

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION May 14, 2024

Hybrid Meeting In-person and via Zoom



Zoom:

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

Webinar ID: 897 3788 2563

Passcode: 717948

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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, May 14, 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 April 9, 2024 DEI Commission Meeting
- 4. New Business**
 - 4.A Robert's Rules of Order presentation
 - 4.B Comprehensive Plan Amendments
 - 4.C Award 2024 Grants
 - 4.D Approve Spending For Juneteenth Celebration
 - 4.E World Café Recap
- 5. Previous Meeting Motions And To-Do List Review**
 - 5.A Previous Meeting Motions And To-Do List Review
- 6. Liaison Reports • ESD (Rhonda Schmidt) • EDA (Sophie Wagner) • CWU (Lucinda Carnell)**
- 7. Subcommittee Reports**
- 8. Commission Member Reports**
- 9. Staff Report**
 - 9.A Staff Report
- 10. Public Comment PUBLIC COMMENT RULES FOR ALL MEETING PARTICIPANTS**
 1. Each speaker's comments are to be limited to 3 MINUTES. 2. Speakers are cautioned not to engage in conduct that disrupts, disturbs or otherwise impedes the orderly conduct of the DEI Commission meeting. 3. Speakers may not identify themselves as candidates for elective public office or make any statements whichPage 2 of 20 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: June 11, 2024** Mayor Rich Elliott to talk about proclamations Councilmember Nancy Lillquist to brainstorm ideas for encouraging a more diverse community to bicycle in Ellensburg Juneteenth updates



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



Meeting Date: May 14, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Approve Minutes from April 9, 2024 DEI Commission Meeting

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Review and approve the minutes from the April 9, 2024 DEI Commission meeting.

Background/Summary:

Review and approve the minutes from the April 9, 2024 DEI Commission meeting.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

1. 4.9.24 DEI Commission Minutes

CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Minutes of Diversity, Equity & Inclusion

Commission Meeting

April 9, 2024

3:00 PM

Council Conference Room & Zoom

1. Call to Order and Roll Call

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

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

Also present: Nicole Klauss, Public Information Officer (Recording Secretary); Heidi Behrends Cerniwey, City Manager; Rhonda Schmidt, ESD liaison; Dr. Eliann Carr, EPD Criminal Analyst; EPD Chief Ken Wade; Lucinda Carnell, CWU liaison; and two members of the public via virtual participation.

Commissioner Backlund moved to approve the excused absence for Commissioner Hoefer. Commissioner Cleary seconded the motion. **Motion approved 6-0.**

2. Approval of the Agenda

Chair Goodloe said item 4B needed to be removed and pushed to the May agenda. Commissioner Carnell moved to approve the amended agenda. Commissioner Backlund seconded the motion. There was no discussion. **Motion approved 6-0.**

3. Approval of Minutes from March 12, 2024, Meeting

Commissioner Carnell moved to approve the minutes from the March 12, 2024, DEI Commission Meeting. Commissioner Cleary seconded the motion. There was no discussion. **Motion approved 6-0.**

4. New Business

A. Ellensburg Police Department – 2024 Community Survey Results

Dr. Eliann Carr presented on the Ellensburg Police Department's survey collection process, demographics, and results. EPD is planning to make the survey an annual survey so they can see the change.

Commissioner Backlund suggested next time doing focused and targeted solicitation of responses to get more participation from demographics that represent the percentage of populations in our community.

Surveys were available via paper or electronic format in English and Spanish. A QR code was available so people could scan and go directly to the survey. It was also shared online. Paper copies went to the Library, City Hall, HopeSource, and the Cold Weather Shelter.

Commissioner Carnell said the commission's role is to consider how to uplift and recognize diversity in community and make sure voices are included, and suggested adding other locations like the food bank, APOYO, and the clothing bank to allow for greater diversity in response.

Chief Wade said EPD worked with HopeSource, and surveys were taken into the field with client managers who work with homeless populations.

Goodloe said the DEI Commission could be helpful in raising the level of participation next year.

B. Rapid Response Recommendation

Goodloe shared the hate speech Zoom bombing is an ongoing issue nationwide. She recently attended a workshop discussing the issue and sometimes there are keywords people say before hate speech. Other cities' responses are consistent with what the City of Ellensburg is doing. It puts a major responsibility on the mayor and having a statement ready.

Commissioner Cleary said limiting virtual comments is not going to stop people from saying what they want to say. Commissioner Mandujano said the best approach is to require people to pre-register and include some brief expectations on dos and don'ts.

Commissioner Carnell said she didn't think there was anything to put in place to stop this from happening. Part of it is recognizing that the views of the person spewing hateful comments are not the views or values of the City. Carnell suggested adding virtual comments on non-agenda items back because the goal is to remove barriers for participation to increase the amount of voices that have access to the City, government and programs.

Goodloe said some cities are examining council rules. Council delayed discussion of bringing back virtual comments on non-agenda items until the new Councilmember was onboarded. It will be revisited soon.

Carnell said part of this process will be putting something in place and then revisiting it to see how it is working.

Commissioner Backlund moved to approve the list of recommendations regarding the City Council's recent vote to eliminate virtual public comment on non-agenda items at City Council meetings and send the recommendations to City Council. Commissioner Cleary seconded the motion. During discussion, Commissioner Cleary amended the motion to add a note about requiring preregistration and listing the topic they want to talk about. Commissioner Divine seconded the amendment. There was no discussion. **The motion to amend the motion passed 6-0. The amended motion passed 6-0.**

Goodloe said the Council may or may not implement the recommendations.

5. Previous Meeting Motions and 90-Day To-Do List Review:

There was not time for the review of previous meeting motions or the to-do list.

6. Liaison Reports

Lucinda Carnell reported there was an incident in CWU's community last week that deeply impacted them involving an esteemed colleague and CWU police. The CWU president issued a statement. CWU is doing some self-reflection and reviewing how it can learn from the incident. There will be a stronger emphasis on bias training.

7. Subcommittee Reports

There was not time for subcommittee reports.

8. Commission Member Reports

Commissioner Backlund reported the World Café is Saturday. Chair Goodloe said Mandujano, Cleary, Carnell, and Backlund will be facilitators. Klauss asked members to share the event. Commissioner Mandujano met with students on campus at SLICE and shared the flyers.

The Zoom training will be sent out afterward for those who cannot make it.

Goodloe reported the Juneteenth Committee met and will come back at the May meeting with recommendations on spending requests.

9. Staff Report

There was not time for a report.

10. Preview Next Meeting May 14, 2024

- Aaron Reiman OPMA Training
- Jeremy Johnston: Comprehensive Plan Goals, Policies & Programs Discussion
- DEI Grant funding

Meeting adjourned at 4:35 p.m.

Nicole Klauss

Drafted: 4/10/2024

Approved:



Meeting Date: May 14, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Robert's Rules of Order presentation

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Listen to a presentation from Assistant City Attorney Aaron Reiman about Robert's Rules of Order. All boards and commissions are receiving this presentation.

Background/Summary:

Listen to a presentation from Assistant City Attorney Aaron Reiman about Robert's Rules of Order. All boards and commissions are receiving this presentation.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None



Meeting Date: May 14, 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 emailout with chapter 9 asking for edits. Klaus 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
 - 2. Chapter_9_Diversity_Equity_and_Inclusion

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.**

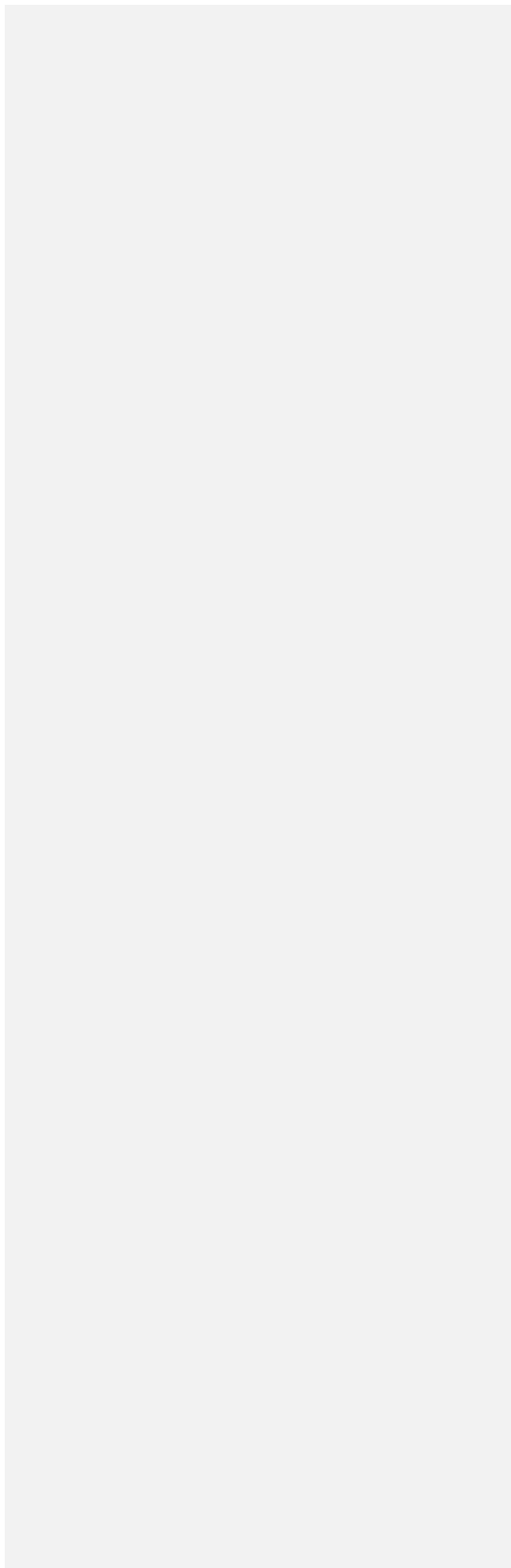
POLICY CONNECTIONS

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.





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

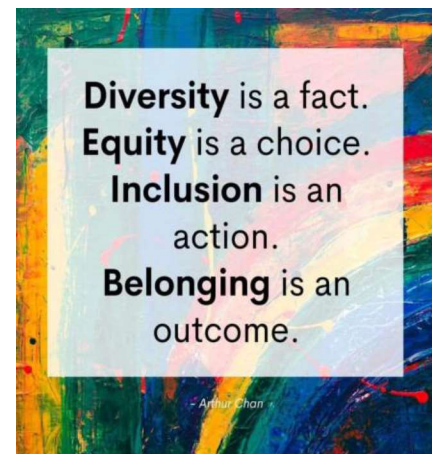
What does this all mean? Supporting diversity, equity, and inclusion related educational opportunities, social gathering opportunities, and supporting access to community resources, can create a sense of belonging within the community for all residents.

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.

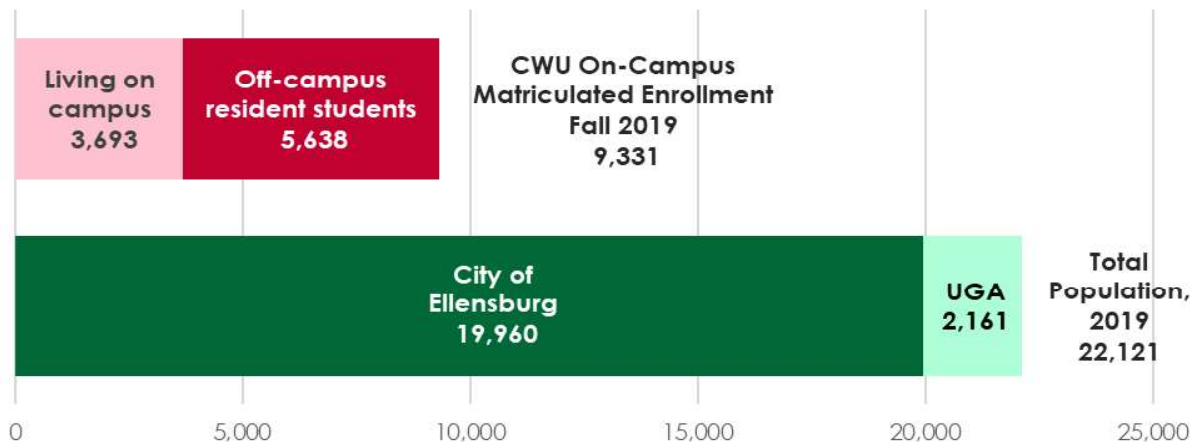
Future

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

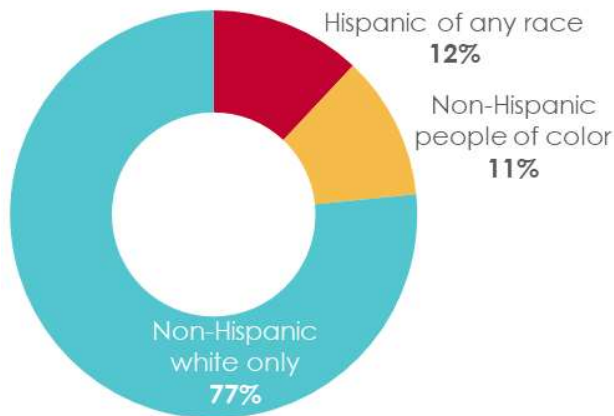


Students living on campus represents the housing occupancy for Fall 2019. Programmed capacity is 3,918 and the full built capacity is 4,249.

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: May 14, 2024
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Award 2024 Grants
Submitted by:
Department: City Manager

Suggested Motion/Action:
Motion to approve the projects recommended by the grant subcommittee for 2024 Diversity, Equity & Inclusion Commission grant funding.

Background/Summary:
As part of the Diversity, Equity & Inclusion Commission’s 2024 spending plan, a call for applications for projects supporting diversity, equity, and inclusion related educational opportunities, social gathering opportunities, and supporting access to community resources to create a sense of belonging within the community was offered. The 2024 grant cycle, which closed April 15, 2024, included 11 applications with requests totaling \$29,610.

Funds must be spent in the remainder of the calendar year. This is the second time the DEI Commission has offered grants, and the commission’s grant subcommittee used the same process that was used in 2023, but opened the applications sooner. Grant funding budgeted at \$6,000 was part of the Diversity, Equity & Inclusion Commission’s 2024 Spending Plan approved by the City Council. The grant funding was advertised on the City’s website and social media and a press release was issued to local media on March 1, 2024.

Previous Council Action:
N/A

Analysis:
Eleven DEI grant applications were received with a total of \$29,610 in 2024 grant funding requests. Applications were reviewed and scored by the Diversity, Equity & Inclusion Commission grant subcommittee made up of Chair Nancy Goodloe, commission member Tylene Carnell, and commission member Kandee Cleary. The subcommittee met on Tuesday, May 7 to finalize recommendations.

The subcommittee recommends the DEI Commission approve funding \$6,000 to the following agencies and amounts:

Organization	Project	Recommended Funding Amount
Ellensburg Bail Fund	Video project to produce a video about history of bail	\$500

	funds and connection to dismantling racism	
Eastside Opportunity Center	"What's Cooking" classes to help people learn to eat healthy on a budget	\$500
Kittitas Environmental Education Network	KEEN Summer Camp scholarships to families in need	\$1,000
CWU EthicsLab	Human Library event planned for Fall 2024 to cover organization and licensing, advertisements and printing, lunch and shirts for librarians and volunteers.	\$1,000
Gallery One	Monthly series of free bi-lingual art classes in second half of 2024.	\$500
Helen House & Trans Rural Lives	Rural Trans Elders Conference, help cover cost for transgender elder attendees who would otherwise be unable to participate.	\$2,000
Trout Unlimited	Free clinic for women, LGBTQ+ & BIPOC community members	\$500

The subcommittee is recommending not funding the following projects, but will encourage applicants to apply to the City's community grant program.

Datakick Analytics - \$0

Kittitas County Pride - \$0

I.O.O.F - \$0

509 BIPOC-Owned Business - \$0

Financial Impact:

The total amount of funding recommended to be awarded is \$6,000. A motion by this commission is needed to move the grant funding recommendations to the Ellensburg City Council for final approval.

Budget Adjustment: No

Attachments:

1. DEIgrant2024EastsideOpportunityCenter
2. EBF Ellensburg DEI Grant Application 2024
3. DEI Application_Gallery One 2024
4. 2_APPLICATION_Ellensburg City DEI Grant_Human Library Event_EthicsLab_2024_v1

5. Human Library budget
6. KEEN DEI Grant Application
7. Rural Trans Elders
8. Trout Unlimited DEI Fly Fishing Clinic Grant App (1)

2024 Diversity, Equity & Inclusion Commission Grant Application

1. Overview

Food brings people together. Eastside Opportunity Center caters to a diverse group of adults with limited abilities as well as low income individuals. The “What’s Cooking?” series of classes teaches participants skills important to eating healthy on a budget. From chopping and slicing to testing food for doneness, everyone gets hands-on experience in a supportive group learning environment. By learning, working and eating together we form bonds of community and friendship.

We emphasize preparation of foodstuffs typically obtained at the food bank. With lessons on thrifty shopping for kitchen staples, everyone can afford to make the balanced meals we prepare together in class. Every home chef has the opportunity to fill a three ring binder with recipes, tips, shopping lists, and meal plans with materials furnished in each class.

We encourage everyone, including volunteers, to get a food handlers permit. The food and sanitation safety learned in the process benefits many aspects of life. Not only by making home food preparation safe and healthy, but by possessing a food handlers permit each participant will be able to take the skills and information learned in the cooking class and seek food service employment if desired.

2. Budget and Funding

Item	description	Cost
Kitchen Rental	26, once weekly (June-Dec)	\$650
Supplies	Tools and small appliances for group use, notebooks and binders	\$350.00
Food staples	Flour, Spices, Baking powder, cooking oil	\$150.00
Supplemental groceries	Fresh vegetables, fruit, and others per class plan	\$250.00, additional by donations
Groceries	Ingredients for main portion of meal	By donation
Liability insurance	To cover cooking activity liability for both facility and participants	Furnished by Eastside Opportunity Center
Advertising for class	Kittitas County Health Network includes class dated in newsletter	Free
	Total	\$1350.00

Comment: Our plan is to expand the current class to from every other week to nearly every week. This budget is for every week with 8-10 participants. We can still hold this class regularly with partial funding although it would not be as often.

3. Additional Requests/Needs

We would like to request a group or reduced cost for food handlers permits.

4. Additional Information

Poverty and disability are often accompanied by poor nutrition, loneliness and isolation. The recent Community Health Assessment notes the significance of these aspects in the health of our community. This class directly improves the lives of the participants by improving their nutritional health, supporting their wellbeing and alleviating the loneliness and isolation they experience every day.



April 13, 2024

City of Ellensburg
501 N Anderson St.
Ellensburg, WA 98926

Attn: Nicole Klauss

RE: Diversity, Equity & Inclusion Commission Grant

Dear Nicole Klauss,

Please find attached Ellensburg Bail Fund's Diversity, Equity & Inclusion Grant application for your review and consideration.

Our organization would be honored to be a recipient this year to further our mission of dismantling inequity in Ellensburg and Kittitas County.

Should you have any questions or need further information, do not hesitate to contact us. I can be reached at lynnmagill6@gmail.com or 425-422-5132.

Sincerely,

Lynn Magill
Secretary

/llm
Attachment



Grant guidelines:

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

1. Overview of project proposal (maximum of 200 words):
 - a. Briefly describe the project proposal and its objectives and how you feel it aligns with creating belonging in the Ellensburg community:

The objective of this proposal is to increase visibility and awareness of racial inequity in the Ellensburg community. The Ellensburg Bail Fund would like to procure the services of a videographer (preferably a local CWU student, with preference given to minorities) to produce and film a video narrating EBF's history, purpose, and core values. This aligns with our overarching mission of dismantling racism by increasing community awareness of our organization; as well as employing minority and local business, which increases diversity via business spend and opportunities.

The video itself would feature an interview with our Director speaking about the history of bail funds and why they have become necessary, and their connection to dismantling racism. The video would be close captioned for accessibility to all audiences. Communication cues such as tone, inflection, and word emphasis cannot always be adequately conveyed in writing, and would emphasize our personal, local, and relatable foundation in a more captivating manner. We are optimistic that a visual representation of a minority-led nonprofit will provide greater connection to our key audience, as well as understanding and awareness to a wider constituency.

2. Budget and funding:
 - a. How much funding are you requesting from the city for the project in total?
We are requesting a total of \$1,000.00, all of which would go towards the video production services.
3. Additional requests/needs (Optional)
 - a. Are there any additional requests you might have of the City for your project? For example; special permits?

Not applicable.



4. Additional information: (Optional)

- a. Are there any other factors you would like to highlight as part of your application?

Ellensburg has a unique racial demographic due to being both a rural agricultural community and the home of a large university. As such, much of the population are either young adults or minorities, or both. There is a historically large disparity between arrests and bail issued to minorities versus non-minorities; incarceration rates affect their completion of college, employability, and finances at a disproportionate rate compared to other.

- b. How do you hope the project will serve the wider community?

Equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. We must allow poor people the opportunity for freedom. By reaching more of our audience with video and a human connection, it will increase visibility and provide people with an opportunity to get out of jail so they can go to work , pick up their kids, and pay their rent.

On a higher level, our primary goal is to dismantle the cash bail system altogether, which has been a historic inequality for centuries. We are currently collecting data on bail amounts, race, and arrests in the Kittitas County area – a project that has never been undertaken before by any other organization – to document and track metrics in order to effect change. Our aim is to change the inequity in the court system(s) so that minorities and low-income individuals are no longer targeted, and can feel welcome, respected, and live in our community without fear or unjust impact to their future.

2024 Diversity, Equity & Inclusion Commission Grant Application for Gallery One

Contact: Monica Miller, director@gallery-one.org , 509-925-2670
408 N Pearl St, Ellensburg, WA 98926

1. Overview of project proposal (maximum of 200 words):

a. Briefly describe the project proposal and its objectives and how you feel it aligns with creating belonging in the Ellensburg community.

Gallery One proposes a monthly series of free bi-lingual art classes in Spanish and English to commence the second half of 2024 in partnership with the Monday bi-lingual club facilitated by Alex Mandujano. The classes will be cofacilitated between Alex and Natalie Andrus, our Ceramics Studio Manager who has experience teaching ESL. We have piloted this concept once before and received positive feedback about the class.

Objectives:

1. Increase access to the benefits of creativity to Spanish speaking residents of Ellensburg.
2. Create a safe space for dialogue and connection between primarily English and primarily Spanish speakers.
3. Learn from participants about how to create a more inclusive environment that is traditionally considered a non-inclusive space (the gallery/ museum environment). In our research we have learned that the obstacles to accessing these spaces include language, perception of value, and cost.

This class would complement our other efforts to support belonging in the burg through our efforts to provide a diverse exhibit calendar, bilingual art lessons in the schools, our partnerships with community organizations such as KlttCoPride, our certifications a Safe Space and our efforts to increase leadership and representation of BIPOC and LGBTQIA+, Veterans and people with disabilities.

Budget and Funding

a. How much funding are you requesting from the city for the project in total?

\$200-\$250 a class depending on the materials, the instructor and number of participants x 6 months. Any extra expenses will be covered by Gallery One.

Max \$1500

b. Would your project work with partial funding?

We can scale down the types of projects and the frequency that classes are offered.

3. Additional requests/needs (Optional)

a. Are there any additional requests you might have of the City for your project? For example; special permits?

NO

4. Additional information: (Optional)

a. Are there any other factors you would like to highlight as part of your application?

Gallery One welcomes opportunities for partnerships. If there are further ideas for consideration by the committee, we are open! Additionally, we welcome opportunities for

engagement during our First Fridays as ways to connect partner organizations to that audience.

b. How do you hope the project will serve the wider community?

We hope that by meeting the objectives above, the impact will spread to others outside of the class and that those that attend begin to feel welcome outside of the class environment.

Our cross-cutting objective is: Gallery One strives for diversity, equity, and inclusivity by creating a place of welcoming and belonging, extending our programs outside our walls, and providing transparency in all we do.

WE BELIEVE ART & ARTISTS:

- ◊ Enrich our lives by expanding our horizons
- ◊ Connect people and build relationships
- ◊ Contribute to a local, creative economy
- ◊ Are a necessary part of a youth's education
- ◊ Can be a powerful tool for equity

Please see our strategic plan for how we integrate these values and priorities into all that we do: <https://www.gallery-one.org/wp-content/uploads/2024/02/2024-2027-Gallery-One-Strategic-Plan.pdf>

Photos from the first class:



Diversity, Equity & Inclusion Commission Grants (City of Ellensburg) (Due April 15 2024)

Grant title: DEI Commission Grant for Human Library Event (2024)

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

1. Project Overview

The Human Library is a nonprofit 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’). In Fall 2024, the second Ellensburg Human Library was hosted as a joint collaboration between the CWU EthicsLab, CWU Libraries, Ellensburg Public Library, Hal Holmes Community Center, and the City of Ellensburg DEI Commission. Approximately 40 community members engaged in hours of conversation with the following Books: Beatnik, Intersex, Terrorism Survivor, Cult Survivor, Ex-IV Drug User, Woman in Tech, Mexican Immigrant, Latino (Not Hispanic), Transgender

Reader responses were very positive (overall average experience as ‘Excellent’ (4.7/5)). Attendees especially appreciated “learning from others,” hearing the “personal stories,” and “learning about a different perspective from my own” and several attendees commented that “they were all excellent” conversations. Anecdotally as an organizer, the most common feedback was that attendees would like more of these events, more often.

Our project goal is to host public events involving challenging conversations that reduce stigma about fellow members of the community and region. We believe this is vital in sustaining a sense of belonging for everyone in the community.

2. Budget and Funding

We are requesting a **total budget of \$1700** to cover the costs of our Fall 2024 Human Library Event. We are happy to work with partial funding as well. We have detailed the budget justification below:

Organization licensing fee for event: \$250

A Human Library event requires a licensing fee to the organization (in Denmark) which covers permission to use branded marks/logo for publicity, as well as training and help resources provided by the organization.

Printed T-shirts for volunteers (Books) and organizers (Librarians): \$640

The Human Library recommends having T-shirts printed for the event with the event logo and to identify Books and Librarians. Identifying Books and Librarians in this way provides a unique aesthetic experience for Readers and allows Books and Readers to easily identify event participants if they have questions or concerns. This budget amount is an estimate based on the cost of the previous screenprint T-shirt order from a local vendor adjusted to reflect a larger number of Books than the previous year (10 -> 20).

Printing Costs and Advertisements: \$300

We have several printed items from our Spring event which are laminated and can be re-used. For our Fall event, we will need to print a variety of recruiting posters and materials, advertisements and materials for the event itself, library ‘check out’ cards, basic signage inside of Hal Holmes, and four

larger A-frame signs for the street on the day of the event. This estimate is based on a previous quote from Wildcat printing with some estimated costs for new signage.

Lunch for event volunteers: \$510

This event will likely run for at least four hours from late morning until early afternoon (the event will likely span the 12-1PM time period). Our budget includes a lunch that is provided for Books and Librarians who are participating in the event. The amount determined by the state per diem rates for 30 volunteers is \$510 (\$17x30).

[Timeline]

Planning for new Human Library events should begin approximately 6 months before a scheduled event (we are tentatively aiming for November 2024). This begins with an application to the Human Library organization. Based on our previous events and reports, we will likely be approved by the organization to hold another event (pending a formal request from our group). Recruiting for Books will begin by soliciting interest from existing local Books (who are now official Human Library Books in the Depository) and new potential Books several months in advance of the event. Informal interviews are held regularly over a month before event advertising begins (one month prior to the date of the event). An informal 'Internal Release' (where Books and Librarians meet each other) will be scheduled several weeks before the event. Following the event, surveys will be collected and synthesized into a report due to the organization within 30 days.

[Event Success]

We would consider this event successful if we can recruit a diverse group of at least 20 Book titles and attract a public audience of at least 50 community members who have largely comfortable and positive experiences by the end of the event. We also consider a positive review from the organization to be a key indicator of a positive project outcome.

[Sustainability]

There is great interest among previous Books, Librarians, and Readers in continuing Human Library events. The license fee for the event is increasing since these events are becoming more popular worldwide. However, as some Books return to these events, the budget may decrease as existing Books re-use their event T-shirts, and permanent signage is created and re-used. The main 'cost' involves the time committed by volunteers and the emotional work involved in having such deep conversations. However, we believe that the potential social impact of these types of events in the community justifies the material costs of this kind of project.

3. Additional Requests/Needs

This project does not have any additional needs or requirements like special permits.

4. Additional Information

- a. Human Library events have been held in over 85 countries since 2000 and our experience has been that they have a fairly powerful impact on Readers, Books, and Librarians who participate. As an organizer, I continue to learn so much about the lives and experiences of our volunteer Books. Each event, I am moved by new and enlightening conversations with members of our

community. We believe that these events provide a unique opportunity for the Ellensburg community to meet others that they may have no other opportunities to interact with otherwise. In addition, they are able to engage in deep conversations about topics that are typically taboo in most social contexts. Given the powerful nature of these experiences and the growing civic challenge of conversing with those who are unlike us, we believe these kinds of projects are quite important in building and sustaining a genuine sense of belonging and understanding in our community.

CoE Diversity, Equity & Inclusion Commission Grants
DEI Commission Grant for Human Library Event
David Schwan

Materials/Supplies

	Budget
Human Library Licensing Fee	\$250
Printed T-shirts for volunteers (Books) and organizers (Librarians)	\$640
Event Advertising/Signage print costs	\$300
Lunch for event volunteers (Books) and organizers (Librarians) (\$17*30)	\$510
Total Direct Costs	\$1,700

2024 Diversity, Equity & Inclusion Commission Grant Application

1. Overview of project proposal (maximum of 200 words):

KEEN Summer Camps are nature-immersion programs with daily STEM activities mixed in with art, recreational activities, and just plain summer fun. Open to kindergarten through 10th grade students, KEEN provides 'day-camp' child care experiences at the Yakima Canyon Interpretive Center just five miles south of Ellensburg. Our request to the DEI program is for \$3,000 towards camp scholarships for families in need. Each year, KEEN has a high scholarship need from our community. We work closely with Hope Source and their scholarship program and we work to raise private and grant funds to support all children attending camp. Our essential programs provide critical child care and reduce the 'summer-slide' for students in our community. This 'summer slide' is greatest for children from low-income families, and can, over time, lead to wide academic disparities between them and children from higher-income families. Students from low-income families are most likely to need to attend a summer program, but their unmet demand for summer programs is also highest. With this funding, and with our ability to leverage it with private donations, KEEN can sponsor between 20-30 K-10th grade kids from families in need for a week or more of summer camp.

- a. Briefly describe the project proposal and its objectives and how you feel it aligns with creating belonging in the Ellensburg community.

We know that school-age children spend 80% of their waking hours outside of school. Given area statistics, we estimate that between 30-40% of our community's children are home alone after the school day ends and during the 9 weeks of summer every year. Summer programs support social, emotional, cognitive, and academic development, reduce risky behaviors, promote physical health, and provide a safe and supportive environment for children and youth. Having a shared experience when returning to school after summer break allows children to find and build upon common ground, nurture friendships, and build confidence. All the skills and fun had at summer camp can have life-long impacts and help to create engaged, confident, and successful community members.

KEEN's Nature School programs have key goals:

- Our place-based programs promote healthy physical development in a stimulating learning environment.
- We promote building social skills and connection while developing healthy peer-group relations to encourage improved communication and problem-solving skills.
- We are learner-led. Allowing children to take the lead fosters their fascination with the world around them and free play opportunities inspire their creativity.
- We encourage children to take appropriate risks which provide real world examples to learn risk assessment and self-regulation.

- We nurture connections to the natural world to enhance understanding of our role as environmental stewards in our local community. KEEN also includes an aspect of service learning every day ranging from garbage cleanup to habitat improvement projects.

2. Budget and funding:

a. How much funding are you requesting from the city for the project in total?

KEEN is seeking \$3,000 towards scholarship for kids from families in need. We will work with our partners at Hope Source and APOYO food bank to identify families for receipt of scholarships. We now have a bussing program that will take kids from downtown and back at the beginning and end of each day. We also work with FISH to provide breakfast and lunch each day. Our full summer camp budget is \$120,000.00.

b. Would your project work with partial funding?

Yes, we will happily accept any amount towards our scholarship program.

2. Additional requests/needs (Optional)

None.

a. Are there any additional requests you might have of the City for your project? For example; special permits?

None.

3. Additional information: (Optional)

a. Are there any other factors you would like to highlight as part of your application?

Our goal is to bring children up through our programming for their entire school years. Starting at Kindergarten with our summer camps, up to their teen years where they can participate in school-year programs including Mountaineers, Counselor in Training programs, and more. As we grow and develop our programming, this will allow consistent and repetitive attendance. Regular participation can lead to improved social and emotional competencies, including prosocial behavior, intrinsic motivation, better concentration efforts, and higher sense of self-worth. So called social-emotional learning is an integral part of human development that advances educational equity and excellence.

Our authentic learning environments and experiences feature trusting and collaborative relationships, rigorous and meaningful curriculum and instruction, and ongoing evaluation. This allows staff to address various forms of inequity and empower young people to contribute to safe, healthy, and just communities. Poverty reduction, economic mobility, and reduced reliance on public assistance have also been found to be benefits of social and emotional

learning. These “soft skills” are essential for workforce development and lead to more youth being hired and successful in their jobs.

Participating in summer programs leads to increased adult supervision which makes youth feel safer and reduces instances of being left unsupervised with peers out of school. It also means that younger children are supervised by older siblings less often. Adult supervision that is based on developmental relationships promotes positive youth development as it not only promotes personal safety and decreases risky behaviors such as smoking or drug abuse, but also creates an environment where young people learn better and are able to thrive. Working families and businesses also benefit from summer programs that ensure that youth have a safe place to go while parents or guardians are at work.

KEEN’s program primarily serves K-10th grade children in the Ellensburg, Kittitas, Damman and Thorp school districts. Specific outreach is conducted to local food banks (APOYO and FISH) so that we also engage students from low-income families, students of color, children with disabilities, English learners, migratory students, students experiencing homelessness, and children and youth in foster care. The program hires bilingual employees to ensure we are inclusive and able to communicate clearly with participants and families.

KEEN’s Board is strongly committed to our Justice, Equity, Diversity, and Inclusion policy. At KEEN, a diverse, inclusive, just, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard. We are committed to modeling diversity and inclusion for the entire environmental education industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, KEEN strives to:

- See diversity, inclusion, justice, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization’s work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.

- Lead with respect and tolerance. We expect all board members and employees to embrace this notion and to express it in workplace interactions and through everyday practices.

b. How do you hope the project will serve the wider community?

It is important to note that access to high-quality afterschool and summer programs is not always equitable. There can be significant disparities based on income and education, transportation, cultural and developmental appropriateness of programming, and neighborhood safety, among other factors. Given local statistics from our partners at FISH and APOYO, KEEN estimates that 50-65% of our school-aged children cannot afford to attend high quality afterschool or summer programs. KEEN's long-term goal is to remove all those stigmas and allow all our programming to be free and accessible to all members of our community.

KEEN relies on community partnerships. Key to the success of the KEEN programs are partnerships with the two local food banks, FISH and APOYO, CWU, the local school district, and other non-profit partners. Though KEEN works with a lot of community partners, the only staff interacting with children and daily programming are supervised directly by KEEN staff.

- APOYO and FISH: KEEN works with these two local food banks to advertise the availability of KEEN's programs and to reach out to communities in need. FISH provides breakfast and lunch to all campers all summer.
- Central Washington University: KEEN works with several programs at the university, including programs that directly serve migrant and minority students, to recruit Spanish-speaking college student mentors for Nature School programming.
- Mid-Columbia Fisheries Enhancement Group (Mid-Columbia Fisheries): Mid-Columbia Fisheries provides staff time for program planning, Spanish translation for written materials, seasonal interns, and some program supplies.

2024 Diversity, Equity & Inclusion Commission Grant Application

1. Overview of the Project Proposal

Scheduled for October 11-13, 2024, and hosted at various venues throughout Ellensburg, Washington, the inaugural ***Rural Trans Elders Conference*** is organized by Helen House and TransRural Lives. The goals of the conference are to increase visibility of transgender and gender-diverse elders residing in rural areas of the Pacific Northwest and to nurture supportive networks that empower individuals and foster community building across age groups and different rural areas. The event will celebrate and highlight the diversity of Ellensburg and other rural areas throughout central Washington while supporting local and cross-regional projects that deepen our understanding of rural diversity and the often-overlooked groups within these communities. Extending our partnerships with [Pride Foundation](#) and Northwest Portland Area Indian Health Board's [Paths \(Re\)Membered project](#), this conference will also engage Indigenous Two-Spirit and trans elders, and trans and other gender-nonconforming people of color. The weekend event (Friday evening – Sunday afternoon) will include a speaker's series, workshops and resource sharing, social events, and storytelling.

2. Budget & Funding

We are requesting \$2,500 to cover travel and lodging costs for transgender elder attendees who would otherwise be unable to participate, thereby reducing economic barriers to attendance.

3. Additional Requests/Needs (Optional)

Not applicable

4. Additional Information (Optional)

a. Are there any other factors you would like to highlight as part of your application?

Helen House is a nonprofit founded in 2019 for SOGIE (sexual orientation, gender identity, and gender expression) youth and young adults in Ellensburg, Washington. Helen House is the only brick-and-mortar queer youth organization in Kittitas County and is volunteer and donation run. Helen House works together with others in the community to make Kittitas County a welcoming space for everyone.

Tylene Carnell, Helen House Founder & Co-Director: tylene@helen-house.org

Amanda Russert, Helen House Co-Director: amanda@helen-house.org

A community-based project with Helen House, M. Eliatamby-O'Brien, and Griff Tester, [TransRural Lives](#) is a digital storytelling project exploring and celebrating the lives of transgender and gender-diverse older adults who live in or have strong ties to rural areas and small towns in the Pacific Northwest. Transrurallives@gmail.com

The Paths (Re)Membered Project centers the Two Spirit and LGBTQ+ community—its strengths, resiliencies, and histories—in our movement toward health equity. Through community engagement, research, and advocacy, we work toward a liberated 2SLGBTQ+ future, which includes the memories of Two Spirit ancestors, the wisdom of our elders, and the creativity of our young people.

b. How do you hope the project will serve the wider community?

The inaugural *Rural Trans Elders Conference* will benefit the broader Ellensburg community in several impactful ways. Helen House and TransRural Lives have engaged local community members as volunteers to organize and execute the conference. This event will be hosted at various businesses and community spaces throughout Ellensburg, including hotels, retail, restaurants, wine shops, and parks. A primary goal of the conference is to celebrate and highlight the rich diversity of Ellensburg while deepening our understanding of rural diversity and shedding light on often-overlooked groups within rural places.

Overview of the project proposal:

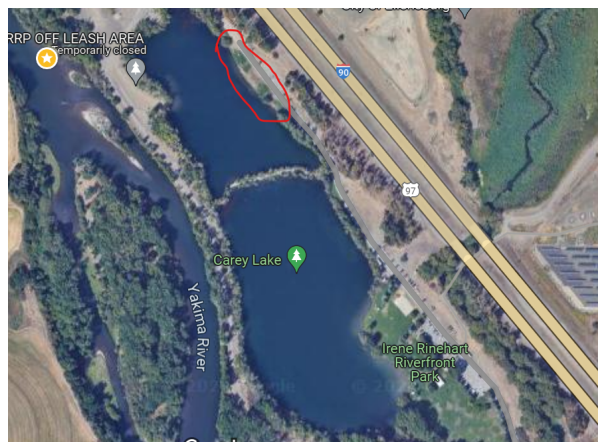
Trout Unlimited (TU) is a national conservation organization with a vision for communities across America to engage in repairing and renewing the rivers and streams on which we all depend. The local TU chapter, Yakima River Headwaters, wishes to host a free “Introduction to Fly Fishing Clinic” with the intent of introducing a more diverse suite of community members to fly fishing and our local river. Historically, fly fishing has been a white-cis-male dominated industry and despite some efforts to make diverse communities feel welcome, there are barriers keeping these communities from joining the sport. Some barriers include: cost of entry (paying a guide to teach and/or buying all the gear), feeling unsafe or unwelcome (hostile anglers on the water not wanting to share in the resource), not seeing adequate representation in the media or on local water ways, and the time and effort needed to find and potentially travel to good fishing locations. We wish to address all of these factors by hosting a free, introductory, clinic for women, LGBTQ+, and BIPOC community members where instruction, gear, and knowledge of local fishing spots are provided. The event is planned for June 16th, 2024 and local TU members will volunteer as mentors to new fly fishers.

Budget:

Trout Unlimited Yakima Headwaters Chapter is requesting **\$500** to support DEI efforts at the clinic. \$300 would be used to pay a local BIPOC fishing guide (his normal ½ day rate) to assist in teaching at the clinic. \$200 would be used to purchase food and beverages for the 20 clinic attendees and the mentors who will be running the clinic. If only partial funding is available, we would request the \$300 to support pay for the local fishing guide.

Additional Requests/Needs:

The ideal location of this clinic would be at Irene Reinhart Riverfront park. The grassy open space would be conducive to new fly fishers learning how to cast, and close enough to walk to the river. We understand that city park rules prohibit fishing in the ponds from May 15 - September 15. We would like to request an exemption from the rule for this specific educational event and permission to host the clinic at the park. New fly fishers casting into the pond are unlikely to catch anything, or disturb other recreationists. Attached is a map of the area that would be best for the clinic. This area was chosen to avoid conflict or space overlap with other park users who may be enjoying the main grass and picnic area. We are open to alternative suggestions for location if an exemption is not possible.



Additional Information:

We feel that there are many benefits to providing this opportunity to the diverse community of Ellensburg.

1. This is a safe space for attendees to be themselves and meet other like-minded individuals.
2. This event may be the only cost-effective opportunity to try out fly fishing before one spends \$100+ on equipment.
3. Introducing folks to this activity may increase their appreciation for our natural resources and outdoor spaces, resulting in long term conservation benefits. Most conservationists start out as hunters and/or anglers.
4. Our local TU chapter wishes to improve outreach to historically under-represented groups, inviting folks to join and be in leadership roles.
5. Fly fishing brings a lot of money to the economy in Ellensburg. There is a high chance that if folks enjoy their time in the clinic, they will go spend money at local fly shops.
6. Passersby who see more diverse faces on the water may feel comfortable to visit and fish here. They may tell their community back home that Ellensburg is a safe place for women, LGBTQ+, and BIPOC to visit.

A pre-recorded presentation will be shared with all participants before the clinic covering topics like: What is fly fishing? What are the parts of a fly rod? What are the ethics of fly fishing? What do you need to go fly fishing? What safety considerations are there? This information is essential but we want to make the clinic time as fruitful as possible so sending this out ahead of time will be a great introduction.

Draft Schedule of Clinic on June 16, 2024

1:00 PM - Meet and Greet & Icebreaker

1:30 PM - Intro presentation by TU

2:00 PM - River walk to learn: aquatic insects, reading water, fish habitat (led by local fish biologist Aimee Taylor)

2:30 PM - Fly rod set-up and knot tying

3:00 PM - Casting practice on the lawn and into the pond (if possible)

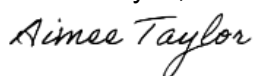
3:30 PM - Break into small groups of 2-3 with a "mentor" and go fish the river!

5:00 PM - Close

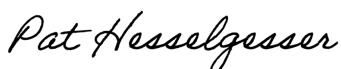
We urge the City of Ellensburg DEI commission to support this effort in improving equity and inclusion on the water.

Thank you,

Aimee Taylor, DEI Chair



Pat Hesselgeser, Chapter President



Yakima River Headwaters Chapter, Trout Unlimited



Meeting Date: May 14, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Approve Spending For Juneteenth Celebration

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Approve spending the Juneteenth budget (up to \$500) on hiring Lenny Price (\$200) and purchasing 500 mini flags to give away at the celebration.

Background/Summary:

The Juneteenth Planning Committee joined with the EDA and others who were already planning a Juneteenth celebration. It will take place on Wednesday, June 19 in coordination with the EDA's night market and the celebration at The Red Pickle. There will be a Juneteenth program with speakers, live music, and museum activities across the street.

As part of the DEI's 2024 spending plan, \$500 was allocated for a Juneteenth celebration. Approve spending the Juneteenth budget (up to \$500) on hiring musician Lenny Price (\$200) and purchasing 500 mini flags (est. around \$200) to give away at the celebration.

Previous Council Action:

Analysis:

Financial Impact:

\$500 is allocated for Juneteenth in the DEI Commission's spending plan.

Budget Adjustment: No

Attachments:

None



Meeting Date: May 14, 2024
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: World Café Recap
Submitted by:
Department: City Manager

Suggested Motion/Action:
Discuss April World Café event.

Background/Summary:
The World Cafe event was held in April. Approximately 25 people were in attendance, but the majority were our facilitators and volunteers.

Advertising methods used included the City's social media, website, calendar, community calendars, PSA submitted to the Burg, CWU Central Today story, posters around campus and community, paid ads in the Daily Record and CWU Observer, and word of mouth.

Total expenses from City side were: \$800.29 (ads, interpretation, large a-frame posters, nametags). CWU took care of venue and refreshment expenses.

Previous Council Action:
N/A

Analysis:
Discuss whether event should continue and/or be held only in winter months to attract a crowd.

Financial Impact:
DEI Commission has approximately \$3,100 remaining in budget for two additional World Cafe events in 2024. Total in spending plan for 3 events was \$3,900.

Budget Adjustment: No

Attachments:
None



Meeting Date: May 14, 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 And To-Do List Review

Background/Summary:

Previous Meeting Motions

- Commissioner Backlund moved to approve the excused absence for Commissioner Hoefer. Commissioner Cleary seconded the motion. Motion approved 6-0.
- Chair Goodloe said item 4B needed to be removed and pushed to the May agenda. Commissioner Carnell moved to approve the amended agenda. Commissioner Backlund seconded the motion. There was no discussion. Motion approved 6-0.
- Commissioner Carnell moved to approve the minutes from the March 12, 2024, DEI Commission Meeting. Commissioner Cleary seconded the motion. There was no discussion. Motion approved 6-0.
- Commissioner Backlund moved to approve the list of recommendations regarding the City Council's recent vote to eliminate virtual public comment on non-agenda items at City Council meetings and send the recommendations to City Council. Commissioner Cleary seconded the motion. During discussion, Commissioner Cleary amended the motion to add a note about requiring preregistration and listing the topic they want to talk about. Commissioner Divine seconded the amendment. There was no discussion. The motion to amend the motion passed 6-0. The amended motion passed 6-0.

To-Do List Review 90-day (last updated 1/9/24)

Is there anything on the 1-year list that should be moved to the new 90-day list?

- Plan Juneteenth event **Amber, Nancy, Teresa & Kandee (Amber & Teresa will be out of town, but can help plan)**
- 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**
- Develop partnerships for planning a multicultural event to celebrate the opening of Unity Park that focuses on music, food, dance, etc. **Nicole (to coordinate with staff), Phil, Tylenne, and Alex**
- Schedule a date for a Juneteenth celebration and form a planning committee with community volunteers **Amber and Nancy**
- Explore coalition partnership idea with the Dispute Resolution Center and others **Amber, Nancy, and Phil**
- Meet with the Farmer's Market and Night Market organizers to discuss a multicultural day at the Farmers Market and possibly sponsoring vendors **Teresa, Kandee, and Mayra**
- Put listening tour data into a document for review, and discuss how to use the data **Phil, Alex, Olene, and Mayra**

Previous Council Action:

Analysis:

Financial Impact:

Budget Adjustment: No

Attachments:

1. Updated 2023-2024 Goals

RETREAT PLANNING OUTCOMES

Core focus of DEI Commission (in our own words)

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

NEW 10 Year (infinity) Goals

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

NEW 3 Year Goals

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

NEW 1 Year Goals

- Put a structure in place to be able to use data
- Continue listening tours and create feedback loop for participants
- Continue writing approved proclamations and recognition posts

- Continue visits with other City boards and commissions to build partnerships
- Continue grant program
- Building a relationship with Liaisons
- Continue to support proclamations and recognitions
- Continue to support the Human Library
- Develop a BIPOC Business Day
- Hold another Belonging In The Burg event in partnership with ESD & CWU
- Expand BIPOC participation in civic education programs (Ellensburg Academy)
- Develop a proposal for Council to request additional funding in the 2025-2026 budget

90-Day Goals

- Plan Juneteenth event **Amber, Nancy, Teresa & Kandee (*Amber & Teresa will be out of town, but can help plan*)**
- 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**
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- Put listening tour data into a document for review, and discuss how to use the data **Phil, Alex, Olene, and Mayra**

Approved 9/12/23

Updated 1/9/24

Completed Tasks

- Explore the pizza klatch idea: This program is in place and has been going well.
- City will recognize Trans Day of Visibility: Highlight trans folks in our community and their contribution to Ellensburg **Tylenne & Teresa**

- Develop an accessible onboarding program for new commission members (within first six months – *by end of March 2024*) **Mayra, Phil & Nicole**
- Develop a spending plan for 2024. **Nancy**
-



Meeting Date: May 14, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

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

Suggested Motion/Action:

Background/Summary:

- 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.
- Thank you to Mayra for serving. Currently have 1 vacancy, will have a second one at the end of May as Colazo does not plan to reapply.
- Retreat is scheduled for Friday, August 2 from 8-2 in the Council Chambers

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None