

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION May 13, 2025

Hybrid Meeting In-person and via Zoom



Zoom Link:

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

Webinar ID: 897 3788 2563

Passcode: 717948

AMERICANS WITH DISABILITIES ACT

The City of Ellensburg strives to make our services, programs, and activities readily accessible and usable by individuals with disabilities. Reasonable accommodations will be made upon request. Please furnish the ADA Coordinator with your request in sufficient time for the City to provide a reasonable accommodation by calling the City of Ellensburg ADA Coordinator at (509) 962-7222 or email ADACoordinator@ellensburgwa.gov.

**CITY OF ELLENSBURG
DIVERSITY EQUITY & INCLUSION COMMISSION AGENDA
Council Chambers
501 North Anderson Street
Ellensburg, WA 98926
And remotely via Zoom
Tuesday, May 13, 2025
3:00 PM - Regular Meeting**

1. Call to Order and Roll Call of Members

1.A Excused Absence for Commissioner Amber Hoefer for May 13 Meeting

2. Approval of Agenda (No Public Comment)

3. Approval of Minutes

3.A Review and approve minutes from the March 11, 2025 Diversity, Equity & Inclusion Commission meeting

4. New Business

4.A Introduction from ASCWU Equity & Services Council (ESC)

4.B Recommend DEI Commission Grant Approval

4.C Update 90-Day Goal List

4.D Comprehensive Plan Update

4.E Joint Study Session With City Council June 16, 2025 @ 6:00 p.m. - Availability?

4.F Discuss Opening Future Meetings With Reading Definitions

5. Liaison Reports Ellensburg Downtown Association, Central Washington University, and Ellensburg School District

6. Subcommittee Reports

6.A Interview Subcommittee: Recommended Reappointment of Commissioner Teresa Divine

7. Commission Member Reports

8. Staff Report

8.A Staff Report

9. 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.

10. Preview Next Meeting: June 10, 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

March 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; Katie Holm, Ellensburg Downtown Association liaison; and 13 members of the public (10 in person and 3 via Zoom).

2. Approval of the Agenda

Commissioner Backlund moved to approve the agenda. Commissioner Cleary seconded the motion. There was no discussion. **Motion approved 6-0. (Eliatamby-O'Brien and Turney had not yet arrived)**

3. Approval of Minutes from February 11, 2025 Commission Meeting

Commissioner Backlund moved to approve the minutes from the February 11, 2025 DEI Commission Meeting. Commissioner Carnell seconded the motion. There was no discussion. **Motion approved 6-0. (Eliatamby-O'Brien and Turney had not yet arrived)**

4. New Business

A. Discuss Multicultural Day At The Market

Staff provided a report on Multicultural Day at the Market, noting the date is Saturday, May 3, 2025 (agenda packet had incorrectly noted May 4). Commissioner Divine reported vendor fees go to the market, vendors are required to provide their own insurance, and the goal is to get different vendors than usual.

Commissioner Cleary moved to approve \$250 for Multicultural Day at the Market vendor fees. Commissioner Mandujano seconded the motion.

Chair Goodloe allowed public comments/questions:

- Colleen Bol asked clarifying questions about the \$250.
- Lyle Smith asked clarifying questions about what makes Multicultural Day at the Market different from other market days.

Due to time concerns, additional public comment was not accepted. **Motion approved 8-0.**

B. Select representative to Ellensburg Arts & Cultural Alliance (EACA)
Staff said the next EACA meeting is March 14, 2025 from 12:30-1:30 p.m. at the Ellensburg Downtown Association Office. M. Eliatamby-O'Brien gave a brief summary of what EACA does in community.

Goodloe nominated M. Eliatamby-O'Brien to attend the Ellensburg Arts & Cultural Alliance meetings. Commissioner Cleary seconded the motion. During discussion, Eliatamby-O'Brien noted they would miss the first meeting but would follow up with other EACA members. **Motion approved 8-0.**

5. Previous Meeting Motions & To-Do List Review

There were no updates.

6. Liaison Reports

Ellensburg Downtown Association liaison Katie Holm reported:

- Main Street America is coming in March to help the EDA hone their work plans for the year to come
- Downtown Spring Cleanup is April 12, sign up on EDA website to help
- Community kiosk coming to downtown with information about EDA events and community partner flyers
- Downtown business grants coming soon

7. Subcommittee Reports

7A. Listening Tour Subcommittee notes from the session with the community group from Nepal were included in the agenda packet.

Commissioner Backlund noted the Listening Tour Subcommittee also met with MECHA on CWU's campus. Commissioner Mandujano noted the subcommittee is working to schedule one listening tour a month through the year and is setting one up for April. The subcommittee is working to wrap up recap of last year's sessions.

7B. Discussion On Our Commitment To Community Subcommittee

Commissioner Hoefer reported the subcommittee has not yet met, but wants to meet in upcoming weeks.

8. Commission Member Reports

Commissioner Carnell reported the Youth Summer Kickoff event is being planned for the second year. The event helps show what community organizations offer to youth during summer months.

Commissioner M. Eliatamby-O'Brien reported Gallery One is hosting a screening of short films on March 14.

Commissioner Backlund reported he is doing a podcast about the Ellensburg community, interviewing people, and asking them what inspires them, what challenges

Ellensburg faces, and how they know it's getting better. The podcast is called Johnny & Phil Voices From the Village on Apple podcasts. This is a personal project, not related to the DEI Commission business.

Commissioner Hoefer reported the State legislative session is about a month and a half away from being over, debates are available to watch on TVW.org, and suggested following Attorney General press releases.

Chair Goodloe reported the Council is not reading proclamations at the current time per the Mayor's recommendation, but they are included in agenda packets. Goodloe commented on the flag policy discussion that was held at the previous City Council meeting regarding celebratory flags.

9. Staff Report

Staff reported:

- Ellensburg Academy is March 12 at 6:00 p.m. at Hal Holmes, open to all.
- Ellensburg Arts Commission is holding a haiku contest on the theme of serenity, following the 5/7/5 haiku format. Contest is open to all Kittitas County residents, deadline is 3/25/25 at 5 p.m. Submissions to ellensburgarts@ellensburgwa.gov
- Bike Month is in May. If you have spare bicycles or bicycle parts to donate, take to IOOF at 1900 Brick Road. Bike month activities May 31, more info to come.
- EPD holding a car seat clinic from 10-2 on March 29.

10. Public Comments

Chair Goodloe called for public comment.

- Adrea Donogh provided public comment on the Ellensburg Farmers Market and vendors.
- Theresa Plue provided public comment on multiculturalism.
- Councilmember Sarah Beauchamp provided public comment on the flag ordinance discussion from the previous City Council meeting.

Virtual comments were invited; none were made.

Next Meeting April 8, 2025

Topics: Next 90-day goal review.

Meeting adjourned at 3:48 p.m.

Nicole Klauss

Drafted: 3/11/2025

Approved:



Meeting Date: May 13, 2025
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Recommend DEI Commission Grant Approval
Submitted by:
Department: City Manager

Suggested Motion/Action:

Motion to approve the projects recommended by the grant subcommittee for the 2025 Diversity, Equity & Inclusion Commission grant funding and forward the recommendation to the City Council for approval.

Background/Summary:

As part of the Diversity, Equity & Inclusion Commission's 2025 spending plan, a call for applications for projects that create belonging through enhanced educational and intercultural opportunities or access to community resources was offered. The 2025 grant cycle, which closed April 18, 2025, included six applications with requests totaling \$22,770. Recommended projects will be sent to the Ellensburg City Council for final approval at the June 2, 2025 meeting. Approved projects must spend funds in the remaining calendar year. The grant program is in its third year, and up to \$5,000 is available for projects. Grant funds are available as reimbursements and a signed agreement must be in place before funds can be spent. The grant funding was advertised on the City's website and social media and a press release was issued to local media on March 3, 2025.

Previous Council Action:

N/A

Analysis:

The subcommittee recommends the DEI Commission approve funding \$5,000 to the following applicants and amounts:

Organization: Valley Voices Community Choir

Recommended Funding Amount: \$1,320 (partial funding)

Project: Four Community Performances in 2025

Funding will pay for:

- Concert flyers: \$70
- Programs for June and December, 300 booklets, including lyrics for the hearing impaired: \$350
- Guest clinicians – This may include a language coach for one of our pieces in another language: \$100
- ASL interpretation for two concerts: \$300

- Sound for two days for the June concert: \$500

Organization: Kittitas County Recovery Community Organization

Recommended Funding Amount: \$800 (partial funding)

Project: 509teens Annual Back to School Event

Funding will pay for:

- Food and Beverages: \$300
- Event Supplies and Decorations: \$300
- Permit and Misc. Expenses: \$200

Organization: Gallery One

Recommended Funding Amount: \$770 (partial funding)

Project: Spanish-language art workshops

Funding will pay for:

- Instructional hours (5 workshops): $5 \text{ workshops} \times 2 \text{ hours/workshop} = 10 \text{ hours}$

$10 \text{ hours} \times \$42/\text{hour} = \$420$

- Preparation hours: $5 \text{ workshops} \times 2 \text{ hours preparation/workshop} = 10 \text{ hours}$

$10 \text{ hours} \times \$25/\text{hour} = \$250$

- Marketing and Promotion:
Translation fees: \$100

Organization: Ellensburg Ski Team

Recommended Funding Amount: \$800 (partial funding)

Project: Making skiing accessible

Funding will pay for:

- Event signage, promotional materials, and outreach: \$300
- Winter clothing and gear (gloves, thermals): \$500

Organization: CWU on behalf of Juneteenth Planning Committee

Recommended Funding Amount: \$1,310 (partial)

Project: Juneteenth Celebration

Funding will pay for:

- Day of Entertainment: Music

Financial Impact:

The total amount of funding recommended to be awarded is \$5,000. A motion by this

commission is needed to move the grant funding recommendations to the Ellensburg City Council for final approval.

Budget Adjustment: No

Attachments:

1. Juneteenth Application
2. KCRCO Application
3. Valley Voices Community Choir Application
4. Ellensburg Ski Team Application
5. Gallery One Application



April 5th, 2025

City of Ellensburg
Diversity, Equity & Inclusion Commission

RE: 2025 Diversity, Equity & Inclusion Commission Grant Application

1. OVERVIEW OF PROJECT PROPOSAL:

Central Washington University is proposing a collaboration program to host a Juneteenth Celebration on Thursday, June 19th from 4pm -7pm at Unity Park. This event marks the second year that a collaboration was organized between Central Washington University, The Ellensburg Downtown Association, the City of Ellensburg DEI commission, the Kittitas County Historical Museum, the Kittitas County Chamber of Commerce, and community members.

The event intends to engage everyone in the community on the education and history associated with Juneteenth and provide broader understanding that this day of freedom is a celebration for ALL Americans.

OBJECTIVES:

- Provide an engaging family atmosphere for the public to enjoy free live music and speaker entertainment
- To share the history and significance associated with Juneteenth
- To share local available resources for individuals to learn more about Juneteenth and its impact on our community.

The event will include the following resources as part of the celebration:

- CWU will have a dedicated website, exhibits, and curated book display at Brooks Library through out the month of June.
- The Kittitas County Historic Museum will be open for extended hours on Juneteenth to all participants to gain understanding of local impacts.
- A featured speaker to share the cultural and national significance of this Juneteenth celebration for everyone.

2. BUDGET AND FUNDING:

We are seeking Two Thousand Five Hundred Dollars (\$2,500) for the funding of entertainment, featured speaker, marketing supplies, and engagement activities. The breakdown is as follows:

CAPITAL PLANNING & PROJECTS

400 E University Way | Ellensburg WA 98926 | Office: 509-963-2906

| Email: Delano.palmer@cwu.edu | Web: CWU.edu/operations/capital

CWU is an EEO/AA/Title IX Institution. For accommodation email: DS@cwu.edu.

This is an electronic communication from Central Washington University.

Event Purchases	
Item	Cost
Day of Entertainment: Music	\$1,700.00
Day of Entertainment: Speaker	\$1,000.00
Juneteenth Buttons	\$50.00
Juneteenth Flags - Small	\$100.00
Juneteenth Flags - Big	\$100.00
Printing	\$0.00 (in kind donation from KC Chamber)
Event Activities	\$300.00
Miscellaneous event supplies	\$300.00
Total Expenses	\$3550.00

The project would work with only partial funding, if other funding resources are achieved to make up the difference.

The project could still move forward with partial funding, as long as additional resources are secured to cover the gap. We have many partners at the table generously donating their time to help make this event a success. However, securing monetary support has been challenging due to recent budget cuts—but despite that, everyone involved is eager to see this event come to life.

3. ADDITIONAL REQUESTS/NEEDS

At the time of this submission, our group has already obtained the permit required for the utilization of Unity Park. We are seeking supplementary food truck vendors to park on the north end of Unity Park for treats such as popcorn, cotton candy, etc. We may need to seek additional permits if a vendor is secured.

4. PREVIOUS FUNDING

We were able to obtain Five Hundred Dollars (\$500) for last year's Juneteenth celebration. The difference between last year's event funding and what is proposed is that the cost of the entertainment was mitigated by its coincidental occurrence of a Night Market Event which took that burden. Our speaker was also a willing CWU alum who donated their time, mitigating the cost of professional speaking services and per diem.

5. ADDITIONAL INFORMATION

We believe the social climate of our community at the city, state and federal levels are an important reason why programs such as the Juneteenth Celebration should occur. They serve our community by providing a mechanism to dismantle assumptions, divisive politics, and educating our community that Juneteenth is an important holiday on the reflection on never repeating the mistakes of the past that would hold any person in bondage; and celebrating that the American values of justice and liberty are freely shared with all humanity regardless of race, color, identity, sexuality religion, or creed. We're excited to honor this holiday as a meaningful celebration of freedom for all!

Contact	Delano Palmer	Phone #	509-963-2906
Email	Delano.palmer@cwu.edu	Address	205 E 11 th Avenue, Ellensburg, WA 98926



KITTITAS COUNTY RECOVERY
COMMUNITY ORGANIZATION

<https://kittitascountyrco.org/> | info@kittitascountyrco.org | 509-968-5224

**City of Ellensburg Diversity, Equity & Inclusion Commission
Grant Application – 2025**

Project Title: 509teens Annual Back to School Event

Organization: Kittitas County Recovery Community Organization (KCRCO)

Event Date: August 23, 2025

Contact: Brandi Amundson CPC, Executive Director

Email: brandi@kittitascountyrco.org

Phone: (509) 312-8041

1. Overview of Project Proposal (maximum of 200 words):

The 509teens Annual Back to School Event will be held on August 23rd, 2025. This inclusive event is designed to foster belonging and community among middle and high school students in Ellensburg by providing a welcoming, supportive space filled with essential resources, meaningful connections and a strong sense of belonging.

Now more than ever, youth need access to resources, mentorship, and opportunities for community engagement. With this funding, we aim to expand our reach and deepen our impact by offering critical support systems to our youth. We provide higher-cost school items like laptop backpacks for high school students, zip-up binders for middle schoolers, and reusable water bottles for all. These resources are also available year-round, ensuring equitable access to all students in need.

Historically, we have served up to 75 students at this event and are aiming for even greater reach this year through increased outreach. The event features food, music, yard games, a raffle, and a variety of community partners offering valuable resources. In the past, we've offered free haircuts and hope to expand services this year. We also plan to provide more essential school supplies, such as scientific calculators and white erase markers, to support students' academic success.



2. Budget and Funding:

We are requesting \$3,500 from the City of Ellensburg's DEI Commission to support this year's 509teens Back to School Event. These funds will help cover the cost of:

- Food and beverages
- Raffle prizes and giveaways
- School supplies (including scientific calculators, white erase markers, and other higher-cost classroom items)
- Event supplies and decorations

Yes, our project could proceed with partial funding; however, full funding will allow us to expand our reach, increase the number of students served, and enhance the overall experience for participants.

3. Additional Requests/Needs (Optional):

We will be applying for a special event permit, as we anticipate exceeding 100 attendees at this year's Back to School Event. The event will be held at Alder Street Park. We will coordinate with the City to ensure all permitting requirements and guidelines are followed.

4. Have you previously received funding from the DEI Commission? If so, what year(s)?

No, this is our first time applying for funding from the DEI Commission.



KITTITAS COUNTY RECOVERY
COMMUNITY ORGANIZATION

<https://kittitascountyrco.org/> | info@kittitascountyrco.org | 509-968-5224

5. Additional Information (Optional):

We believe every young person deserves to feel valued and supported in their community. Our Back to School Event is an extension of our year-round commitment to creating safe, inclusive spaces for youth through our 509teens program.

This event not only helps families financially prepare for the school year but also creates opportunities for students from all backgrounds to connect with peers, mentors, and community members in a fun and welcoming environment. With your support, we can ensure every student enters the school year with confidence, connection, and the tools they need to succeed.



KITTITAS COUNTY RECOVERY
COMMUNITY ORGANIZATION

<https://kittitascountyrco.org/> | info@kittitascountyrco.org | 509-968-5224

Budget Attachment – 509teens Annual Back to School Event

The following is a proposed budget outlining the estimated costs associated with the 509teens Annual Back to School Event, to be held on August 23, 2025. This budget supports our goal of increasing access to essential school supplies and creating a welcoming, community-centered event for youth and their families.

Item	Estimated Cost	Description
Catered Food and Beverages	\$1000	Meal and drinks for estimated 125+ attendees
Raffle Prizes and Giveaways	\$500	Incentives and prize items to encourage engagement
School Supplies	\$1,500	Scientific calculators, white erase markers, binders, backpacks, etc.
Event Supplies and Decorations	\$300	Tablecloths, signage, games, and setup materials
Permit and Misc. Expenses	\$200	Special event permit, insurance and unexpected costs



To: Ellensburg Diversity, Equity, & Inclusion Commission

Re: 2025 DEI Grant Application

The City of Ellensburg is committed to creating a community with a lived and built environment that improves lives, supports all people, and provides residents with opportunities to flourish. It is important for the Ellensburg community to be inclusive, to celebrate diversity, and to provide equitable opportunities to all. Doing so can help create a thriving local economy, and environment in which individuals achieve their full potential.

- 1. Overview of project proposal (maximum of 200 words): Briefly describe the project proposal and its objectives and how the project or program aligns with the goal to create belonging in the Ellensburg community.**

The Valley Voices Community Choir provides a musical experience for community members ages 15+, fostering connection through shared artistic expression & a commitment to personal growth. Our choir is committed to inclusivity, currently serving as a safe space for LGBTQ+ individuals, people of diverse faiths & cultural backgrounds, people of color, & people with disabilities. Music brings people together across differences & creates a sense of belonging & unity.

With your support, we aim to sustain our choir through four performances in 2025:

- 1) Our "Classics+Rock" concert on International Make Music Day (June 21st) will feature an original piece by one of our members, a kids' pop choir, poetry readings by EHS students, CWU guest musicians, various soloists, & a full rock band.
- 2) A light-hearted performance at the Kittitas County Fair.
- 3) An uplifting winter holiday concert with beautiful music from around the world.
- 4) Caroling at Unity Park for the Downtown Association's holiday kickoff.

By engaging a multigenerational & diverse group of singers & providing free or low-cost community performances, Valley Voices helps remove barriers to participation in the arts. We are proud to contribute to this vibrant community. Please consider singing with us or attending a concert!



ellensburgmusic.com/choir

2. Budget and funding: How much funding are you requesting from the City of Ellensburg's Diversity, Equity & Inclusion Commission for the project in total? Would your project work with partial funding?

We are requesting the maximum of \$5000 to support the Valley Voices Community Choir's 2025 programming. These funds will cover essential costs, including:

- Sheet music & practice recordings for approximately 50 singers. One new piece of music is between \$125-200, plus \$50 for practice recordings, from JWPepper.com. If we had the luxury to purchase all new music this year, it would cost approximately = \$4500.
- Performance uniforms, which include small accessories for adults (est. \$150 from Etsy for boutonnieres) & youth t-shirts (est. \$150 from ShirtWorks): \$300
- Venue rental (Methodist Church for June & Dec concerts + dress rehearsals): \$400
- Concert flyers, 100: \$70
- Programs for June & Dec, 300 booklets, including lyrics for the hearing impaired: \$350
- June concert, 5 guest musicians (drums, bass, guitar, & African hand drum feature): \$700
- Guest clinicians – we love to collaborate with other groups, teachers, & coaches. This may include a language coach for one of our pieces in another language: \$100
- ASL interpretation for two concerts: \$300
- Sound guy, quote from Windy City Sound for two days for the June concert: \$500
- Rehearsal venue piano tuning: \$250
- Personnel costs (I recognize that these may not be eligible for this grant reimbursement):
 - Director stipend, 46 weeks: \$6000
 - Accompanist for rehearsals & performances (Leora, she's amazing): \$1440

Our total working costs based on these estimates is \$14,910. Currently, we are running at a fraction of this cost with donated director time (which is, unfortunately, unsustainable), minimal printed programs & advertising flyers, no professional sound setup, & limited new music purchases. We look forward to someday hiring guest clinicians, language coaches, & an ASL interpreter. Not included in these estimates is continuing education for our director, which this summer includes a week at the Midsummer Musical Retreat in Walla Walla (\$890 program fee without housing/food).

The choir has recently been recognized & adopted by our new fiscal sponsor, Shunpike. This opens up the possibility of more grant support for this incredible project. However, our current income is solely from member donations, which is a suggested \$20/month & brings in around \$5,000 per year, & a small silent auction at the June concert. We have never charged admission for our concerts in the past but are considering doing so if needed. We are also currently seeking sponsorships from local businesses to further offset costs & continue to provide exciting, high-quality productions. We would graciously accept any partial funding the DEI Commission could offer.



ellensburgmusic.com/choir

3. Additional requests/needs (Optional) Are there any additional requests you might have of the City for your project? For example, special permits?

We have no special permit requests at this time. However, we warmly invite all members of the DEI Commission & the City of Ellensburg staff reviewing this application to attend our “Classics+Rock” performance on June 21st & consider singing with us this summer and/or fall! Valley Voices is always open to new members, & we would love to welcome you into our choir community.

4. Have you previously received funding from the DEI Commission? If so, what year(s)?

No, I have not.

5. Additional information: (Optional) Are there any other factors you would like to highlight as part of your application? How do you hope the project will serve the wider community?

The Valley Voices Community Choir is more than “just” a musical group – it’s a place where people from many walks of life come together to connect, grow, & create something meaningful. We have singers across socioeconomic, cultural, & faith backgrounds, as well as LGBTQ+ singers & singers with disabilities. By singing together, which has been shown throughout history & in scientific studies to strengthen relationships & increase feelings of connection, as well our weekly after-rehearsal social hour, this choir has inspired our members to engage with each other, build meaningful relationships, & create a lasting sense of belonging. Many of our members have shared how much this choir has impacted their lives:

“I wanted to say that when I left the performance on Friday night, my heart felt so full. I haven’t enjoyed singing like that since I was little. Thank you for the opportunity to be part of this choir & community.” – Winter 2024

“Being a part of this group has been more than I ever expected it could be.” – June 2023 (referring to the sense of belonging they feel & the friends they have made)

“It was such a beautiful evening & joyous experience.” – Spring 2024 (after our concert)

“Tuesdays are the best days.” – our unofficial motto (referring to our rehearsal days)

This does not include comments from our audience members who, over the last 2 years, have included young children & their families at an elementary school, downtown shoppers, elderly & confined patients at assisted living & senior centers, college students & young adults, regular live music attendees, as well as our members’ family & friends from around the world (via livestreams).



ellensburgmusic.com/choir

I hope this project will continue to serve the wider community by bringing people together with memorable, enriching experiences for performers & audience members alike. We will continue to collaborate with local schools, artists, & community organizations to strengthen the cultural fabric of Ellensburg across generations. Many of our members are involved in other charitable organizations as well; one member tells me she “was amazed at how many charitable organizations people belong to. You have a community that gives back to the community, not just through singing but because of it.” Singing in the choir sustains us.

Thank you for considering our choir as a recipient for this generous grant. Your support would help our choir become more self-sufficient while continuing to serve members & audiences of all financial means. We will always strive to provide an equitable platform for artistic expression, create opportunities for musical growth & sensitivity, & foster a sense of unity in our diverse, vibrant community.

Contact Name & Organization (if applicable): Jan Jaffe, Director of Valley Voices Community Choir – a project of Make Music Ellensburg

Contact Email: info@ellensburgmusic.com

Contact Phone Number: 509-679-1383

Mailing Address: 1201 N Main St., Ellensburg, WA 98926

Ellensburg Ski Team
2025 Diversity, Equity & Inclusion Commission Grant Application

1. Overview of Project Proposal (maximum of 200 words):

The Ellensburg Ski Team is a youth cross-country ski program dedicated to making skiing accessible to any Ellensburg student interested, regardless of background, income, or experience. Through a pay-what-you-can model, inclusive coaching, and robust community support, we remove financial and social barriers that typically prevent underserved youth from accessing winter sports. Our team fosters a strong sense of belonging by blending athletes of all ages and backgrounds - practicing, racing, and cheering each other on as one group. Practices are welcoming, flexible, and collaborative. Races are entirely optional with skiers choosing their level of comfort and participation. The coaching team, led by Jeff Hashimoto and supported by community-minded volunteers, emphasizes equity and kindness.

In the 2025-26 season, we plan to expand access to gear, continue outreach via local elementary schools, and provide transportation and winter clothing as needed to ensure inclusive participation. From family ski days and local outreach to team “hand-me-downs” and a low-barrier to entry, the Ellensburg Ski Team creates an inclusive winter community that celebrates every skier.

2. Budget and Funding:

We are requesting **\$5,000** from the City of Ellensburg’s Diversity, Equity & Inclusion Commission.

Proposed Budget:

- Shared ski equipment (skis, boots, poles) purchases and/or rentals*: \$2,200

*Mountain High Sports works with the Ellensburg Ski Team to provide a special season-rental rate and we anticipate that this local partnership will continue in the future.

- Transportation, Sno-Park Permits & gas for carpools/school pickups: \$900
- Shared uniform items (beanies, jackets) for loaning out: \$700
- Winter clothing and gear (gloves, thermals): \$500
- Food/beverages for hosted events/races: \$400
- Event signage, promotional materials, and outreach: \$300

Would the project work with partial funding?

Yes, with partial funding, we would prioritize ski equipment, warm clothing, and transportation, which are the largest barriers for participants.

3. Additional Requests/Needs (Optional):

We may request assistance with:

- Promoting our “Try Skiing Day” and/or community events through City of Ellensburg channels (social media, newsletter, flyers).
 - Continued access to Rotary Park for winter programming (no changes expected).
-

4. Have you previously received funding from the DEI Commission?

No, the Ellensburg Ski Team has not received DEI Commission funding before.

5. Additional Information (Optional):**What We've Already Done:**

- Partnered with local elementary schools to distribute ski equipment, now used during PE and recess.
- Maintain groomed courses at Rotary Park and school fields using our snowmobile/groomer.
- Use QR-code signage to encourage community participation.
- Head Coach Jeff Hashimoto, a local high school teacher, provides student rides and team mentorship. In addition, carpooling is widely encouraged to lower costs to families, foster friendships, and reduce environmental impact.
- Collaborate with local businesses and families for team artwork, printing, and donations.

What Makes Us Inclusive:

- All genders train and race together.
- Races include male, female, and non-binary categories.

- Registration includes a simple, stigma-free request form for rental and gear assistance.
- Borrowed equipment is generally indistinguishable from rented gear to preserve privacy.
- Older skiers support younger ones in mentorship-style relationships.
- Parents, coaches, and teammates foster a deeply supportive environment—cheering, sharing, and connecting across ages and backgrounds.
- Family ski “camp” over winter break includes free lessons and access to gear for parents and interested adults. (The Ellensburg Ski Team recognizes that families take a variety of forms, beyond the traditional nuclear family).

Future Goals Include:

- Expanding our gear library (coats, gloves, thermals).
- Providing ski parking passes for families in need.
- Hosting additional inclusive events like “Bring a Friend” Try Skiing Days.
- Offering after-school (pre-practice) snacks, buddy systems for new skiers, and more race-hosting in Ellensburg.
- Continuing our mission to make cross-country skiing low-barrier and community-centered.

Contact Information:

Contact Name & Organization:

Kristen Michael, Grant Applicant & Ski Team Parent

kristenamichael@gmail.com

971-237-4344

Jeff Hashimoto, Head Coach & Program Director

jeffhashimoto@gmail.com

(509) 933-1409

Contact Email: jeffhashimoto@gmail.com or kristenamichael@gmail.com

Contact Phone Number: (509) 933-1409

Contact Address: (Mailing Address) Ellensburg Ski Team, 6170 Manastash Road, Ellensburg

2025 Diversity, Equity & Inclusion Commission Grant Application

Gallery One

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

Briefly describe the project proposal and its objectives and how the project or program aligns with the goal to create belonging in the Ellensburg community.

This two-part proposal aims to enhance Bilingual Art Education and cultural accessibility through a series of Spanish language workshops and a separate community engagement activity.

Building upon a successful partnership with the Hal Holmes bilingual group in 2024, we're planning **five Spanish-language art workshops** in 2025. These two-hour workshops are designed to increase access to the benefits of creativity for our Spanish-speaking neighbors and help us better understand the gallery's cultural relevancy through dialogue and connection.

The second half of our proposal is a free art activity at the Kittitas County Fair, **August 28 to September 1, 2025**. However, as the fair application does not guarantee acceptance, we will proceed with an alternative facilitated **community listening session (date TBD)**. The planned art activity will be a blank hand-fan participants can decorate to keep cool on hot summer days (like the county fair or downtown on the 4th of July)!

Through these free art-activities we will engage with community members to learn how the arts fit into their lives. Facilitators will plan engagement strategies and evaluate how the gallery can better foster community involvement and access to the arts.

2. Budget and funding:

How much funding are you requesting from the City of Ellensburg's Diversity, Equity & Inclusion Commission for the project in total? Would your project work with partial funding?

We are requesting a total of **\$1,770** from the City of Ellensburg's Diversity, Equity & Inclusion Commission to support the planning and implementation of these workshops, the fair application, and facilitation expenses for the art activity or the alternative listening session (understanding that the total facilitation and event expenses will likely be greater, and Gallery One will provide all art supplies and workshop materials).

As we are engaging existing bilingual gallery staff and have experience administering a similar community art project in 2024* we are committed to maximizing the impact of these funds. If necessary, we can adapt both the number of workshops and the scale of the community activity with partial funding.

**Gallery One assumed NEAR's approved City of Ellensburg DEI grant in 2024 after the organization dissolved in 2024, successfully completing their Fiesta de las Artes project.*

1. Instructional and Preparation Hours:

• **Instructional hours (5 workshops):**

5 workshops × 2 hours/workshop = 10 hours

10 hours × \$42/hour = **\$420**

• **Preparation hours:**

5 workshops × 2 hours preparation/workshop = 10 hours

10 hours × \$25/hour = **\$250**

3. Marketing and Promotion:

a. Translation fees: **\$100**

4. Vendor Space at Fair:

a. Application fee/sponsorship: **\$500** (estimated)

5. Facilitator Fees:

a. Payment for 2 facilitators (\$250 each): **\$500**

6. Supplies and Materials for Art Activities:

a. Gallery One to provide: **\$0**

Total Request: \$1,770

3. Additional requests/needs (Optional)

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

We may be interested in hosting the alternative program and art activities in the park across the street from Gallery One, or on the street on July First Friday/4th of July if our plans for the fairgrounds are not realized.

4. Have you previously received funding from the DEI Commission? If so, what year(s)?

Yes, 2024 \$500

5. Additional information: (Optional)

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

Gallery One is in a period of transition following Monica Miller's decade of impactful leadership. This project will play a vital role in ensuring that the organization stays engaged with its **2024-2027 strategic plan** and its cross-cutting objective to strive for diversity, equity, and inclusivity by creating a place of welcoming and belonging, extending our programs outside our walls, and providing transparency in all we do.

Our staff is particularly eager to have a presence at the Kittitas County Fair this year! The interim director has directly related experience hosting pop-ups at the Grant County Fair, including the proposed hand-fan activity a multi-year community produced mural project.

The community art activity will likely be Gallery One's only major outreach focused programming for 2025, as we anticipate hiring a permanent director later this summer. Thank you for the opportunity to share these additional factors impacting our organization!

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

In continuing these workshops and expanding our arts access activities the impact will spread to others outside of the classes and help us serve a wider portion of our community by maximizing our related resources and experiences.

Contact Name & Organization (if applicable):

Freya Liggett, Gallery One

Contact Email:

director@gallery-one.org

Contact Phone Number:

[\(509\) 925-2670](tel:(509)925-2670)

Contact Address:

408 N Pearl Street, Ellensburg WA 98926

Updated DEI Commission Goals 2025

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

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

3 Year Goals

- BIPOC business support, workshops, and more diverse shopping/businesses
- A broader range of community celebrations, concerts, art, and other cultural ethnic events and increased community participation/engagement in cultural events
- Develop an effective communication plan to support commission activities
- DEI Commission fosters ongoing relationships with other City commissions
- Full-time staff support/event planning for DEI Commission
- Black History Month celebration by the City
- Continue visits with other City boards and commissions to build partnerships
- Develop a BIPOC Business Day
- Continue to support the Human Library
- Expand BIPOC participation in civic education programs (Ellensburg Academy)

1 Year 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)

- 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)

Ongoing (Activities that are ongoing annually)

- Continue grant program
- 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

City of Ellensburg
City Comprehensive Plan – 2025 Update

The City of Ellensburg has received 309 applications requesting the elimination of the Diversity, Equity, and Inclusion (DEI) chapter from our City's Comprehensive Plan. Our Comprehensive Plan is a 20-year framework that guides our community's growth and development, and any proposed changes must involve thorough community input and adhere to a rigorous review process.

Currently, this request is part of the 2025 review cycle and is undergoing careful examination by the City's Community Development Department. The next steps in this process will take place in July when the City Council will convene to discuss the matter further with the community at their meeting on July 21, 2025. Changes to the Comprehensive plan will require further review by the Planning Commission, other boards and commissions, public participation, State Environmental Policy Act (SEPA) review, and Department of Commerce review which would take place later in 2025.

As previously communicated, the City of Ellensburg will suspend its yearly Comprehensive plan review in 2026 for one year—a common practice among cities and counties. Instead, for 2026, the City will conduct a broader Comprehensive Plan review which is required by State law every 8-10 years. This approach allows for widespread community engagement, updating growth projections, and a thorough review of the goals and objectives that will guide policies for community growth.

We appreciate the engagement of our community members in this important process, we take this issue seriously and encourage continued participation as we work together to shape the future of Ellensburg.

#



Meeting Date: May 13, 2025

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Discuss Opening Future Meetings With Reading Definitions

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Discuss proposal.

Background/Summary:

Proposal for the following to be read at the beginning of each DEI Commission meeting.

Purpose: To remind ourselves and those in attendance of the foundational basis of why we are a commission.

Diversity refers to the variety and richness that exists among people and cultures.

Equity refers to just and fair inclusion into a society in which all can participate, prosper and reach their full potential.

Inclusion refers to an environment where everyone feels respected and valued and has equal opportunity regardless of background or identity, or abilities.

Accessibility refers to the removal of barriers and ensuring equal opportunity for everyone to engage in community life.

Belonging refers to the feeling of being accepted and included in a community.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

None.

Budget Adjustment: No

Attachments:
None



Meeting Date: May 13, 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:

Upcoming City events that are free and open to all:

- May is Historic Preservation Month. In celebration of Historic Preservation Month, join the second Ellensburg Architectural Scavenger Hunt. Learn more at www.ellensburgwa.gov/ellensburghistoryquest
- Take the parking survey before May 31. The City's Parking Team meets monthly to monitor and maximize Downtown parking. The Team issued a Parking Survey to measure perceptions and challenges for people who visit our Downtown: www.ellensburgwa.gov/parkingsurvey
- Join the Ellensburg Academy at 6 p.m. Tuesday, May 27, 2025, in the City Hall Council Chambers to learn City 101, What happens when you flush - virtual tour of wastewater, and day in the life of a patrol officer. RSVP: <https://www.ellensburgwa.gov/academy>
- In response to feedback from the Ellensburg Police Department Community Survey and several requests from the community, EPD is hosting a Gang Awareness Community Presentation on May 29, 2025, from 6-8 p.m., at Hal Homes Community Center, 209 N. Ruby St., Ellensburg, WA. The presentation will cover reasons gangs develop; identification of current gangs in our area; and what we can all do to address the concerns gangs pose to our community.
- Bike Month Activities & Giveaways at Unity Park from 9 a.m. to noon on Saturday, May 31, 2025. Giveaways include helmets, bike bells, and refurbished bikes (limited sizes and supply). Bring your bike for a slow bike race, or challenge a friend to a stationary bike race. There will be a month-long ride raffle using the Adventure Lab app (free). People can download the app, go on different Ellensburg rides, and then show proof of ride for a raffle ticket. Raffle prizes include two Recycle Shop gift cards, a pool pass, and a used but good condition specialized carbon fiber road bike with accessories. Coffee with City Council will have a booth at this event.
- Touch-A-Truck will be Wednesday, June 18, 2025 at Rotary Park from 11 a.m. to 2:30 p.m. Kids can ride on and learn about City vehicles. Also featuring partner agencies, games, and activities.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

None

Budget Adjustment: No

Attachments:

None