

# AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION July 9, 2024

Hybrid Meeting In-person and via Zoom



Join via Zoom:

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

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## **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, July 9, 2024**  
**3:00 PM - Regular Meeting**

- 1. Call to Order and Roll Call of Members**
  - 1.A Welcome New Member - M. Eliatamby-O'Brien
- 2. Approval of Agenda (No Public Comment)**
- 3. Approval of Minutes from June 11, 2024**
  - 3.A Approval of Minutes from June 11, 2024 DEI Commission Meeting
- 4. New Business**
  - 4.A Review Retreat Faciliator Options
  - 4.B Unity Park Grand Opening Ideas
- 5. Previous Meeting Motions And To-Do List Review**
  - 5.A Review Previous Meeting Motions And To-Do List Review
- 6. Liaison Reports • ESD (Rhonda Schmidt) • EDA (Teresa Chanes) • CWU (Dr. Charlita Shelton)**
- 7. Subcommittee Reports**
  - 7.A Listening Tour Committee Updates
- 8. Commission Member Reports**
- 9. Staff Report**
  - 9.A Staff Report & Correspondence
- 10. Public Comment PUBLIC COMMENT RULES FOR ALL MEETING PARTICIPANTS**
  1. Each speaker's comments are to be limited to 3 MINUTES. 2. Speakers are cautioned not to engage in conduct that disrupts, disturbs or otherwise impedes the orderly conduct of the DEI Commission meeting. 3. Speakers may not identify themselves as candidates for elective public office or make any statements which assist or discuss the campaign of a candidate for elective office or discuss or campaign for or against a ballot proposition.
- 11. Preview Next Meeting: August 13, 2024** Do we have business? Do we need to meet?



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



Meeting Date: July 9, 2024

**City of Ellensburg**

**Diversity Equity & Inclusion Commission Agenda Report**

**Agenda Subject:** Approval of Minutes from June 11, 2024 DEI Commission Meeting

**Submitted by:**

**Department:** City Manager

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**Suggested Motion/Action:**

Review and approve the minutes from the June 11, 2024 DEI Commission meeting.

**Background/Summary:**

Review and approve the minutes from the June 11, 2024 DEI Commission meeting.

**Previous Council Action:**

N/A

**Analysis:**

N/A

**Financial Impact:**

N/A

Budget Adjustment: No

**Attachments:**

1. 6.11.24 DRAFT DEI Commission Minutes

**CITY OF ELLENSBURG**

**Date of Meeting**

**Time of Meeting**

**Place of Meeting**

**Minutes of Diversity, Equity & Inclusion**

**Commission Meeting**

**June 11, 2024**

**3:00 PM**

**Council Conference Room & Zoom**

**1. Call to Order and Roll Call**

Chair Nancy Goodloe called the meeting to order at 3:03 p.m.

Roll Call Present: Nancy Goodloe, Tylene Carnell, Kandee Cleary, Teresa Divine, Amber Hoefer, and Alex Mandujano.

Also present: Nicole Klauss, DEI Commission staff member; Environmental Commission members Raven Harwood, Nancy Lillquist, and Brenda DeVore; EDA liaison Teresa Chanes; commission applicant M. Eliatamby-O'Brien; Ramona Bryant, League of Women Voters; new CWU liaison Charlita Shelton, interim VP of Equity & Belonging at CWU; Cody Natlund; and one member of the public online.

Absent: Phil Backlund

Commissioner Cleary moved to approve an excused absence for Phil Backlund. Commissioner Carnell seconded the motion. There was no discussion. **Motion approved 5-0.**

**2. Approval of the Agenda**

Commissioner Cleary moved to approve the agenda. Commissioner Carnell seconded the motion. There was no discussion. **Motion approved 5-0.**

**3. Approval of Minutes from May 14, 2024, Meeting**

Commissioner Divine moved to approve the minutes from the May 14, 2024, DEI Commission Meeting with a correction on a number. Commissioner Cleary seconded the motion. There was no discussion. **Motion approved 5-0.**

**4. New Business**

**A. Bicycling discussion**

City Councilmember Nancy Lillquist provided some background on Ellensburg's Bicycle Friendly Silver Award and mentioned there is a desire to improve some of the equity pieces to be able to go for gold in the future and to make bicycling more accessible to everyone. Lillquist asked for feedback on the award application questions surrounding partnerships, tracking bicycle data, measures related to bicycling equity, and expanding diversity roles on the committee (Environmental Commission) to ensure the commission reflects a full range and ability level of cyclists.

Suggestions included:

- Create an incentive program for youth to learn to work on bikes.
- Track how many people load bikes on Central Transit buses.
- Do a community survey.
- Clean up debris in the bike lanes more frequently and add more bike lanes around the university.
- Consider opportunities to partner with the school district, university departments, or businesses.
- Encouraging small businesses and the university to have bike storage options and showers/spaces to change to encourage biking to school or work.
- Look at what other cities that received gold are doing around bicycling equity.
- Consider how to address safety because studies show women, people of color and LGBTQ+ folks are more likely to be harassed when riding bikes.
- Partner with Parks & Recreation to develop a youth bicycling club.
- Have a program about e-bike options and maybe a bicycle sharing program in the community.

Hoefer said Salud America has a health equity report card that includes information about transportation in Kittitas County: <https://salud-america.org/health-equity-report-card/?geoid=05000US53037>

#### B. Retreat Planning

Klauss reported the DEI Commission Retreat is set for Friday, September 13 from 8-2 in the Council Chambers at City Hall. All current commission members have indicated availability for this date.

Klauss and Goodloe met with a possible facilitator who is already doing work at the City. Commissioner Divine suggested Sigrid Davidson. The Commission discussed wanting to have a person with minoritized identities as a facilitator to model values through money. The commission wants potential facilitators to respond to the question “How would you describe your personal experience with marginalized identities?”

Commission members will submit potential facilitator names to staff by Friday, June 14. Klauss will reach out to the recommended people and see if they are available and interested and will ask for a quote, resume/experience, and the answer to the above question. They will be available for review at the July meeting.

Commissioner Cleary made a motion to move the \$1,300 allocated for the third World Café event to the retreat budget. Commissioner Divine seconded the motion. **Motion approved 5-0.**

The Commission would like to talk about these topics at the retreat:

- Review and update goals list
- How we can better engage with the community using new tools
- How the commission works together within its own identities and how it can advise the Council accordingly; disrupting systems of harm
- Using data in decision making (on the 3-year goal list)

- Brainstorm ideas for activities or performances for the grand opening of Unity Park (will share with the committee working on the event)

Goodloe asked if there was an interest in having the discussion at the retreat about expanding the makeup of the commission to include dominant identities and the commission members expressed concerns about bringing on voices that have been heard consistently and constantly over time. The commission agreed that was not a discussion they wanted added to the retreat agenda.

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

Carnell reported the Unity Park celebration committee met. There will be a soft opening of the park in late August, but there are items that will still be worked on after that. The City is looking at late September/early October for grand opening. The committee is thinking about incorporating the journey of how the park came to be and the types of performances and cultural opportunities they want to have.

Goodloe will follow up with Carolyn at Dispute Resolution Center.

Divine reached out to the night market and was told to connect with the Farmers Market for a day at the market event.

### **6. Liaison Reports**

Teresa Chanes reported: Juneteenth is on June 19 from 4-9 p.m. coinciding with the Night Market. Black Grenade Entertainment will have performances at The Red Pickle. The museum will have all day programming and the CWU library has some great Juneteenth resources. The EDA received racist comments on Facebook posts of the event and are turning off comments on the posts now. Goodloe encouraged commission members to attend the Juneteenth event.

Charlita Shelton introduced herself as the new CWU liaison. She is the new interim Vice President for Equity and Belonging and Senior Diversity Officer. Charlita has worked in higher education for 35 years, has been president at two universities, and an executive director of a professional school. She has a two-year contract at CWU.

### **7. Subcommittee Reports**

Interview Committee Updates: Chair Goodloe said one interview has been completed. We have two more set up, one in June and one in July.

### **8. Commission Member Reports**

Commissioner Hoefer reported:

There is a Washington LGBTQ+ survey to understand the experiences of LGBTQ+ Washingtonians. It can be taken at <https://lgbtq.wa.gov/survey>

Commissioner Carnell reported:

The last pizza klatch of the year was held and saw double the number of participants. As many as 36 students show up in one day. The average was 28-30 in one week. The last one had about 60 kids.

#### **9. Staff Report**

None.

#### **10. Public Comment**

Chair Goodloe called for public comment. There was none.

#### **Preview Next Meeting July 9, 2024**

- Juneteenth recap
- Review facilitator resumes

Meeting adjourned.

Nicole Klauss

**Drafted: 6/12/24**

**Approved:**



Meeting Date: July 9, 2024  
City of Ellensburg

**Diversity Equity & Inclusion Commission Agenda Report**

**Agenda Subject:** Review Retreat Faciliator Options  
**Submitted by:**  
**Department:** City Manager

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**Suggested Motion/Action:**

Review facilitator option, discuss whether there is interest in facilitating internally, and make a motion to proceed.

**Background/Summary:**

The DEI Commission's annual retreat is planned for Friday, September 13 from 8-2 in the City Hall Council Chambers. In previous years, the Chair and staff worked to secure facilitators. At the June meeting, the Commission discussed wanting to have a person with minoritized identities as a facilitator to model values through money. The commission wants potential facilitators to respond to the question "How would you describe your personal experience with marginalized identities?"

Commission members sent names to Klauss who reached out for availability, quote on cost, facilitation experience, and a response to the above question. Sigrid Davidson provided a proposal and functional resume. Veronica Gomez was not available for the retreat date.

**Previous Council Action:**

N/A

**Analysis:**

**Facilitator Options**

Sigrid Davidson provided a proposal (see attachment) that assumed the full six hours on the proposed agenda. The \$4,200 is more than Commission's entire retreat budget of \$1,600 (refreshments & supplies also needed). If the Commission wants to work with Sigrid we need to significantly reduce our retreat time and focus.

**Another possibility suggested by Commissioner Hoefer:**

Leading internally: would it be possible for us to model our strengths as a commission and lead it ourselves? My proposal, we develop an agenda and ask a few folks to facilitate each section. For example, if I want to do a session on Power/Privilege, I could create the activity and discussion structure for the commission. If we wanted to do a goal setting session (for the year) perhaps you could lead that, and so on. I don't think everyone would want to lead a session and I also feel like the agenda should be established before soliciting volunteers to lead each hour (so we don't have random topics taking up the day). Just an idea- I've led quite a few retreats and think our commission could totally do it.

**Partial facilitation:**

Perhaps we could do a mix of the two above. Hire someone (Sigrid or someone else) for an hour or two focusing on specific content that would be better led by a neutral facilitator then have the commission lead the rest of the retreat schedule.

**Financial Impact:**

N/A

Budget Adjustment: No

**Attachments:**

1. Proposal for Ellensburg DEI Retreat- Quote and Response to Question
2. SMDavison Functional Resume

## Response to Question and Quote for Services

*“How would you describe your personal experience with marginalized identities?”*

Social identities frame, explicate, and filter a person’s experiences and knowledge. I am a cisgendered, straight, religiously agnostic, highly educated, middle-class, able-bodied, second-generation light-complexed multiracial Latina, and the single parent of a multiracial African American man. I draw on these positionalities and my experiences, in addition to a deep knowledge of social psychological and organizational practices, to consider the needs of the individual, the group, and the organization. My positionality offers me a unique opportunity to connect with multiple identity groups, that is, to “see-double” and “see in-between.” It also reminds me of why identities matter, in what way they matter, and of the necessity to develop trust and relationships within and across identities. My relationships and experiences have strengthened my understanding of marginalized identities for which I do not have intrinsic knowledge, such as the experiences of Indigenous, Black, and transgender members of our community. This has demanded authentic and deep respect for multiple ways of thinking, past experiences, and communication styles; this attentiveness to a diversity of perspectives has informed my approach to collaboration, learning, practices, as well as, data and knowledge gathering.

My social justice journey, in tandem with my graduate education in social psychology and organizational leadership from Syracuse (MS, ABD) and Northeastern (EdD) respectively, has equipped me with a proactive and strategic mindset. A collaborative and growth mindset allows me to seamlessly work across multiple constituencies and cross-functional groups, including differing racial, gender, sexuality, religious, and socioeconomic identities, and across secondary and postsecondary students, faculty, and staff, across industry and disciplinary fields, and community members.

### Quote for Retreat

6 hours retreat

15 hours preparation, including 1-2 meetings with the commission and/or contingent of the commission

21 hours total @ \$200/hr = \$4200

# Sigrid M Davison, EdD

██████████ • Ellensburg, WA • [Linkedin.com/in/sigridmdavison](https://www.linkedin.com/in/sigridmdavison)

## Professional Summary

Collaboratively champion, innovate, and strategize to elevate equity, foster belonging, and promote success for minoritized communities. Leverage expertise in social justice, organizational leadership, and strategic planning to drive initiatives toward the realization of diversity, equity, and belonging goals. Proactively identify, strategize, and execute impactful actions, and support others for the relentless pursuit of equity and success. Unwavering passion for collaborating with those committed to learning and advancing justice for minoritized individuals.

## Transferable Skills

### Designing and Facilitating Learning and Development (~ 445 hrs in facilitation)

Collaborated with Ellensburg School District, Ellensburg City, and Ellensburg DEI Commission to design and deliver a World Café model of dialogues. Facilitated 13 April 2024 dialogue. 2 hrs

Designed and piloted leadership development for cross-functional employees (~ 30) to advance their equity and inclusion knowledge. Starting with learning about communication and racial identity, developing skills to inform contextualized self and collaborative leading, and motivating action by fostering teamwork resulting in revisions to departmental practices and documents. 2 hr/week for 20 weeks

Initiated and facilitate for group leading of Leadership for Inclusion, Diversity, Equity, and Anti-Racism (LIDEA), a group of racially diverse leaders of social justice change at CWU. 3 hr/month, 18 months

Designed and delivered workshops on dialogic communication, whiteness, identity, and anti-racist advocacy. 12 hours for train-the-trainer workshops, 24 hours for 70+ participants from Washington State CASA judges, lawyers, directors, and volunteers.

Designed and delivered a 15-week (45 hrs/delivery), facilitator-teacher model gender and race intersectional social justice course, 200 participants over 5 years.

Facilitated 7 8-hour Planning Institutes for the Society for University and College Planning (SCUP).

Led SCUP Planning Institute at CWU for executive and senior leadership (~16 hrs)

Facilitated strategic planning for 4 departments and 1 college (~ 10 hrs)

Adept at the use of quantitative and qualitative assessment, analyses, and evaluation research and institutional data to fortify strategic planning development and efforts.

Led data collection and analysis of 12 focus groups (>40 people) on workplace engagement, belonging and mentoring

## Experience

### Associate Director, Diversity & Inclusion

*Central Washington University | Ellensburg WA | 2020 - present*

Lead organizational capacity building for equity and belonging, retention of minoritized employees and strategic planning for the Office of Diversity, Equity and Inclusivity.

- Lead organizational implementation of Washington State Bill 5227 to design and develop framework, and contextualize best practices for two experiential pathways to becoming and enacting equity and inclusion.
- Lead organizational implementation of Equity Scorecard, a process to develop awareness and to take action to close outcome and experiential gaps for those racially marginalized.
- Created and piloted a 20 week social justice leadership program for two departmental teams (~30 people) to engage in collective social justice action.
- Led 12 focus groups (>40 people) and writing of report on workplace engagement, belonging and mentoring for BIPOC employees.
- Design and deliver diversity, equity and inclusion professional development with a variety of foci to leadership teams (>200 people).
- Led design of innovative mentoring program for racially marginalized employees grounded in culturally responsive knowledge and practices.
- Lead affinity group for employees of color and building collaboration with other identity employee groups.
- Lead development of office's strategic plan, oversee office budget (≈ \$600,000).

### **Consultant – Facilitator**

*Court Appointed Special Advocates (CASA) for children | Washington State | 2021*

Virtual justice, equity, diversity and inclusion capacity building workshops developing awareness, knowledge and skills to support the care of and commitment to children.

- Designed and delivered a two stream, three topic workshop series for > 50 judges, lawyers, directors, and volunteers for CASA. Leadership workshops were conducted to develop co-facilitators and develop organizational capacity, in concert with, three part workshops on communication for equity and inclusion, developing skills to build relationships and collaborate with others; knowledge development on whiteness and its effect on CASA activities and mission; and taking antiracist action and doing the work.

### **Associate Director, Analytics & Research**

*Central Washington University | Ellensburg WA | 2013 - 2020*

Used quantitative and qualitative analyses on institutional data, involving a variety of statistical designs and statistical software; supported institutional strategic planning.

- Advocated and received funding to implement two Intergroup Dialogue (social justice learning) workshops and a leadership retreat to build capacity for inclusive leadership, pedagogy, and curriculum.
- Led text analysis of organizational engagement surveys and its topical modules.
- Conducted and coordinated with Society for College & University Planning to offer planning workshops for senior and executive administrators.
- Analyzed and presented data mining project on a predictive retention model for first year and transfer students.

### **Research and Program Coordinator, Intergroup Dialogue Program, Multi-versity Intergroup Research Project (MIRP)**

*Syracuse University | Syracuse NY | 2006 - 2013*

Recruited participants, collected data, and ensured project integrity. Produced documents, reports, and summaries for national research group meetings and senior administration. Achieved a 90% overall completion rate (n = 230) in a multi-site, multi-method, 3-year research project.

- Executed coordination and transition from research project to program of multiple organizational divisions and departments to operate program.
- Planned and implemented program development, courses (> 65), events, and analyzed evaluations (> 1000). Administered program budget (> \$200,000).
- Initiated program with internal partner to offer leadership certificate in social justice education and to offer college credit course to racially minoritized high school students on identity and social context.
- Created and taught a college course for high school students, focusing on critical reflection of their social identities and their relevance in diverse contexts, particularly within a high-poverty, low graduation rate district. The curriculum aimed to enhance aspirations and readiness for postsecondary education.
- Designed and delivered college course for high school students to learn about and critically reflect on social identities and their connection to varied social contexts including school and other settings. Course curriculum centered high school students engagement in a high-poverty, low graduation rate district to strengthen aspirations to and prepare for postsecondary education.
- Developed and delivered workshops for middle school students to develop their voice through “writing a letter to the president”.
- Co-planned MIRP research and writing conference.

## Education

**Doctor of Education, Organizational Leadership**, *Northeastern University, College of Professional Studies*

Dissertation: Breaking the ice: Educator leaders’ entrée into leadership for equity and inclusion in a rural high school

**ABD, Social Psychology**, *Syracuse University, College of Arts & Sciences*

Qualifying Exam: Ethnic stereotype content: A review of a classic paradigm

Dissertation Topic: Working title, Racial Identity perspectives affecting support for affirmative action

**Master of Science, Social Psychology**, *Syracuse University, College of Arts & Sciences*

Thesis: Individual difference in responding to status inequalities: Predicting women’s collective action

**Bachelor of Arts, Psychology**, *University of Washington – Seattle, College of Arts & Sciences*

## Workshops (selected)

### Designed and Delivered

*Living Social Justice / Fall 2022, Winter 2024 - ...*

A programmatic and interactive professional development course for those entering or transitioning in their social justice journey to meaningfully implement learning into their work. Participants discussed and explained terminology connected to antiracist action, recognized personal biases, emotionally-based responses when interacting with minoritized peoples, and identified how historical racism and other systemic inequity shape injustice at postsecondary institutions (~30 people). Central Washington University, Ellensburg, WA.

*Getting acquainted with microaggressions | January 2021 – current*

A four-hour workshop for employees, emphasizing experiential learning and action, to explore the significance of microaggressions. Covered evidence supporting the impact of microaggressions and their outcomes. Participants gained insights into experiencing microaggressions as a target, observer, and aggressor, and learned various strategies for responding (~ 60 people). Central Washington University, Ellensburg, WA.

*Making the invisible visible | June, August 2021*

A two hour workshop introducing the idea of pronouns and bias offering strategies and connecting bias to developing positive working relationships. Dining Services management (~100), Central Washington University, Ellensburg, WA.

*Leadership for collaborative practice | January to June 2021*

A 20-week professional team experience to enhance social justice skills, deepen understanding of identity's role in leadership, and strategize for individual and collective actions driving organizational change. Department of Biological Sciences and Office of Strategic Enrollment Management (~25 people), Central Washington University, Ellensburg, WA.

*What do I do now?: Applying Layla Saad's commitments to recruitment and retention | March 2021*

A 90 minute workshop on "Me and white supremacy", Provost's campus book read. Participants identified actions to take to improve practices and processes for themselves and the organization (~15 people). Central Washington University, Ellensburg, WA.

*Laying the groundwork for strategic planning | December 2016*

A two hour strategic planning workshop for executive and senior administration in preparation for Society for College & University Planning's Planning Institute 1 (~40 people). Central Washington University, Ellensburg, WA.

## **Publications and Reports** (selected)

- Davison, S. M. (2023). Breaking the Ice: Educator Leaders' Entré into Equity and Inclusion Leadership in a Rural High School (Order No. 30638911). Available from ProQuest Dissertations & Theses A&I. (2863712167).  
<http://ezp.lib.cwu.edu/login?url=https://www.proquest.com/dissertations-theses/breaking-ice-educator-leaders-entré-into-equity/docview/2863712167/se-2>
- Davison, S. M. (Spring 2022). [Review of the book The state must provide: Why America's colleges have always been unequal – and how to set them right, by A. Harris]. Planning for Higher Education Journal, 50(3), 44 - 47.
- Davison, S. M. & O'Brien, M. (Dec 2022). Year 2 fall implementation of inclusivity, diversity, equity and antiracism (IDEA) 5227 report. Summary implementation report to Vice President, Diversity, Equity, and Inclusivity Central Washington University, Ellensburg, WA.
- Davison, S. M. & O'Brien, M. (June 2022). Year 1 inclusivity, diversity, equity, and antiracism (IDEA) 5227 report. Summary planning report to Vice President, Diversity, Equity, and Inclusivity, Central Washington University, Ellensburg, WA.
- Davison, S. M. (June 2022). Equity scorecard steering committee report, Year 1. Equity Scorecard summary report to Vice President, Diversity, Equity, and Inclusivity, Central Washington University, Ellensburg, WA.
- Davison, S. M. & Gómez – Vilchis, V. (2022). Report on Justice, equity, diversity, and inclusivity: Workshops for Washington Court Appointed Special Advocates . Evaluation and summary report to Board of Directors, WA CASA, Sammamish, WA

- Davison, S. M. & O'Brien, M. (2021). Employee of Color affinity focus groups on workplace engagement, mentoring and community. Focus group summary report to President's Executive Leadership Team, Central Washington University, Ellensburg. WA.
- Davison, S. M. (2018). Intergroup Dialogue @ CWU. Evaluation report to the Provost, Central Washington University, Ellensburg. WA.

### **Invited Presentations, Symposia, and Panels** (selected)

- Davison, S.M. & Eliatamby-O'Brien, M. (2023, March). Leading within our vision and mission: Getting started. First Friday Leadership Talks, Central Washington University, Ellensburg, WA.
- Davison, S. M. (2021, June). Communicate in conflict to learn. Presented to leadership - mentoring group of the College of Arts & Humanities Dean Dr. Jill Hernandez, Central Washington University, Ellensburg, WA.
- Davison, S. M. (2021, May). Communicate in conflict to learn. Presented to educational administration team of the College of Arts & Humanities Dean Dr. Jill Hernandez, Central Washington University, Ellensburg, WA.
- Davison, S. M. (2020, November). Faculty panel on classroom conversations: After the election 2020 [Moderator]. Central Washington University faculty, Ellensburg, WA.
- Davison, S. M. (2020, October). Faculty panel on classroom conversations: 2020 election [Moderator]. Central Washington University faculty, Ellensburg, WA.
- Davison, S. M. (2019, October). ReConnect and ReFlect: Considering student leadership and changemaking. Presented to Diversity and Equity Center, Central Washington University, Ellensburg, WA.
- Davison, S. M. (2012, February). Diversity: A dinner and dialogue. Presented to Syracuse University Career Center and the Black Men's and Women's Think Tank, Syracuse University, Syracuse, NY.
- Davison, S. M. (2010, November). Developing partnerships across student and academic affairs. Presented to Principles and Practices of Student Affairs Administration course taught by Assistant Professor Dawn Johnson, Syracuse University, Syracuse, NY.
- Davison, S. M. (2010, August). Relationship between and value of social identities and education. Presented to Partnerships for a Better Education 10th grade science summer camp, Syracuse University, Syracuse, NY.
- Davison, S. M. & Gray, C. C. (Chairs) (2010, April). Education through dialogue: Developing critical perspectives [Symposia presentation]. 39th Annual Meeting of the New York State Foundations of Education Association, Hartwick College, Oneonta, NY.
- Davison, S. M. & Lopez, G. E. (2010, April). Education through dialogue. In S. M. Davison and C. C. Gray (Chairs), Education through dialogue: Developing critical perspectives. 39th Annual Meeting of the New York State Foundations of Education Association, Hartwick College, Oneonta, NY.
- Davison, S. M. & Lopez, G. E. (2000, June). Interethnic contact and identities related to attitudes of first-year college students [Symposium presentation]. In M. Kemmelmeier (Chair), Intergroup relations: Development, everyday experience, and collaboration. Sponsored by the SPSSI student committee of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

### **Service** (selected)

#### **Central Washington University**

- President's Strategic Plan Committee, 2023 - ...
- Inclusivity, Diversity, Equity & Antiracism (IDEA) 5227 Committee, co-chair, 2021 - ...
- Equity Scorecard Steering Committee, sponsored by President Wohlpert and Vice President Cleary, co-chair, 2021 - ...
- Inclusivity and Diversity Committee, University standing committee, chair, 2021 - ...
- Employees of Color Equity Council, chair 2018 - ...
- Member on various search committees (13): (selected) Associate Dean College of Education and Professional Studies, 2023, Chair of Computer Science, 2022 - 2024; Chief of Staff, 2022; Tenure Track Assistant Professor of Finance, 2021, 2022; Tenure Track Assistant/Associate Professor of Human Physiology, 2021
- Establishing Equity in Criteria for Faculty Evaluation, member 2023
- Website Advisory Committee, 2022 - 2023
- Branding Committee, 2022-2023
- President's Vision, Mission and Strategic Planning Steering Committee, 2021 - 2023
- COVID - 19 Fall Planning Task Force, 2021
- Provost Fellow Selection Committee, 2021
- Workforce Diversity Plan, 2019
- President's Diversity Awards Committee, chair, 2018 - 2020

#### **Local and Professional Community**

- Agriculture and Forestry Education Foundation, Diversity, Equity, and Inclusion Subcommittee 2023 - ...
- Ellensburg City Diversity Equity Inclusion Commission, World Café on Belonging Planning Committee 2022 - ...
- Ellensburg City Planning Commission, commissioner 2021 - ...
- NWCCU Accreditation Evaluator 2016 - ...
  - Southern Oregon University, Fall 2023
  - University of Alaska, Fairbanks, AK, Fall 2020
  - Montana Technological University, Butte, MT, Spring 2017
- Ellensburg High School Principal's Parent Council, by invitation, 2019
- Superintendent's Innovation and Excellence Committee, Ellensburg City School District, by invitation, 2018 - 2019



Meeting Date: July 9, 2024

**City of Ellensburg**

**Diversity Equity & Inclusion Commission Agenda Report**

**Agenda Subject:** Unity Park Grand Opening Ideas  
**Submitted by:**  
**Department:** City Manager

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**Suggested Motion/Action:**

Brainstorm ideas on who to reach out to for the cultural event/grand opening for Unity Park.

**Background/Summary:**

Please brainstorm and bring some ideas on who the Unity Park grand opening committee should reach out to for diverse programming such as dance groups, singers, etc. Any and all ideas are welcome. The goal is to showcase our community's cultural diversity while also showing how the park can be used in various ways. Some could be for the stage or if there is a cultural opportunity that could take place in the lawn such as a game or activity, those are welcome as well.

**Previous Council Action:**

N/A

**Analysis:**

N/A

**Financial Impact:**

N/A

Budget Adjustment: No

**Attachments:**

None



Meeting Date: July 9, 2024

**City of Ellensburg**

**Diversity Equity & Inclusion Commission Agenda Report**

**Agenda Subject:**

Review Previous Meeting Motions And To-Do List Review

**Submitted by:**

**Department:**

City Manager

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**Suggested Motion/Action:**

Review Previous Meeting Motions And To-Do List Review

**Background/Summary:**

Review Previous Meeting Motions And To-Do List Review

**Previous Council Action:**

**Previous Meeting Motions:**

Commissioner Cleary moved to approve an excused absence for Phil Backlund.

Commissioner Carnell seconded the motion. There was no discussion. **Motion approved 5-0.**

Commissioner Cleary moved to approve the agenda. Commissioner Carnell seconded the motion. There was no discussion. **Motion approved 5-0.**

Commissioner Divine moved to approve the minutes from the May 14, 2024, DEI Commission Meeting with a correction on a number. Commissioner Cleary seconded the motion. There was no discussion. **Motion approved 5-0.**

Commissioner Cleary made a motion to move the \$1,300 allocated for the third World Café event to the retreat budget. Commissioner Divine seconded the motion. **Motion approved 5-0.**

**To-Do List Review:**

- Plan Juneteenth event (Amber, Nancy, Teresa & Kandee)
- Develop the strategies and partnerships to support diverse residents to apply to City boards to better reflect our diverse community (Phil & Nicole)
- Continue World Cafe conversations and expand topics of discussion (Lucinda, Nancy, Alex, and Kandee)
- Explore coalition partnership idea with the Dispute Resolution Center and others (Amber, Nancy, and Phil)
- Develop partnerships for planning a multicultural event to celebrate the opening of Unity Park that focuses on music, food, dance, etc. (Phil, Tylenne, Alex, Nicole)

- 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)
- Put listening tour data into a document for review, and discuss how to use the data (Phil & Alex) CWU/City collaboration to engage student with off-campus resources (Nancy & CWU liaison)

**Analysis:**

Are there any items on the 1-year list that need to be moved over to this 90-day list? Can we remove any of these?

**Financial Impact:**

N/A

Budget Adjustment: No

**Attachments:**

1. 2023-2024 Goals

## **RETREAT PLANNING OUTCOMES**

### **Core focus of DEI Commission (in our own words)**

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

### **NEW 10 Year (infinity) Goals**

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

### **NEW 3 Year Goals**

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

### **NEW 1 Year Goals**

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

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

### **90-Day Goals**

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

Approved 9/12/23

## Comprehensive Plan Community Outreach Suggested Structure

### What Voices Do We Need to Hear From?

#### **Listening Tours to Do**

##### **Groups**

Black Students at CWU, ESD students and faculty and parents

APOYO Clients

Latin X community

Justice for Our Neighbors

Asian/Pacific Islander Community

LGBTQ students at CWU (Morgan and High School?)

Over 65 (POC, lower income, LGBTQ)

People with Disabilities (students and adults,  
broader range of disabilities (mobility, blind, deaf/HH,  
emotional issues (Spectrum, PTSD, mental illness, etc)  
include caregivers or separate group for them

Jewish community — Elise Hermann, Marty at Eastside Auto,  
(Council member Lillquist has more names). What about campus contacts?

MEcha

Black Student Union and other CWU groups?

Comprehensive Plan Community Outreach Suggested Partner Organizations

**Groups for other Community Outreach**

**Strategies**

\*Ellensburg Downtown Association

\*KC Chamber of Commerce

Morning Rotary

Noon Rotary

Evening Rotary

Kiwanis

Interfaith Alliance

Ministerial Alliance

**Local Churches-larger congregations**

- Mercer Creek Church
- First Lutheran
- First United Methodist Church
- Grace Episcopal
- Ellensburg Presbyterian Church
- First Presbyterian Church
- First Christian
- St. Andrews Catholic Church
- Catholic Campus Ministry
- Chestnut Street Baptist Church
- Reorganized Church of Jesus Christ of Latter Day Saints
- Calvary Baptist Church
- Faith Baptist

Universal Universalists  
Four Square Church  
7th Day Adventists

**Smaller congregations**

Prophet Elijah Antiochian Orthodox Christian  
Wellspring  
Quaker Society of Friends  
Community of Christ  
Great Roundup Covenant Church

Farmer's Market

Local Businesses

CWU faculty and staff

Ellensburg Radio  
Ellensburg Daily Record  
City front desk staff in all departments

Non-profits

Hope Source  
FISH  
Dreamweaver Consulting (non-profit organizer)  
Disability Resources  
ASPEN  
Comprehensive Mental HealthCity Offices main desks in each Department



Meeting Date: July 9, 2024

**City of Ellensburg**

**Diversity Equity & Inclusion Commission Agenda Report**

**Agenda Subject:**

Staff Report & Correspondence

**Submitted by:**

**Department:**

City Manager

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**Suggested Motion/Action:**

View the attached correspondence from KEEN.

**Background/Summary:**

N/A

**Previous Council Action:**

N/A

**Analysis:**

N/A

**Financial Impact:**

N/A

Budget Adjustment: No

**Attachments:**

1. Correspondance from KEEN



Kittitas Environmental Education Network

*Connecting Community to Nature*

115 East 4<sup>th</sup>, Ste 215, Ellensburg, WA 98926

[www.ycic.org](http://www.ycic.org) 509-551-8807 [keen@keenetwork.org](mailto:keen@keenetwork.org)

City of Ellensburg DEI Commission  
501 North Anderson, Ellensburg WA 98926

June 2024

Dear Diversity, Equity & Inclusion Commission Members,

Thank you so much for your generous grant of \$1,000 in support of KEEN's Send a Kid to Camp program! Because of your support, KEEN can provide summer camp experiences to 24 kids in our community! Your contribution fuels our 24-year tradition of bringing outdoor education to a diverse community, restoring the habitat at Helen McCabe Park, and building toward our goal of creating the Yakima Canyon Interpretive Center.

In recent years, we've all reflected on what matters most to us. What brings us joy? How can we make a positive impact in our community? Amidst the changes we have seen in our families, our community, and the world, we have been inspired to act—even in small, local ways.

KEEN has embraced this call to action. We have developed new programs for K-12th grade students to keep them active and ensure they spend more time outdoors and less on screens. We are continually improving the habitat and recreational access at the future home of the Yakima Canyon Interpretive Center (YCIC), and we have raised nearly \$730,000 for infrastructure projects at YCIC.

Environmental education is vital. It connects us to the world around us, teaches us about the interplay between natural and built systems, and fosters an understanding of our relationships with our surroundings. Our community's future depends on a well-informed public capable of being wise stewards of the environment that sustains us, our families, and future generations.

KEEN is the leading authority on nature-based outdoor programming in Kittitas County. For the past 24 years, we have enriched the lives of thousands through our outdoor education programs and special events. Our programs, including Pond to Pines Summer Camp, 4th Grade Camp, Winter Fair, Get Intimate with the Shrub-Steppe, and WindFall Cider Fest, are expanding and spreading our message to an ever-wider audience. We hope to see you at one of our events this year!

KEEN's board is more dedicated than ever to pursuing our ambitious vision for the Yakima Canyon Interpretive Center at Helen McCabe Park. In 2025, we plan for our President to transition into a full-time Executive Director to spearhead our capital campaign committee recruitment and bring this project to life. State funding will enable us to complete a full archaeological survey of the park and achieve 30% design of the Center. Additionally, our lease with WA State Parks will be extended for 50 years, marking a significant milestone for YCIC!

On behalf of the Board, thank you again for your support. We look forward to staying in touch.

Warm regards,

Jill Scheffer

KEEN Board President

[keen@keenetwork.org](mailto:keen@keenetwork.org)

509-551-8807

*KEEN is an exempt organization as described in Section 501(c)(3) of the Internal Revenue Code.  
Our Federal EIN is 22-3849021*



Kittitas Environmental Education Network  
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| Board Members               | Education Committee                     | Habitat Team                          |
|-----------------------------|-----------------------------------------|---------------------------------------|
| Jill Scheffer, President    | Sasha Wohlpert                          | Delayna Breckon, Chair                |
| Abby Chien (temp Secretary) | Carlyn Saunders                         | Sadie Morse                           |
| Allison Carpenter           | Megan Rivard                            | Heather Hazlett                       |
| Dale Beeson                 | Elise Herman                            | Landon Shaffer                        |
| Dave'y Lumley               | Jennifer Smith                          | Dale Beeson                           |
| Delayna Breckon, Treasurer  |                                         | Scott Nicolai                         |
| Elise Herman                |                                         | Donna Beeson                          |
| Jason Irwin                 |                                         |                                       |
| Jordan Ryckman              |                                         |                                       |
|                             | <b>KEEN Staff</b>                       |                                       |
|                             | Carlyn Saunders – EE Director           | Kevin McLaughlin – Habitat Specialist |
|                             | Jennifer Smith – Pond to Pines Director |                                       |