services support, legal support, employment services for cities and counties: [Alternative Solutions | DSHS \(wa.gov\)](#)
- Shared a link to find an interpreter: [Find an Interpreter or Translator - LTC \(wa.gov\)](#)

The Commission asked for someone to attend a future meeting to provide an update on the proposed Sleep Center. Klauss provided a brief update but will ask if the City Manager could attend a future meeting.

8. New Business

A. Transit Update

Transit Manager Betsy Dunbar provided a Central Transit about:

- How Central Transit connects to residential areas
- Central Transit offerings including paratransit and Dial-A-Ride
- Plans to make bus stops more ADA accessible. 33 bus stops and 9 bus shelters are on the ADA improvement plan for 2024.
- Shared success stories of riders

B. Rapid Response Discussion/Recommendation

Goodloe drafted the rapid response recommendation based on previous notes from minutes and conversations. Goodloe asked for input from the commission. Due to time and a desire to review the recommendation in depth, it was moved to the top of the April agenda for discussion.

9. Staff Report

Klauss reported:

- One applicant has applied for the vacancy, please share. Interviews will be conducted in late March
- Grants are open, please share the information with your networks.
- World Café marketing is out, please share. Facilitators are still needed.

10. Preview Next Meeting April 9, 2024

Move these to top of agenda:

- Rapid Response Recommendation
- Jeremy Johnston: Comprehensive Plan Goals, Policies & Programs Discussion

Meeting adjourned at 4:35 p.m.

Nicole Klauss

Drafted: 3/20/2024

Approved:



Meeting Date: April 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Ellensburg Police Department - 2024 Community Survey Results

Submitted by:

Department: Police

Suggested Motion/Action:
Informative Presentation

Background/Summary:

The Ellensburg Police Department developed a longitudinal project to determine factors that are known to inhibit crime to apply evidence-based practice to enhance the safety of our community. The survey results are used to assess areas instrumental toward the safety and cohesion of our community. These are the findings from the initial 2024 survey results.

Previous Council Action:

None

Analysis:

None

Financial Impact:

None

Budget Adjustment: No

Attachments:

1. 2024 EPD Survey Results
2. Survey Key
3. 2024 Community Interest Supporting Comments

Ellensburg Police Department

2024 Community Survey



Collection Process

Demographics

Crime & Safety

Police-Community
Interaction

Community Interests

Collection Process

SURVEY SOURCE	ETHICAL APPROVAL	COLLECTION PERIOD	FORMAT
Survey: Police & Community-Interaction Survey Author: Rosenbaum, D., University of Illinois, Chicago (Retired) Number of Questions: 92 Augmentation: Qualitative questions were added to explore specific community interests.	EPD partnered with CWU, submit application for research through CWU-Institutional Review Board (IRB) under exempt status Approved: January 3, 2024 Valid Through: January 2, 2027	Open: January 4, 2024 Closed: January 31, 2024	Electronic was available in English and Spanish, accessible through QR Code Paper versions were available in English and Spanish at: - City Hall - Police Department - Library - HopeSource - Cold Weather Shelter

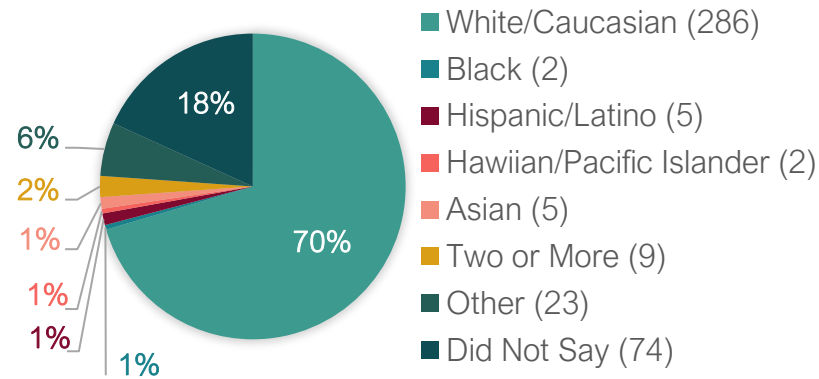
INCOMPLETE RESPONDENTS	TOTAL PARTICIPANTS	TOTAL COMMENTS
12 <i>* Either did not complete the survey or were not at least 18 years of age</i>	406	876

Demographics

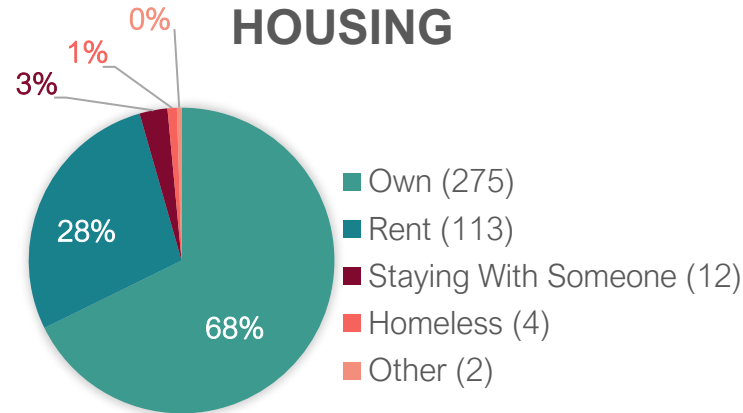
MINORITY
REPRESENTATION

14%

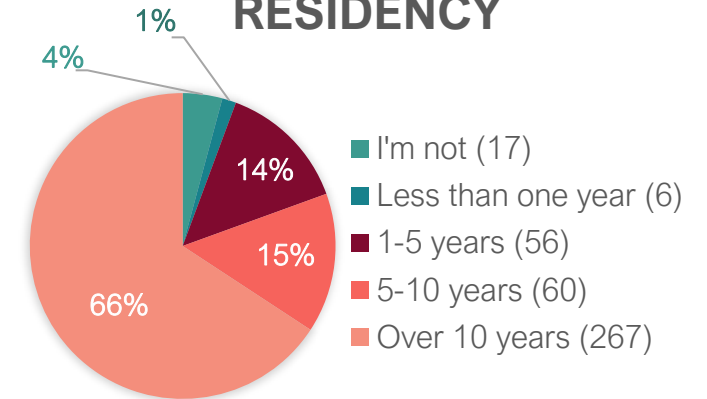
ETHNICITY



HOUSING



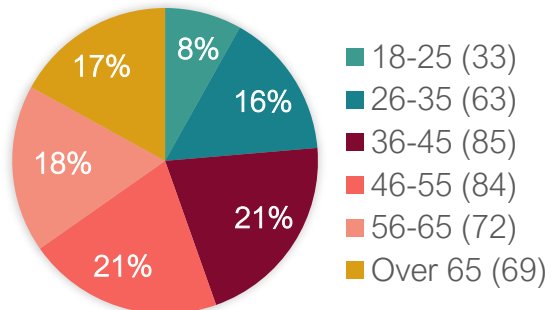
RESIDENCY



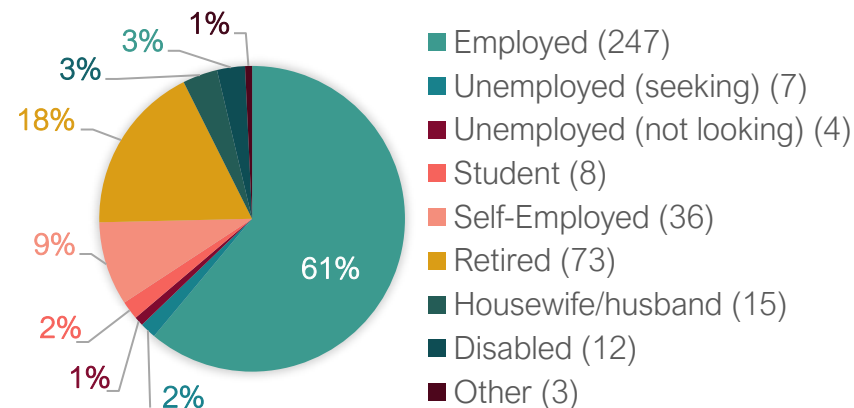
* Matches Ellensburg 2020 Census Data with 99% accuracy

** No one identified as Native American

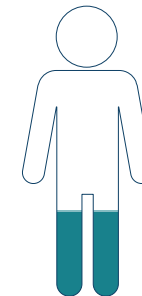
AGE RANGE



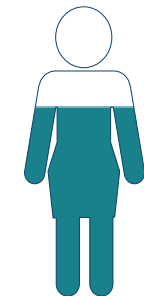
EMPLOYMENT



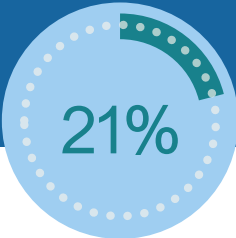
31%



66%



* 3% Chose not to disclose



FEELINGS OF SAFETY

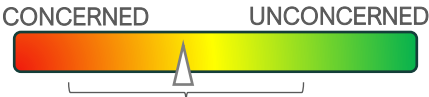
Safety in Ellensburg



Neighborhood Safety



OVERALL CRIME



* RANGE: lowest 1.257 to highest 2.404
** PARAMETERS: 1 (concerned) to 3 (unconcerned)

Top 10 Most Concerning Crimes

Drug Abuse



Child Abuse



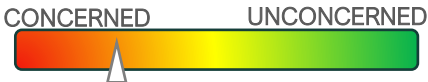
Driving Under the Influence



School Safety



Child Sexual Predators/
Internet Safety



Domestic Violence



Burglaries/Theft
(Auto)



Burglaries/Theft
(Residential)



Homeless- or Transient-Related
Problems



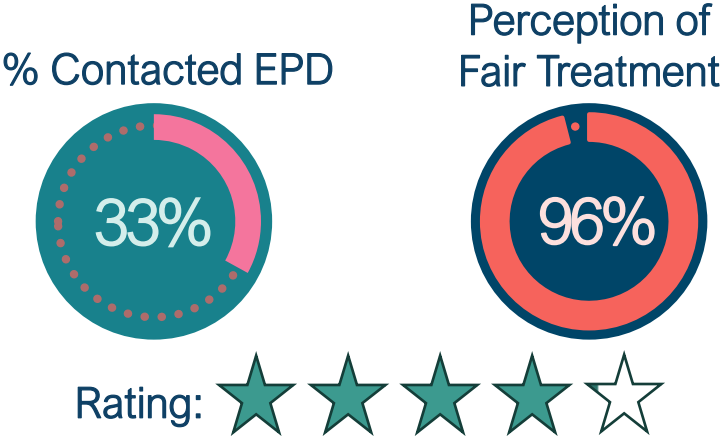
Sexual Assault/Rape



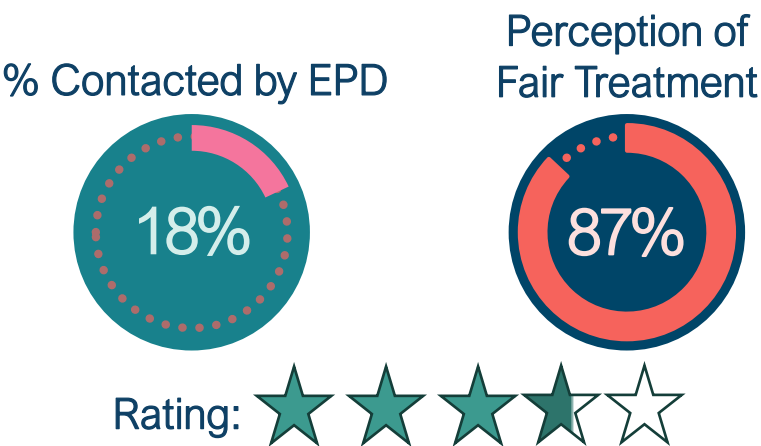
Police-Community Interaction

COLLABORATION WITH COMMUNITY

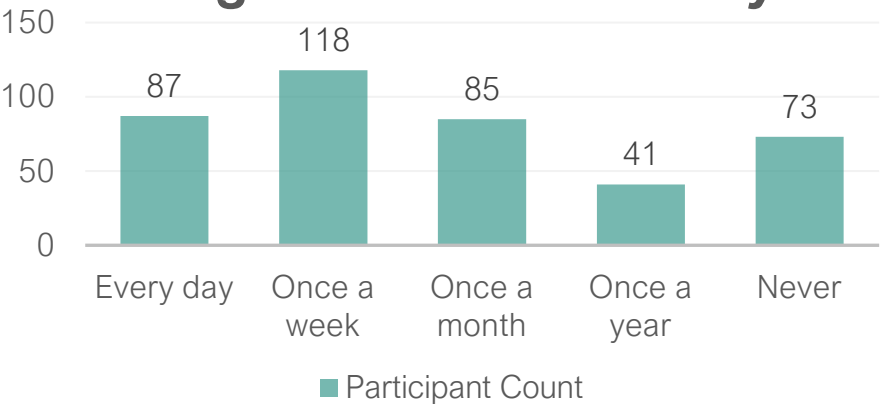
Self-Initiated Contact with EPD



EPD-Initiated Contact



Neighborhood Visibility



Police-Community Interaction

LEGITIMACY & TRUST

Trust Toward EPD



* RANGE: lowest 1.268 to highest 1.275

** PARAMETERS: 1 (highly trustworthy) to 5 (highly untrustworthy)

Top 3 Responses

I would work with the Ellensburg Police to identify a person who committed a crime in my neighborhood



If I saw a crime happening in my neighborhood, I would call the Ellensburg Police to report it



I think I would be treated fairly by Ellensburg Police



Bottom 3 Responses

* Although rated lower than others, these results show exceptionally high community trust in the EPD

The Ellensburg Police do not use race and ethnicity when deciding whether to stop someone



The relationship between the Ellensburg Police and the people of this city is very good



Ellensburg Police treat people respectfully regardless of their mental health status



Police-Community Interaction

PERFORMANCE RATING

- Provide general education on EPD responsibilities and current crime trends in Ellensburg
- Communicate with victims to keep them informed
- Maintain vigilance over indicators that proceed more significant crime trends
- Increase visible presence in areas of concern

COMMUNITY-RAPPORT

- Dispel misinformation pushed by traditional and social media
- Share with the community strategies to address current and future crime trends
- Educate public on EPD methods to engage with individuals believed to have mental health challenges

(MORE ON SLIDE 9)

Top 5 Character Descriptions

1. Professional
2. Respectful
3. Friendly
4. Caring
5. Honest

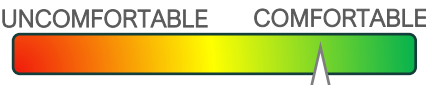


MENTAL HEALTH (MH)

MH Responsiveness



Intervention Support

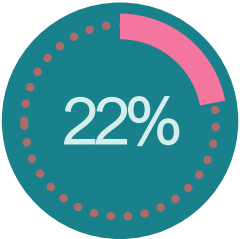


Respect Toward MH

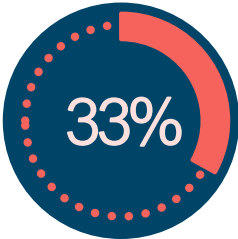


MH Impact on Police Interaction

SELF



FAMILY MEMBER



Suggested Action

- Continued awareness training—responsiveness and referral
- Grow collaborative agency support to improve resources

** Refer to comments (q-r) on Community Interest Supporting Comments handout*

Community Interest

Community-Rapport Building

- **Redefine patrol officers as community diplomats:**
 - Seek opportunities for integration, beyond policing actions and calls for service
 - Develop community-rapport professional development training
- **Public transparency:**
 - Develop regular distribution of community interest topics: inform and educate
 - Grow EPD social-media footprint
 - Report on crime without stigmatizing those who have not been convicted
- **Follow-Up Procedures**
 - Incorporate follow-up protocol with identified victims after a crime, not just information seeking
 - Make community contact in areas of public-visible crimes

** Refer to comments (a-p) on Community Interest Supporting Comments handout*

Homelessness

- **Community Education:**
 - Dispel stigmatization that homelessness causes crime or is caused by mental health diagnosis
 - Inform public on what are chargeable crimes (being homeless is not a crime):
 - Panhandling
 - Public encampments
 - Loitering

** Comments about homelessness were not made by participants who identified as homeless*

** Refer to comments (s-u) on Community Interest Supporting Comments handout*

Child/Youth Concerns

- **Strengthen community awareness about issues that impact children and adolescents:**
 - Internet exploitation
 - Cyber-bullying
 - Mental health concerns
 - Gang recruitment/association
 - Drug abuse
- **Destigmatize reporting of crimes against children:**
 - Publicly communicate resources for individuals associated with crimes against children
- **Grow School-Police Collaboration:**
 - Public report from School Resource Officer on observations and needed awareness concerns
 - Incorporate “Handle With Care” program to facilitate further collaboration with schools

** Refer to comments (v-w) on Community Interest Supporting Comments handout*

Thank You

Dr. Eliann Carr

carre@ci.ellensburg.wa.us

<https://ci.ellensburg.wa.us/779/Police>

Ellensburg Police Department

Community Survey Key

MEASURE	OPERATIONAL DEFINITION	INDICATOR QUESTIONS	SCORE TYPE	REPORTING TYPE
DEMOGRAPHICS				
Minority Representation	Participant's association with a minority group (type not specified).	Q6	Yes/No	Percentage
Ethnicity	Descriptive statement identifying the ethnic association of the participation.	Q5	Fill In The Blank	Pie Chart
Housing	Identification of an individual's current housing status.	Q7	Multiple Choice (Select One)	Pie Chart
Residency	Time length of residency in Ellensburg.	Q1	Multiple Choice (Select One)	Pie Chart
Age Range	Identification of an individual's age within bracketed groups.	Q2	Multiple Choice (Select One)	Pie Chart
Employment	Identification of an individual's current employment status.	Q8	Multiple Choice (Select One)	Pie Chart
Sex	Self-identification of a participant's biological differentiation between male and female.	Q3	Multiple Choice (Select One)	Image Shading
CRIME & SAFETY				
Safety - Ellensburg	Reported level of safety within the city of Ellensburg.	Q12	Likert Scale (Safe-Unsafe)	Temperature Gauge
Safety - Neighborhood	Reported level of safety within a participant's neighborhood.	Q11	Likert Scale (Safe-Unsafe)	Temperature Gauge
Overall Crime	Aggregated score of participant's reported level of concern for different types of crime .	Q14a, Q14b, Q14c, Q14d, Q14e, Q14f, Q14g, Q14h, Q14i, Q14j, Q14k, Q14l, Q14m, Q14n, Q14o, Q14p, Q14q, Q14r, Q14s, Q14t, Q14u, Q14v, Q14w, Q14x, Q14y, Q14z, Q14aa, Q14bb	Likert Scale (Concerned-Unconcerned)	Temperature Gauge
Crime Exposure	Identification of whether a participant or a person in the participant's household was a victim to a crime in Ellensburg over the past year.	Q15	Yes/No	Percentage
POLICE & COMMUNITY INTERACTION				
Self-Initiated Contact With EPD	If an individual reported self-initiated contact with the Ellensburg Police Department, the individual rated whether they were treated fairly and his/her overall satisfaction with the experience.	Q17	Yes/No Fair/Unfair Star Satisfaction	Percentage Star Satisfaction
EPD-Initiated Contact	If an individual reported self-initiated contact with the Ellensburg Police Department, the individual rated whether they were treated fairly and his/her overall satisfaction with the experience.	Q18	Yes/No Fair/Unfair Star Satisfaction	Percentage Star Satisfaction

Ellensburg Police Department
Community Survey Key

Neighborhood Visibility	Report of how often an individual has seen the Ellensburg Police in their neighborhood.	Q16	Likert Scale (Time Based)	Bar Graph
Legitimacy & Trust	Perception of the Ellensburg Police Department regarding community member's willingness to work with the police to resolve conflict; respect of citizens; quality of service; and decision making.	Q20a, Q20b, Q20c, Q20d, Q20e, Q20f, Q20g, Q20h, Q20i, Q20j, Q20k, Q20l, Q20m, Q20n	Likert Scale (Agree-Disagree)	Temperature Gauge
Performance Rating	Ellensburg Police Department rating on officer's ability to fight crime; collaborate with community members; willingness to share information with the public; and acceptance toward complaints against police officers.	Q21a, Q21b, Q21c, Q21d, Q21e, Q21f	Likert Scale (Satisfied-Dissatisfied)	Letter Grade
Community Rapport	Community familiarity with individuals on the Ellensburg Police force regarding transparency with the public on operations within the department and conduct with in the community and knowledge of the individuals who are part of the Ellensburg Police force.	Q22, Q23, Q24, Q25	Yes/No	Letter Grade
MENTAL HEALTH				
MH Impact on Interaction - Self	Determination of whether an individual's Mental Health concerns would impact an interaction with the Ellensburg Police Department.	Q10,	Yes/No	Percentage
MH Impact on Interaction - Family Member	Determination of whether the Mental Health concerns of an individual's family member would impact an interaction with the Ellensburg Police Department.	Q9	Yes/No	Percentage
MH Intervention Support	Willingness to request assistance from Ellensburg Police Department to assist in a mental health crisis.	Q19	Likert Scale (Comfortable-Uncomfortable)	Temperature Gauge
MH Responsiveness	Perception of the Ellensburg Police Department's ability to respect and understanding when responding to a community member's Mental health concerns.	Q21e	Likert Scale (Satisfied-Dissatisfied)	Temperature Gauge
Respect Toward MH	Perception of respect Ellensburg Police Officer's respect toward an individual's Mental Health Status.	Q20l	Likert Scale (Agree-Disagree)	Temperature Gauge

Community Interest Supporting Comments

COMMUNITY RAPPORT

- a. That, as a citizen, I don't want to be scared of them. I don't want my family members and friends to be treated as criminals before their innocence is established...I am grateful to those officers who have taken the time to know themselves, their biases, their preordained beliefs - and their awareness to not let those things get in the way of peaceful service to the people. Thank you for asking our citizens to be heard. (P25)
- b. Education! Stop treating people like they are criminals when they are not. Listen to the question before answering. Educate, not intimidate! Share on social media posts about what you can and cannot do, what is the law? (P33)
- c. A small positive interaction goes a very long way. I've had those experiences and will remember them very prominently. (P65)
- d. A majority of the officers are very friendly, and respectful. I always appreciate when outside working in the yard an officer stops to say Hi or visit for a moment. I believe just taking a couple minutes to visit with an officer is a moment to open the lines of communication. It also allows for community members to have a conversation with an officer that they always wanted to have but never had the opportunity. (P113)
- e. Remember that even though a neighborhood is considered *low crime* the residents still need a police presence! (P206)
- f. Laughing and mocking citizens who've made bad choices SHOULD be unacceptable. (P245)
- g. Please be more transparent with the community. You guys seem to keep a lot of reports about crime hidden. Post arrests and crime activity on your Facebook. Dont keep it hidden from us. Makes me feel unsafe. (P269)
- h. I would like to see the culture of EPD shift a bit. Overall the organization does great things; but there have been several instances where it seems officers are 'hunting' stats. I appreciate proactive police work, and that EPD is high visibility. I and others in my area would like to see the culture become one more of community caretaking, not just being out there fighting crime. (P286)
- i. That at the core of most people is goodness. I understand this can be really hard to assume in your line of work, but if you begin to expect the worse in everyone you will only see what you are expecting and miss the opportunities to celebrate/embrace all that is good in humanity. (P290)
- j. Neighborhood meetings with police officers helping with information about crimes affecting people in the neighborhood. Neighbors are more likely to help police when they know the people who are victims of crime. (P333)

2024 Community Survey

- k. Be more open minded and less judgmental. Honestly try to gain a new, educated, un-biased, more compassionate perspective and have better attitudes and opinions of individuals in the community who are “undesirables”. Take a better look at what happens to individuals after arrest and prosecution and the effects it has on them, eg; Did the consequence given do anything to reduce “re-offending” and lower recidivism rates? Were the consequences effective long term? Or were they just a temporary solution to a permanent problem only pro-longing additional crimes with greater severity to be committed upon release? What can we do better to lower rates of re-offending and recidivism? Are there better preventative measures we can take? How can we help the community maintain a better mental health state to help prevent crisis, drug use, etc. to begin with, before crimes are committed? What ways can we invite such individuals and encourage those struggling with mental health disorders and substance abuse issues to seek help for themselves prior to committing a crime as a result of such disorders? How better can we educate community youth about trauma, emotional maturity, and mental health well-being and encourage youth in our community to seek healthy outlets and safe, effective, non-judgmental guidance from trusted adults and peers for emotional distress and trauma to better keep them from becoming involved in drugs and crime? What can we provide our youth as far as places to be active and have good, clean, fun such as arcade, trampoline park, indoor playground/play center, water park, aquarium, activity center, etc? (P334)
- l. Out reach to organization / groups that have speaker programs... ask to be on their speaker schedule (P349)
- m. Where once a community familiar with each other would police the small stuff, a larger community with a level of anonymity will not. (P350)
- n. Get out of their cars and walk more, get acquainted with residents and be visible once in a while, not by being in a car driving by folks. (P364)
- o. Continue to be proactive with visibility in and around the community and to speak at public forums regarding crime prevention. (P379)
- p. Maybe actually helping residents who have to call all the time because of theft, vandalism, speeding, property damage, hit and run instead of just taking a report and never following up or bothering to listen to residents would help... The City Manager and City Planners need to work with the Police to address these issues because infrastructure and traffic routing (like the stupid revision on N Main and Dean Nicholson that has UNSAFELY INCREASED CAR TRAFFIC AND SPEED) directly lead to ongoing problems. (P392)

Mental Health

- q. To take people's mental health into consideration and help them get the mental health treatment instead of sending them to jail if they can visibly see there is something more serious going on. Maybe have people get a psych evaluation and then transferred to either mental hospital or into mental health treatment, instead of locking them up. Some people just need a helping hand and not everyone is a "lost cause". We need to work together to support and improve each other. (P308)

2024 Community Survey

- r. That a lot of people who live here can't move or get access to proper mental health care. Most of the mental health is taken care of by comprehensive mental health and they don't take Medicare. Not everyone has Medicaid. (P333)

Homelessness

** Comments about homelessness were not made by participants who identified as homeless*

- s. I am for helping people but helping people is not true help if all we give is permission for them to have free reign. (P28)
- t. I am unsettled about the uptick of homeless floating around town. A couple of businesses are concerned about finding people sleeping in their doorways when opening their shops in the morning and locking up after workday. (P160)
- u. Quit allowing the homeless to take over our community. Sleeping on the sidewalks downtown. Especially with drug abuse or mental health problems they are unpredictable and irrational. Not fair for business owners or their staff to have to deal with these people. Most are not from here. (P233)

Child/Youth Concerns

- v. Tackle all of the issues at the schools. Its concerning how “funny” they think it is to joke about weapons and school shootings when they run rampant in this country. MANY innocent lives have been shed from this issue and these entitled kids continue to relentlessly bully others and make jokes about awful events...THE SCHOOLS NEED HELP. The high school and elementary are a little better off but the Middle school runs rampant with bullying, fighting, and worrying behavior. In my SO many years as a student and now substitute in the ESD, I have never seen a worse year at the middle school as I have this year. Its really changed my perspective of how I view this community because they have to learn that behavior and toxic opinions somewhere (most likely from hatred spewed at home or neglecting to monitor social media use at all!) (P39)
- w. That there are gangs- boys and girls age 12 and up that try to get kids in...They also have guns and have the kids do dirty work for them. The older gang members need to be arrested- the younger kids fall into peer pressure and get in over their heads listening to them. Selling drugs and going to Yakima and assaulting other kids over stupid reasons...The police should go to assemblies at schools more often and even encourage the kids to look into becoming a servant of the law- juvenile citizen patrol or ride with officers for a day (P74)



Meeting Date: April 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Comprehensive Plan Amendments
Submitted by:
Department: City Manager

Suggested Motion/Action:

Review the proposed changes submitted by commission members and provide updates to Jeremy Johnston, Planning Manager.

Background/Summary:

City Planning Manager Jeremy Johnston attended the February DEI Commission meeting to talk about updating Chapter 9 of the Comprehensive Plan in this cycle. Johnston asked the commission to consider edits to the goals, policies, and programs section. Staff sent an email out with chapter 9 asking for edits. Klauss received edits from commission members and consolidated them into this document for consideration and discussion.

Previous Council Action:

The DEI Commission helped write the first version of Chapter 9 of the Comprehensive Plan in 2021.

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

1. Combined suggested edits to chapter 9

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 assure accessibility to City services for all, utilizing an "equity lens" to review policies, procedures, and decision-making processes. the lens of diversity, equity, and inclusion.

Program 1 Provide increased, in person and virtual, 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 and virtual accessibility and accommodations are needed to increase access to all members of the public.

Policy B Promote and encourage in person and virtual community engagement and outreach to all.

Program 1 Actively encourage participation from the public for community projects and, 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 provide leadership across departments resulting in inclusive and equitable decision-making in all aspects of city business. 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. Promote opportunities for community members to connect and engage, in person and virtually, with City staff and elected officials.

NG Program 3: Support community agencies that actively engage stakeholders in the planning and/or delivery of programs and 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. 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.

Commented [NK1]: Tylenne recommendation to move to this section. "Feels more fitting under a recreational goal or policy heading."

Program 1 Encourage City leadership to demonstrate support of marginalized groups through a variety of proclamations, and publicly speaking/engaging with any or all members of our community adversely impacted by local hateful and hostile-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 and to help local businesses to support their responsiveness to the needs of 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, and City Transit to identify strategies for making the seir 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.

Commented [NK2]: Tylenne: What does this look like?

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.

Program 24 Encourage communication and engagement between local businesses, organizations, and schools, and government to coordinate and support food pantries and local food distribution to marginalized communities.

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.**~~

Nancy's other suggested changes:

Action Items: Pg. 21

1. Work with DEI Commission (**City Manager and Department Heads?**) to begin regular review of current City policies and procedures using the lens of Diversity, Equity and Inclusion.
4. ~~Review fees and costs for city sponsored recreational and leisure activities.~~
5. Develop a framework of **support**/accountability for city staff to **ensure movement toward equity and inclusion.**

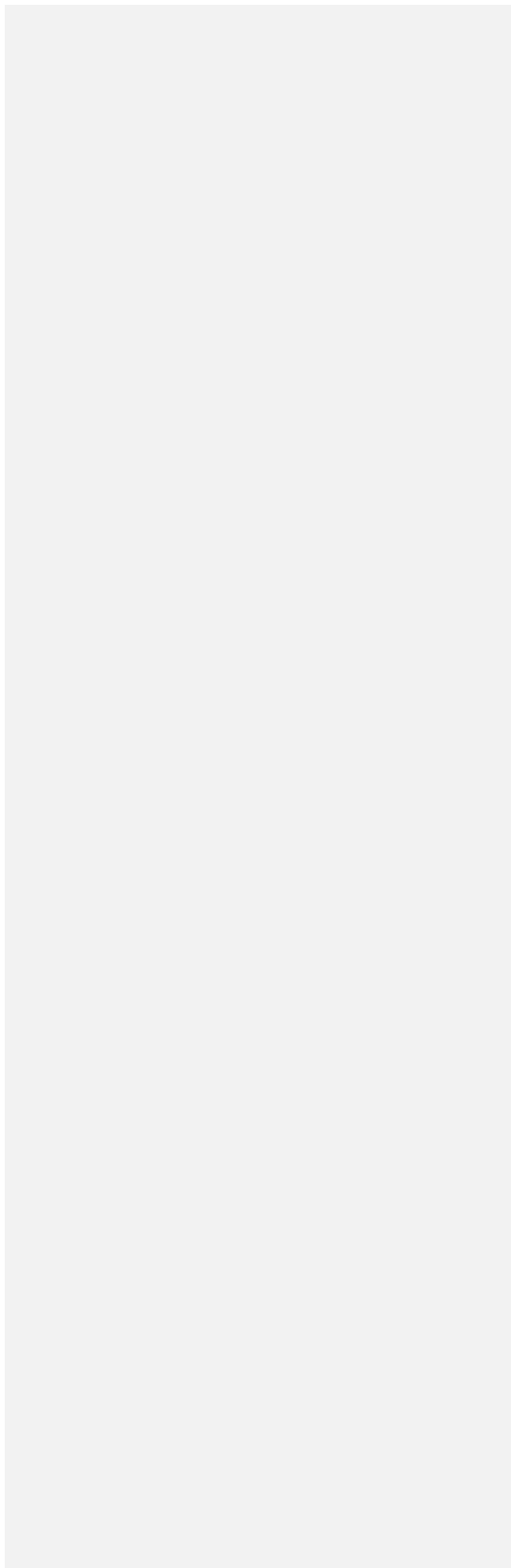
POLICY CONNECTIONS

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

The **Transportation** chapter includes policies and **strategic procedures** related to providing a variety of transportation networks that ~~are available~~ meet the **transportation needs** for all community members.

The **Parks and Recreation** chapter includes policies that focus on providing citywide programs and services that meet ~~all~~ community needs and are sensitive to diverse populations, in addition to (4th line down) programs that increase **community cultural** awareness, attendance, and **community engagement.**

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





Meeting Date: April 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Rapid Response Recommendation

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Background/Summary:

Continue the discussion about a rapid response to hate speech. Finalize recommendations to forward to City Council.

Previous Council Action:

At the previous meeting, the Commission requested to move the topic to the April meeting due to lack of time.

Analysis:

Financial Impact:

No

Budget Adjustment: No

Attachments:

1. Hate speech recommendations

City of Ellensburg DEI Commission
April 7, 2024
Recommendation on City Council's Recent Vote to
Eliminate Virtual Public Comment on non-agenda items at City Council meetings

The Ellensburg City Council experienced two zoom-bombing events during the Fall 2023. Both events were extremely disruptive and contained what could be classified as "hate speech". After the second event occurred, the Council requested that the City DEI Commission discuss the issue and return a recommendation for how these events might be handled. At the December 18, 2023 meeting the Council voted 4-3 to approve Resolution 2023-23 updating the Council Rules to eliminate all virtual public comments on non-agenda items during regularly scheduled Council meetings. Subsequently, at the January 6, 2024 meeting, after discussion about the December 18 vote, Council voted 6-0 to revisit the decision after a new City Council member was appointed to fill the current vacant position.

In an effort to bring something constructive to the Council on this request, Commission members entered into extensive discussion over two months on the legal and practical implications of a number of possible responses City Council could have in these unfortunate events. Below are the recommendations we agreed on to bring to the Council.

Recommendation 1:

The Commission recommends that the virtual public comment on non-agenda items (VPC) period during regular City Council meetings be restored to the council agenda.

Rationale for this recommendation: The Commission's mission is directly related to equity and inclusion/accessibility for all city residents to ensure all voices in our community are heard on matters of importance to them as residents and to this city. The Commission acknowledges that doing so runs the risk of harming some residents of our community when they hear hate speech directed at them. Eliminating VPC to prevent the threat of zoom-bombing hate speech is in direct conflict with city values of equity, inclusion and accessibility for all members of our community. Comments offered in discussion in coming to this recommendation were:

"..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."

"It is important to allow community members to bring non-agenda items to Council."

"[I] would rather create a space for voices and disrupt harm by cutting persons off rather than limiting comments."

The Commission talked extensively about having an opportunity for Commission and Council members to create opportunities, such as a community forum, to have conversation with victims but no firm recommendation was developed. Creating this opportunity and space for residents could provide those impacted with a voice, a chance to be affirmed by others in attendance, and also provide those who want to make change a place to get tools/resources.

Recommendation 2:

Mayor and IT staff should have a process in place to immediately identify these comments as either not relating to the business of the Council or as “hate speech” and an effort to disrupt the City Council meeting. These comments should be cut off as quickly as possible. It should be recognized that the Mayor has full authority to interact with these individuals to the extent needed to ascertain the intent of the individual’s comments and cut them off immediately.

Recommendation 3:

The Mayor should have a prepared statement on the dais to read to meeting participants immediately after these comments have been stopped. This statement should clearly identify the clash of the city’s values with these statements, should affirm the value/importance of a diverse and welcoming community, and an apology to the impacted communities as well as an assurance that they are valued and belong in the City of Ellensburg.

Recommendation 4:

Consider adding a DEI member to the city’s rapid response team that prepares public statements to the community after these events occur. Ensure that the statement includes 1) an acknowledgement of the incident and 2) an action or next step the city will take to support the communities impacted by these events. The DEI Commission could assist city officials with the implementation of an action such as this.

Recommendation 5:

Consider tasking Commission/council leaders to form an ad hoc committee to strategize how together we can organize a city team that could rally around our targeted populations to be allies and who could rally with support and resources when these events occur. This group could also assist with special city events, such as Unity Part opening, Juneteenth celebration, etc.

Submitted this 11th day of March, 2024.

The City of Ellensburg DEI Commission
Nancy Goodloe, Chair



Meeting Date: April 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Previous Meeting Motions & To-Do List Review

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Background/Summary:

Review and provide updates

Previous Council Action:

Previous Meeting Motions:

- Commissioner Colazo moved to approve the excused absence for Commissioners Divine and Backlund. Commissioner Mandujano seconded the motion. **Motion approved 5-0.**
- Chair Goodloe moved to approve the minutes from the February 13, 2024, DEI Commission Meeting. Commissioner Colazo seconded the motion. **Motion approved 5-0**

To-Do List Review:

- Plan Juneteenth event **Amber, Nancy, Teresa & Kandee**
- City will recognize Trans Day of Visibility: Highlight trans folks in our community and their contribution to Ellensburg **Tylene & Teresa**
- Develop the strategies and partnerships to support diverse residents to apply to City boards to better reflect our diverse community **Mayra & Phil**
- 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, 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**
- Put listening tour data into a document for review, and discuss how to use the data **Phil, Alex, Olene, and Mayra**

Analysis:

Financial Impact:

Budget Adjustment: No

Attachments:

None



Meeting Date: April 9, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Staff Report

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Listen to staff updates.

Background/Summary:

Staff Updates:

- Amy McGuffin reached out encouraging the City to celebrate National Hispanic Heritage Month, Sept 15-Oct 15, at Unity Park. Does the commission have capacity to take this on? Amy is willing to help.
- The DEI Commission's webpage has been updated to include links to the 2021-2022 annual report, 2023 annual report and 2024 spending plan, a list of DEI Commission subcommittees with descriptions, 2023-2024 goals list, link to Ordinance 4871 - forming DEI Commission, 2020 IDE Subcommittee Report (original listening tour report), and Chapter 9 of the Comprehensive Plan.
2 members up for reappointment in May - Tylene and Mayra. Please fill out the reappointment form if you'd like to be reappointed.
- 1 vacancy currently - please share!

Previous Council Action:

Analysis:

Financial Impact:

Budget Adjustment: No

Attachments:

None