

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION

December 10, 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, December 10, 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 Approval of Minutes from November 12, 2024 DEI Commission Meeting
 - 3.B Approval of Minutes from November 20, 2024 DEI Commission Special Meeting (League of Women Voters Panel)
- 4. New Business**
 - 4.A 2025 Spending Plan Update
 - 4.B Revisit Listening Tour Policy
 - 4.C Discussion of Commission's Name
- 5. Liaison Reports**
- 6. Subcommittee Reports**
 - 6.A Grant Committee: Review KEEN's Report
 - 6.B Listening Tour Committee: Helen House, LGBTQ+ Community Report
- 7. Commission Member Reports**
- 8. Staff Report** Sent reminder to grant recipients of deadline for submissions.
- 9. 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.
- 10. Preview Next Meeting: January 14, 2025** Topics: ESD DOJ update, review commission work plan and make assignments, annual reminders & elect new vice-chair



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

CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Minutes of Diversity, Equity & Inclusion

Commission Meeting

November 12, 2024

3:00 PM

Council Chambers & Zoom

1. Call to Order and Roll Call

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

Roll Call Present: Phil Backlund, Tylene Carnell, Kandee Cleary, Teresa Divine, Nancy Goodloe, Alex Mandujano, and M. Eliatamby-O'Brien.

Commissioner Backlund moved to approve an excused absence for Commissioners Serena Turney and Amber Hoefer. Commissioner Cleary seconded the motion. **Motion approved 6-0.**

Also present: Nicole Klauss, DEI Commission staff member; Charlita Shelton, CWU liaison; Rhonda Schmidt, ESD liaison; Ramona Bryant, League of Women Voters of Kittitas County; and one member of the public via Zoom.

2. Approval of the Agenda

Commissioner Carnell moved to approve the agenda. Commissioner Eliatamby-O'Brien seconded the motion. There was no discussion. **Motion approved 6-0.**

3. Approval of Minutes from October 8, 2024 DEI Commission Retreat

Commissioner Carnell moved to approve the minutes from the October 8, 2024, DEI Commission Meeting. Commissioner Backlund seconded the motion. There was no discussion. **Motion approved 6-0.**

4. New Business

A. Review Draft Annual Report

Klauss reported that Commissioner Carnell drafted the report and asked for changes. Chair Goodloe suggested adding the # of groups or # of people the Listening Tour spoke with, adding the word "Black" before history and culture in the third paragraph, making it clear the City Council instructed the commission to have discussions about virtual comments, reworking language in the World Café sentence, adding the Unity Park Planning Committee, and breaking up a paragraph.

Commissioner Divine recommended approving the amended report and sending it to the City Council. Commissioner Cleary seconded the motion. **Motion approved 6-0.**

B. 2025 Goals

Klauss led the commission through an exercise to come up with new 1-year goals. Prior to the meeting, Klauss added a section to the goals list with the commission's ongoing goals.

New 1-year goals include:

- Put data into a document for review, discuss how to use the data, and put a structure in place to be able to use data (e.g. listening tour data)
- Meet with the Farmer's Market and Night Market organizers to discuss a multicultural day at the Farmers Market/Unity Park and possibly sponsoring vendors to get more diverse vendors
- Support Pride events every June
- Begin engagement with citywide inclusive art in order to develop further representation
- Commission becomes size to reflect diversity in community (*Discussion*)

Commissioner Carnell suggested support for the Pride events doesn't have to be financial. There may be an opportunity to do something such as have public officials participate in the parade or be speakers. Commissioner Eliatamby-O'Brien suggested there may be other Pride events happening during the month that could also use support.

The Commission expressed an interest in inviting the Farmers Market manager to an upcoming meeting to continue discussing the partnership for 2025.

Commissioner Eliatamby-O'Brien mentioned starting the discussion in 2025 on BIPOC Business Day. Since the commission is already working with vendors, they could expand discussions and talk to small businesses.

The Commission expressed an interest in reflecting cultures and communities in art projects that happen around the city and to be available to offer feedback or engagement about representation.

It was suggested to add the Listening Tour data and the meeting with the market manager items to the 90-day goal list.

C. Review Draft Spending Plan

Klauss provided a review of the proposed 2025 spending plan, developed by the DEI Commission's executive committee (Chair Goodloe, Vice Chair Carnell, and staff member Klauss). Commission member Backlund moved to approve the 2025 spending plan as presented. Commissioner Cleary seconded the motion. During discussion, Commissioner Carnell remarked that it is hard to do everything the commission wants to do with a \$10,000 budget. Chair Goodloe reported she has been in discussions with the City Manager about finding a dedicated source of funding that doesn't come from the City's general fund because that is running lean this year. There is nothing in the works, but it's an ongoing conversation. **Motion approved 6-0.**

D. Revisit Listening Tour Policy

The Commission recommended moving this topic to the December meeting for additional time to provide feedback to Commissioner Backlund.

5. Liaison Reports

Charlita Shelton reported:

- Matika Wilbur, a well-known Native American photographer, will be at CWU for a presentation, on Tuesday, November 19, 2024 in the SURC Ballroom at 6 p.m. Get tickets on CWU's website.
- The CWU Office of Equity and Belonging is hosting Dr. Deena Gonzalez, a preeminent scholar of Chicana, Latina, Native American, and Indigenous history on March 13-14, 2025. Patrisse Cullors, co-founder of Black Lives Matter, will be the keynote speaker for the Annual Diversity Awards on April 17, 2025. Judy and Dennis Shepard, founders of the Matthew Shepard Foundation and advocates for human rights, will be giving a keynote address on May 14, 2025.

Rhonda Schmidt reported:

- ESD started a strategic planning process looking at what attributes they want students to come away with, looking at the whole child, not just test scores.
- ESD's educational effectiveness survey is going out soon. It's a yearly survey they started last year. They surveyed students grade 4 and up, staff, and parents about how they're doing in their experience with the school system.
- ESD is doing work on antibullying initiatives in school. They are developing questions and processes to maximize engagement on Belonging in The Burg, which is tentatively planned for February.
- Still waiting on the report from the Department of Justice. They are anticipating getting it in the next month.

6. Subcommittee Reports

Goodloe and Cleary are writing proclamations and recognition days.

Backlund reported there have been two listening tours. They're working on notes and will share via the form. They also visited the Equity & Services Council (ESC) at CWU and are attempting to schedule a listening tour session with the groups represented by the ESC.

7. Commission Member Reports

Commissioner Cleary reported: Cleary participated in one of the focus groups hosted by the committee to update the 10-year Homeless and Affordable Housing Plan.

Commissioner Divine reported: The Ellensburg Bail Fund completed their videos from the grant and have them on the website. They also had a fundraiser that raised \$3,000.

Commissioner Carnell reported: The Trans Elders Conference in town was a necessary, needed, and successful event. Someone came from as far as Tillamook and it included local residents. Local businesses were engaged as partners and the Chamber of Commerce.

Commissioner Eliatamby-O'Brien reported: There was good turnout of community members at the Gallery One event as part of the Trans Elders Conference.

Goodloe reported: Goodloe, Carnell, and Backlund will be participating on a League of Women Voters panel on November 20 at 6 p.m. at the IOOF. Goodloe asked if the commission wants to change their name and proposed having the conversation at the December meeting.

8. Staff Report

None.

9. Public Comments

Chair Goodloe called for public comment. There was none.

Next Meeting December 10, 2024

Topics: Revisit Listening Tour Policy & Discussion on Name Change

Meeting adjourned at 3:57 p.m.

Nicole Klauss

Drafted: 11/13/2024

Approved:

CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Minutes of Diversity, Equity & Inclusion

Commission Meeting

November 20, 2024

6:00 PM

Oddfellows Lodge, 307 N. Pine St.

1. Purpose

The special meeting was scheduled due to the possibility of a quorum of commission members at the League of Women Voters of Kittitas County's panel discussion on the state of diversity, equity and inclusion in the county.

The panel discussion was held. Commissioners Nancy Goodloe, Tylen Carnell, and Phil Backlund participated on the panel.

Nicole Klauss

Drafted: 11/21/2024

Approved:



Meeting Date: December 10, 2024

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: 2025 Spending Plan Update
Submitted by:
Department: City Manager

Suggested Motion/Action:

Listen to spending plan update from staff and discuss if ready to move forward.

Background/Summary:

Staff presented the 2024 annual report at the December 2, 2024 City Council meeting, which was accepted. Staff presented the 2025 spending plan, which was approved minus the \$1,400 in funding for the listening tours/pizza klatch program. Council discussion was primarily around the pizza klatch program, and Council requested the DEI Commission go back before them with an updated proposal for the remaining \$1,400, not to include the pizza klatch program.

Staff is recommending the Commission consider allocating \$400 for the 2025 listening tours and discuss what to do with the remaining \$1,000. There is no urgency to this decision other than funds cannot be spent until approved by Council.

Previous Council Action:

The DEI Commission approved the proposed 2025 spending plan at the November meeting and recommended forwarding it to the City Council for consideration.

Analysis:

The DEI Commission has \$10,000 for 2025. The Commission needs to come up with a new proposal for the \$1,400 that previously included the pizza klatch program.

Total Spending Plan Amount: \$10,000

Approved

Events \$2,500 (25%)

- World Cafés (2)
- Juneteenth celebration
- Multicultural Day at the Ellensburg Farmers Market and/or at Unity Park

Grants \$5,000 (50%)

Supporting events, initiatives, or projects focused on diversity, equity and inclusion within Ellensburg.

Administrative \$300 (3%):

- Advertising, supplies, translation

Retreat \$500 (5%):

- Annual Commission Retreat

Reserve \$300 (3%):

- For new events or programs

Remaining To Take Back To Council \$1,400 (14%)

- Listening Tours \$400?

Financial Impact:

The Commission will need to make a motion to direct the remaining \$1,400 in the spending plan to other activities. Staff will then take it back to the City Council for approval. There is no set timeline, other than it needs to be done before the money can be spent.

Budget Adjustment: Yes

Attachments:

None



Meeting Date: December 10, 2024
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Discussion of Commission's Name
Submitted by:
Department: City Manager

Suggested Motion/Action:
Discussion

Background/Summary:
Chair Goodloe requested the Commission discuss whether to ask City Council to change the name of the Commission. Some organizations are moving away from names with DEI though they still work to accomplish the same activities. Possible considerations are adding access/accessibility or belonging to the name. Have a discussion about whether this is something the Commission wishes to do.

A change would require going to the City Council with an official proposal and asking if they would approve moving forward on it. It would then require a City Code change.

Previous Council Action:
N/A

Analysis:
N/A

Financial Impact:
None.

Budget Adjustment: No

Attachments:
None

Final Report for the City of Ellensburg DEI Commission
Grant Recipient: Kittitas Environmental Education Network (KEEN)
Grant Amount: \$1,000

Project Description and Objectives:

KEEN used the generous grant from the City of Ellensburg DEI Commission to provide six children from families in need with scholarships to attend our 2024 Summer Camp. These nature-immersion programs included daily STEM activities, art projects, recreation, and unstructured play. The camp was held at the Yakima Canyon Interpretive Center, offering a safe, engaging environment for children to learn, grow, and connect.

The scholarship funding directly aligned with the DEI Commission's goals of fostering belonging and equity in Ellensburg by ensuring that children from underserved communities could access the same enriching experiences as their peers.

How KEEN Recognized the DEI Commission:

- The DEI Commission's support was acknowledged in KEEN's promotional materials, including social media posts and newsletters.
- Families who received scholarships were informed that the City of Ellensburg DEI Commission made their camp experience possible, furthering community appreciation for the Commission's work.
- The DEI Commission will be highlighted in KEEN's annual report.

Impact of the Grant:

The grant enabled six children from diverse backgrounds to participate in a week of camp, providing critical child care for their families and reducing barriers to summer programming.

Through KEEN's place-based learning and recreational activities:

- **Social and Emotional Growth:** Campers developed new friendships, practiced teamwork, and built confidence through group projects and challenges.
- **Educational Benefits:** Daily STEM activities helped prevent the "summer slide" in learning, particularly benefiting students from low-income families who often face greater academic disparities.
- **Connection to Nature:** Campers engaged in hands-on environmental stewardship activities, fostering an appreciation for the natural world and their role in protecting it.

The families expressed deep gratitude for the opportunity, with one parent sharing, *"This was an experience my child would not have had otherwise. It meant so much to our family."*

KEEN is deeply grateful for the support of the DEI Commission. This grant helped us advance our mission to create equitable, inclusive opportunities for all children in our community to learn and thrive. Together, we are fostering a sense of belonging and building a stronger, more connected Ellensburg.

Thank you for investing in our youth and their future.



Date of listening tour	10/22/24
Which group or population participated in the listening tour?	Hellen House, LGBT+ Community
# of participants	12
1. What support networks or resources do you have in our community that support or affirm your identity? What kind of support, spaces, or resources would you like to see, or like to see more of?	-There have been more Safe Space Stickers put up around town, and we can see that this is doing well because the businesses are not being vandalized. -A case worker working with one of the volunteers had a Safe Space Sticker up in their office which made them feel more comfortable working with this specific person, and they felt like they could open up more about the actual struggles they were facing. -Pride Flags around town invoke a sense of community and safety. -Very happy that Central has Pride Flags flying in all areas of the campus. -Church pastor in the community is very accepting and makes practicing religion possible again, and going to church is now a regular part of the week instead of something to be dreaded. The acceptance of religious figures in town is a big part of the safe feeling. -Compared to four years ago, the city is much easier to be themselves in now. -A volunteer and their boyfriend feel safe walking around in some parts of town but not in others, they feel safer closer to downtown and the college, but face scrutiny and some discrimination when going farther from campus. They have received verbal comments such as a woman proclaiming "I can't tell whether it's a boy or a girl," in a negative manner, and have been misgendered intentionally often. -One volunteer had to exit the 12 step program they were participating in because someone in the group was uncomfortable that this volunteer was a part of the Hellen House.

-The rodeo was agreed to be an unsafe place for many of the volunteers as they felt that they were not welcome there and have received hate and scrutiny at the events before. Some also mentioned feeling uncomfortable with the prayers said at the beginning of the rodeo, which is a secular event.

-Many also feel that the rodeo has become home to more and more extremists and are uncomfortable with this culture shift. They are seeing more propaganda for extremist communities and flags displaying hate speech or political messages.

-Many felt that the Young Republican booth at the fair was frightening because this group often spreads hate towards the LGBT+ community, and them having a public booth allowed for more of this hate to be spread and shared in our community.

-One volunteer said that it was jarring, but not surprising, to see these booths and messages directed towards this community.

The volunteers went on to describe other times that they had felt safe or unsafe in our community and talked about more times that they felt unwelcome as well, they also agreed that the outward support of the community, such as the Safe Space Stickers or Pride Flags were things that made them feel supported in our community. Some other ways they had felt this support was through organizations like Hellen House.

2. Could you share an example of feeling included in our community?

-Hellen House, and other community organizations play a big part in the volunteers feeling included in our community.

Unfortunately, the volunteers had more stories about them feeling ostracized from the community rather than them feeling included.

Some places that the Hellen House volunteers did feel included were at Hellen House, KCRCO, Old Skools which is a record and music store on Main Street.

Some more instances of feeling included were seeing Trans employees working in the front end of stores, and other LGBT+ members of the community being themselves unapologetically.

3. Given the growing diversity of our community, many experience challenges due to their identities. Would you be willing to share some examples of feeling excluded, or facing bias or discrimination, in our community?

-One volunteer had shadowed a teacher and watched them gloss over obvious hate speech and not try to discipline this behavior.

-During some events, the volunteers had had young teenagers come up to them and disrespect them by making crude jokes or asking inappropriate questions to get a reaction from them.

-They also mentioned that they often have to "look for the gay pride," as many places do not show support in an outward fashion, they try to hide it which tends to give the

impression that it is not done willingly, or these people believe that they are required to show some support even if it is disingenuous.

-At different events individuals have come up to volunteers participating and saying things like "Jesus loves you" in a mocking tone, implying that they need to find God. The volunteers reported feeling sorry for any closeted children watching these interactions and sympathized with them.

-At one event a volunteer reported that a boy came up and spit at the ground in front of her.

Many continued to speak about these events happening in schools or in places meant for youth and young adults and how this made them feel especially excluded because it was the next generation participating in these behaviors.

4. Beyond your own experiences, are you aware of challenges those with identities similar to yours have experienced? Would you be willing to share some examples?

Many of the volunteers spoke about the experiences of friends and other members of the LGBT+ community in Ellensburg, and most examples had been given already at this point.

5. What changes would you like to see in the community to make it more inclusive and welcoming?

-More visible signs of support! Many would like to see more outward support from the city, from businesses and organizations, and other groups in our community.

-The group stated that they would like to see Pride Flags flown around the city in general, not just around campus. They spoke a bit about Flag code, and debated about where flags could be placed that would not adhere to Flag code.

-Volunteers also stated that they would like to see a list of resources for minority groups, or residents in general, with Safe Spaces identified so that it is easier to find these groups. Many talked about how long it took them to find Hellen House and how they wished they could have found it earlier.

-Volunteers also stated that they would like to see more social supports for individuals experiencing homelessness, especially LBGT+ homeless individuals.

-Some of the volunteers talked about how they would also like more support for small businesses in the community, they have seen many small businesses fail due to the lack of interest from the community at large, especially when the owner is a member of a minority group. They believe that supports for new businesses would also help to increase inclusivity in the community and would help with the overall health of our economy.

-The volunteers of Hellen House also spoke about the inequality of the parade routes

regarding the rodeo parade and the pride parade. The pride parade's route is about half of the length of the rodeo parade's route, and they believe that this is unfair because the pride parade has a similar turnout and is also an important event in our community. Many believed that this was due to either the parade being newer so this is "testing the waters" but others also mentioned how the pride parade had been going on for years at this point.

6. Is there anything else that you'd be willing to share that we didn't cover in our questions?

One thing that came up multiple times was the desire for a city resource guide that the city keeps up to date and publishes. They shared that they would like to see resources for all walks of life in one easy-to-reach place such as a website or somewhere in city hall. Another thing that many brought up was the accessibility of the city. The sidewalks were brought up multiple times, they make it hard for those who use wheelchairs to get around town as they are very bumpy and are often steep in some places or do not have adequate ramps placed at crosswalks.

7. Have you previously participated in a Listening Tour?

None of the participants had ever previously attended a listening tour.

8. Is there anything you would like to add to what you have already shared today?

No one had much more to add to the conversation, they felt like they had the time to speak about all they had wanted to.

Submitted by:

Serena Turney