

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION March 11, 2025

Hybrid Meeting In-person and via Zoom



Join via

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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, March 11, 2025
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 February 11, 2025
- 4. New Business**
 - 4.A Multicultural Day At The Market Update
 - 4.B Select representative to Ellensburg Arts & Cultural Alliance
- 5. Previous Meeting Motions & To-Do List Review**
 - 5.A Previous Meeting Motions & To-Do List Review
- 6. Liaison Reports** Central Washington University, Ellensburg School District, Ellensburg Downtown Association
- 7. Subcommittee Reports**
 - 7.A Listening Tour Notes from Community Group From Nepal
 - 7.B Continue Discussion On Commitment To Community
- 8. Commission Member Reports**
- 9. Staff Report**
 - 9.A Staff Report
- 10. Public Comments** Public Comment **PUBLIC COMMENT RULES FOR ALL MEETING PARTICIPANTS** 1. Each speaker's comments are to be limited to 3 MINUTES and must state their name and city of residence. 2. Speakers are cautioned not to engage in conduct that disrupts, disturbs or otherwise impedes the orderly conduct of the DEI Commission meeting. 3. Comments must be related to the commission's business or over which the Commission has control. 4. 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: April 8, 2025



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

February 11, 2025

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, Amber Hoefer, M. Eliatamby-O'Brien, Alex Mandujano, and Serena Turney.

Also present: Nicole Klauss, DEI Commission staff member; Charlita Shelton, CWU liaison; Rhonda Schmidt, ESD liaison; Heidi Behrends Cerniwey, City Manager; Rich Elliott, City Mayor; Kelle Vandenberg, Arts & Economic Development Manager; and 4 members of the public (1 in person and 3 via Zoom).

2. Approval of the Agenda

Commissioner Amber Hoefer moved to bump item 4.C Discussion On Our Commitment To Community to 4.A. Commissioner Phil Backlund seconded the motion. **Motion approved 7-0 (Commissioner Serena Turney had not yet joined the meeting).**

Commissioner Kandee Cleary moved to approve the amended agenda. Commissioner Eliatamby-O'Brien seconded the motion. **Motion approved 7-0 (Commissioner Serena Turney had not yet joined the meeting).**

3. Approval of Minutes from January 14, 2025 Commission Meeting

Commissioner Phil Backlund moved to approve the minutes from the January 14, 2025 DEI Commission Meeting. Commissioner Tylene Carnell seconded the motion. There was no discussion. **Motion approved 8-0.**

4. New Business

A. Discussion On Our Commitment To Community

Commissioner Amber Hoefer opened the discussion and mentioned some members of the community are nervous or afraid with the current political landscape and asked, as a DEI Commission how do we acknowledge the harm they are experiencing. Are there things the DEI Commission can do to support the City Council? Look at other cities such as Spokane to see what they are doing.

Commission Backlund suggested promoting training opportunities such as the Know Your Rights trainings.

Mayor Rich Elliott spoke about his perspective on policy statements and mentioned the City runs the risk of raising its profile. If the commission wants to advise the Council to

consider looking at a resolution or statement, that is an option, but he asked the commission to think about the outcome. It will likely be divisive and take multiple meetings. Will it shine further attention on the community and bring more challenges?

Commissioner Hoefer said the intent is to look at minoritized groups that are hurting and let them know they belong in Ellensburg. Commissioner Eliatamby-O'Brien said the goal of a statement would not be to change hearts and minds, but to let people know the community is here for them.

Goodloe suggested continuing to work on a draft resolution. Hoefer suggested having large community leaders such as CWU, City, and EPD come together to be bold.

Mayor Elliott conveyed appreciation of the DEI Commission members for their service to the City and suggested there may be ways for Councilmembers to be more visible in the community and talk to different groups.

Commissioner Turney said the commission itself might help people by showing the City still values DEI.

Teresa Plue and Charlita Shelton spoke during public comment.

Goodloe suggested thinking about how the commission can accomplish what it wants to accomplish and suggested inviting Councilmembers to listening tours.

A subcommittee was formed to discuss ideas ahead of the next meeting and includes Commissioners Hoefer, Mandujano, Divine, and Cleary.

B. Review & Approve Grant Timeline And Application

Klauss provided an update on the 2025 grant program application and reviewed the changes from the 2024 application. The changes include updated dates and language about applicant eligibility.

Commissioner Eliatamby-O'Brien asked for the definition of a board member to be added to the application.

Commissioner Cleary moved to approve the 2025 Diversity, Equity & Inclusion Commission Grant Application with the addition of the definition of board member. Commissioner Backlund seconded the motion. **Motion approved 8-0.**

C. Discuss Multicultural Day At The Market

Commissioner Divine reported planning is underway for Multicultural Day at the Market, set for May 3. The Commission's event budget would likely pay for table fees. Divine is looking for vendors and will send out a note about how vendors can sign up.

Goodloe reported the Multicultural Day at Unity Park will likely happen in the fall when CWU students are back.

5. Previous Meeting Motions & To-Do List Review

There were no updates.

6. Liaison Reports

Ellensburg School District liaison Rhonda Schmidt reported the district held a Zoom Q&A session about rights around schools and what information can be released.

7. Subcommittee Reports

Commissioner Eliatamby-O'Brien and Commissioner Hoefer reported on attending the Ellensburg Creative District Steering Committee meeting.

8. Commission Member Reports

There were no commission member reports.

9. Staff Report

Klauss reported the date for the 2025 retreat will be October 17, 2025. Two commission members' terms will be up in May.

10. Public Comments

Chair Goodloe called for public comment online and in person. There was no public comment.

Next Meeting March 11, 2025

Topics: Continue discussion from February meeting.

Meeting adjourned at 4:22 p.m.

Nicole Klauss

Drafted: 2/13/2025

Approved:



Meeting Date: March 11, 2025
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Multicultural Day At The Market Update
Submitted by:
Department: City Manager

Suggested Motion/Action:
Make a motion to approve spending a certain amount of the available budget for the Multicultural Day at the Market vendor fees.

Background/Summary:
The City Council approved the 2025 DEI Commission spending plan in December 2024. The spending plan includes \$400 for the category titled "Multicultural Day At The Market &/or at Unity Park."

Commissioner Divine has been working with Farmers Market organizers to make May 4 Multicultural Day at the Market. Klauss previously emailed the commission asking members to send Commissioner Divine vendor name/contact info for the event.

Vendor fees are \$40-\$50 each. The goal is to get 5 vendors for this event and work with the Farmers Market to promote it as Multicultural Day at the Market. The commission should make a motion approving \$250 (or other determined amount up to \$400) to be spent on Multicultural Day at the Market.

Previous Council Action:
The City Council approved the DEI Commission's 2025 spending plan in December 2024.

Analysis:
N/A

Financial Impact:
No additional impact, as the expenditure is covered in the DEI Commission's 2025 approved spending plan.

Budget Adjustment: No

Attachments:
None



Meeting Date: March 11, 2025

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Select representative to Ellensburg Arts & Cultural Alliance

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Select a representative.

Background/Summary:

One of the goals on the DEI Commission's 1-year goal list is "Begin engagement with citywide inclusive art in order to develop further representation." The City's Arts & Economic Development Manager suggested there is an opportunity for the DEI Commission to get involved with the Ellensburg Arts & Cultural Alliance.

The Commission should select a representative to attend the Ellensburg Arts & Cultural Alliance meetings. Meeting dates/times not yet set. Arts staff indicated a virtual attendance option could be available upon request.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

None.

Budget Adjustment: No

Attachments:

None



Meeting Date: March 11, 2025

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Previous Meeting Motions & To-Do List Review

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Review Previous Meeting Motions & To-Do List Updates

Background/Summary:

Previous Meeting Motions

- Commissioner Amber Hoefer moved to bump item 4.C Discussion On Our Commitment To Community to 4.A. Commissioner Phil Backlund seconded the motion. Motion approved 7-0 (Commissioner Serena Turney had not yet joined the meeting).
- Commissioner Kandee Cleary moved to approve the amended agenda. Commissioner Eliatamby-O'Brien seconded the motion. Motion approved 7-0 (Commissioner Serena Turney had not yet joined the meeting).
- Commissioner Phil Backlund moved to approve the minutes from the January 14, 2025 DEI Commission Meeting. Commissioner Tylene Carnell seconded the motion. There was no discussion. Motion approved 8-0.
- Commissioner Cleary moved to approve the 2025 Diversity, Equity & Inclusion Commission Grant Application with the addition of the definition of board member. Commissioner Backlund seconded the motion. Motion approved 8-0.

To-Do List

- **1 Year Goals**
 - Meet with the Farmer's Market and Night Market organizers to discuss a multicultural day at the Farmers Market and possibly sponsoring vendors to get more diverse vendors **Divine**
 - Multicultural Day at Unity Park **Goodloe, Mandujano, Eliatamby-O'Brien, Charlita Shelton**
 - Support Pride events every June **Carnell & Turney**
 - Begin engagement with citywide inclusive art in order to develop further representation

- Commission becomes size to reflect diversity in community (*Have discussion*)

90-Day Goals

- 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) *Due end of March 2025*

Ongoing (Activities that are ongoing annually)

- Continue grant program (*Open, applications due by 5 p.m. April 18, 2025*)
- Building a relationship with Liaisons
- Continue to support proclamations and recognitions
- Hold another Belonging In The Burg event in partnership with ESD & CWU
- Juneteenth celebration
- Continue listening tours and create feedback loop for participants

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None

Reference #	20556835
Status	Complete
Date of listening tour	Sept. 21, 2024
Which group or population participated in the listening tour?	Community Members from Nepal
# of participants	15
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?	a. Have more resources available for many ethnic groups like us; Japanese, too, struggle to find food resources or spices that allow them to make their meals, and others non-European Americans, who make Ellensburg their new home. b. Create an informational website that facilitates different minorities to connect with one another. c. Help others celebrate cultural events, recognize different cultural events and opportunities d. (Youth) One cultural program per month, three per month, one in the beginning, one in the middle and one at the end of each month e. (Youth) Funding one family business per culture f. Youth) Cultural sporting events, cricket g. Idea is that no one feels left out. At least one cultural program a month. Shops related to each culture.
2. Could you share an example of feeling included in our community?	a. Would like to see signs that they are included in the community, including acknowledgment by CWU during cultural events, programs; there is no social network that includes Nepal. b. Resources for people from Nepal and from other similar places do not exist, they need to travel to Seattle or Yakima to find spices and food items. c. One participant would like to see groups or clubs in the county who are welcoming to minority groups in general and create events such as the school district does every year. Multicultural events something we truly enjoyed last year, where friendly interaction between all the cultures meet and share resources; tutoring for newcomers. Information centers, churches where we all can

participate.

d. More efforts in the community and the university to help new people feel welcome and included. Increase diverse curriculum in school, clubs in elementary and middle schools, kindergarten and pre-schools too, community support/help groups

e. More support in finding apartments, jobs, transportation, help with groceries, and help with creating their own network.

f. Education to help families as they grow, guide their futures.

g. More stores, fund more family businesses

h. University needs to include the smaller minority groups.

i. Creating their own network, not sure how to connect with other communities.

a. No.

b. Jobs creation

c. More stores like Wal-Mart so we don't have to go to Costco for rice, Costco or Amazon

d. A cultural museum, it could go right next to the regular museum

a. (Youth) Teacher asked about our culture

b. (Youth) Ida Naison, I shared that we have the ten highest peaks in the world, school presentation

c. Was asked to prepare and share food in a program

d. (Youth) Two diversity fairs a year, not just in schools but in the community also.

e. Check Tri-Cities cultural fair.

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?

a. While in town, during public encounters, or while at work, one question seems to come up frequently: Why I don't you learn to speak English before coming here (US). However, most people in town do not discriminate.

b. Very friendly, most do not feel discrimination.

c. I felt the professor was picking on me because he kept emphasizing my "backward culture." The whole class felt uncomfortable, stereotyping

d. Hard to find work here, have to drive 3.5 hours to work. He wants a

e. One specific individual, a young lady, after remaining silent at the beginning, started to relate a racist incident she experienced while attending school in Cle Elum. However, she was only able to utter a few words and became overcome with emotion, evidence that the

experience was traumatic for her. An experience that I am sure will shape her world, unless professionally addressed.

f. Another Japanese girl was focused on in a class. Chinese student was stereotyped as a math major, felt that their cultures were put down. Chinese student chased because of Covid.

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?

None were shared

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

a. Would like to see signs that they are included in the community, including acknowledgment by CWU during cultural events, programs; there is no social network that includes Nepal.

b. Resources for people from Nepal and from other similar places do not exist, they need to travel to Seattle or Yakima to find spices and food items.

c. One participant would like to see groups or clubs in the county who are welcoming to minority groups in general and create events such as the school district does every year. Multicultural events something we truly enjoyed last year, where friendly interaction between all the cultures meet and share resources; tutoring for newcomers. Information centers, churches where we all can participate.

d. More efforts in the community and the university to help new people feel welcome and included. Increase diverse curriculum in school, clubs in elementary and middle schools, kindergarten and pre-schools too, community support/help groups

e. More support in finding apartments, jobs, transportation, help with groceries, and help with creating their own network.

f. Education to help families as they grow, guide their futures.

g. More stores, fund more family businesses

h. University needs to include the smaller minority groups.

i. Creating their own network, not sure how to connect with other communities.

6. Is there anything else that you'd be willing to share that we didn't cover in our questions?	a.No. b.Jobs creation c.More stores like Wal-Mart so we don't have to go to Costco for rice, Costco or Amazon d.A cultural museum, it could go right next to the regular museum
7. Have you previously participated in a Listening Tour?	No one had.
8. Is there anything you would like to add to what you have already shared today?	None were shared
Submitted by:	Phil Backlund
Last Update	2025-02-23 15:43:07
Start Time	2025-02-23 15:19:47
Finish Time	2025-02-23 15:43:07
IP	47.42.130.220
Browser	Chrome
Device	Desktop
Referrer	https://fs19.formsite.com/ellensburg/listeningtour/index



Meeting Date: March 11, 2025

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

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

Suggested Motion/Action:

Listen to staff updates about City activities.

Background/Summary:

- Join the Ellensburg Academy from 6:00-7:30 p.m. March 12, 2025, in the Hal Holmes Community Center, 209 N. Ruby St. The Ellensburg Academy is a series of civic education workshops designed to inform residents and community stakeholders about the operations of City government and what is involved in delivering and maintaining services to the residents of Ellensburg. RSVP: www.ellensburgwa.gov/academy
- The Ellensburg Arts Commission's Poet Laureate program is inviting community members to submit haiku(s) on the theme: Serenity. Individuals living in Kittitas County may submit up to three (3) haiku(s) each. Only haiku(s) following the 5/7/5 syllable count format will be considered. The deadline for submission is Tuesday, March 25, 2025, at 5:00 p.m. Interested poets may submit their haiku(s), along with a 50-word biography to ellensburgarts@ellensburgwa.gov
- To prepare for Bike Month (May), the City is partnering with the Independent Order of Odd Fellows (IOOF) to collect and recycle bikes and bicycle parts. The IOOF fixes up bicycles that are given away during Bike Month activities. Bikes and bike parts can be dropped off seven days a week to the IOOF at the Brick Road Memorial Park Cemetery, located at 1900 Brick Road. There is a bicycle donation sign on the shop. Bike Month activities May 31, 2025, more info to come.
- Ellensburg Police Department is holding a car seat clinic from 10 a.m. to 2 p.m. March 29. Drop in or make an appointment (509) 962-7280 to get carseats checked for safety.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None