

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION June 10, 2025

Hybrid Meeting In-person and via Zoom



Zoom:

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

Zoom 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, June 10, 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 Review and approve minutes from the May 13, 2025 Diversity, Equity & Inclusion Commission meeting
- 4. New Business**
 - 4.A Joint City Council/DEI Commission Study Session on Monday, June 16 at 6:00 p.m.
 - 4.B Discuss Opening Future Meetings With Reading Definitions
- 5. Previous Meeting Motions And To-Do List Review**
 - 5.A Previous Meeting Motions And To-Do List Review
- 6. Liaison Reports** Ellensburg Downtown Association, Central Washington University, and Ellensburg School District
- 7. Subcommittee Reports**
- 8. Commission Member Reports**
- 9. Staff Report**
 - 9.A Staff Report
- 10. Public Comment** 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: July 8, 2025** Retreat planning



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

May 13, 2025

3:00 PM

Council Chambers & Zoom

1. Call to Order and Roll Call

Vice-chair Tylen Carnell called the meeting to order at 3:00 p.m. Chair Nancy Goodloe later took over the meeting upon arrival.

Roll Call Present: Phil Backlund, Tylen 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; Teresa Chanes, Ellensburg Downtown Association liaison (virtual); Rhonda Schmidt, Ellensburg School District liaison (virtual); Ramona Bryant, Kittitas County League of Women Voters; Heidi Behrends Cerniwey, City Manager; Dan Carlson, Community Development Director; Stacey Henderson, Senior Planner; and 12 members of the public (11 in person and 1 via Zoom).

Commissioner Cleary moved to approve an excused absence for Commissioner Hoefer. Commissioner Backlund seconded the motion. There was no discussion. **Motion approved 5-0. (Commissioners Turney and Eliatamby-O'Brien had not yet joined the meeting).**

Commissioner Hoefer later joined the meeting to listen only (without video or voice) and did not vote or provide comment during the meeting. Hoefer is not counted in any of the votes.

2. Approval of the Agenda

Commissioner Backlund moved to approve the agenda. Commissioner Cleary seconded the motion. There was no discussion. **Motion approved 5-0. (Commissioners Turney and Eliatamby-O'Brien had not yet joined the meeting).**

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

Commissioner Cleary moved to approve the minutes from the March 11, 2025 DEI Commission Meeting. Commissioner Backlund seconded the motion. There was no discussion. **Motion approved 5-0. (Commissioners Turney and Eliatamby-O'Brien had not yet joined the meeting).**

4. New Business

Commissioners Eliatamby-O'Brien and Turney joined the meeting.

A. Introduction from ASCWU Equity & Services Council

Javi Garcia Sanchez, Director of Equity and Multicultural Affairs, and Salima Oulcaid, ESC Community Programmer, made an introduction about the CWU Equity & Services Council.

B. Recommend DEI Commission Grant Approval

Staff provided a report on the 2025 DEI Commission grant recommendations from the grant subcommittee. Six applications totaling \$22,770 were received. The subcommittee recommended funding of \$5,000 to applicants for the following projects:

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

Commissioner Cleary moved to approve funding the projects recommended by the subcommittee and forward to the City Council for approval. Commissioner Backlund seconded the motion. During discussion Commissioner Carnell commented that the subcommittee looked at funding opportunities that were open to the public or to anyone to attend. Chair Goodloe said she hopes people take advantage of attending the events.

Motion approved 7-0.

C. Update 90-day Goal List

The Commission reviewed the goal list, moved some items to the 90-day list, and reassigned tasks as this is Commissioner Mandujano's last month of his term.

Divine reported the multicultural day at the Farmers Market didn't happen in May as there were challenges getting interested vendors. One vendor indicated an interest after the date had passed, so Divine put them in touch with the Farmers Market organizers.

New 90-Day Goals (next review 8/11/2025)

- 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) **Goodloe (lead)**
- Support Pride events every June **Carnell & Turney**
- Multicultural Day at Unity Park **Goodloe, Divine, Eliatamby-O'Brien (lead), & Carnell**

Carnell commented that Tri-Cities has a multicultural day and to look at their event for ideas. Divine suggested partnering with CWU's ESC group on the multicultural day event.

Divine mentioned that there is a campus Pride event happening.

D. Comprehensive Plan Update

Staff provided an update on the 309 applications the City received during the 2025 Comprehensive Plan process, reading the statement that is on the City's website. Community Development staff answered questions from commission members and the City Manager provided a clarification that applications from residents outside the city were allowed.

E. Discussion study session with City Council on June 16, 2025 at 6 p.m.

Staff reviewed the list of proposed topics for the study session. The topics will be forwarded to the Mayor and a final agenda will be brought back for review at the June

10, 2025 DEI Commission meeting. Commissioner Turney will not be able to attend the study session. Commissioner Mandujano's term will be up at the end of May. Seven commission members are expected to attend.

F. Discuss Opening Future Meetings With Reading Definitions

Commissioner Carnell introduced the idea of reading definitions of diversity, equity, inclusion, accessibility, and belonging at the start of every meeting (after roll call) to provide a reminder of why the commission exists and what they are focused on.

Eliatamby-O'Brien suggested including language from Washington State's office of equity and looking at RCW 43.06. Divine suggested including language that also references socioeconomic backgrounds. Cleary said this will be helpful because it gets everyone on the same page. Backlund said he liked the idea for everyone, not just commission members.

Carnell will bring an updated version for consideration at the June meeting.

5. Liaison Reports

Ellensburg Downtown Association liaison Teresa Chanes reported:

- The EDA's belonging barometer survey received 490 responses which will go into a full report that will be available later this summer.
- The EDA has new Downtown maps.
- The night market starts June 18 and will include music as a kickoff to the Juneteenth event.
- The free Juneteenth event will be at Unity Park on June 19 from 4-7 p.m. There will be kids' games, music, speakers, and a picnic to celebrate with the community.

Ellensburg School District liaison Rhonda Schmidt reported:

- The District hosted a celebration of culture night that drew over 100 attendees.
- Next year ESD is doing a heritage language program to build Spanish literacy.
- Dr. Shelley Moore, who does universal design for learning inclusivity, will be visiting in August.
- The District was not able to host Belonging in the Burg this spring but is looking to host an event in the fall.

6. Subcommittee Reports

Klauss reported the interview subcommittee conducted an interview with Teresa Divine and the City Council approved reappointment to the commission. The subcommittee received one application for the upcoming vacancy and invited the applicant to attend the June meeting for an introduction.

The listening tour subcommittee working to complete reporting for 2025 listening tours that have occurred and there are two pending listening tours that Mandujano will hand off to Backlund.

7. Commission Member Reports

Goodloe thanked Commissioner Mandujano for his service on the DEI Commission.

Carnell reported the Youth Summer Kickoff is June 7 from 11 a.m. to 3 p.m. at Morgan Middle School. Organizations that offer something for kids during the summer are welcome to participate.

Backlund reported appreciating the opportunity to work with Mandujano on the listening tours.

Goodloe made a motion to recommend that City Council revisit the Council rules and make appropriate adjustments to respond to members of the public who need accommodation to participate in the government process. Divine seconded the motion. During discussion Eliatamby-O'Brien said the Municipal Research and Services Center (MRSC) has some resources about inclusivity so Council doesn't need to reinvent the wheel. **Motion approved 7-0.**

Divine reported the Ellensburg Bail Fund applied for a grant and if they get it, the organization will be sustainable for a long time.

Goodloe reported the parents of Matthew Shepard will be at CWU for a reception and presentation on May 14.

8. Staff Report

Staff reported on:

- Historic Preservation Month scavenger hunt
- Ellensburg Academy at 6 p.m. Tuesday, May 27, 2025, in the City Hall Council Chambers.
- Bike Month Activities & Giveaways at Unity Park from 9 a.m. to noon on Saturday, May 31, 2025. Coffee with City Council will have a booth at this event from 10 a.m. to noon.
- Touch-A-Truck will be Wednesday, June 18, 2025, at Rotary Park from 11 a.m. to 2:30 p.m.

9. Public Comments

Chair Goodloe called for public comment.

Teresa Plue provided public comment on three topics: 1. Ask people outside of the DEI Commission to be involved in planning the multicultural event. 2. Asked for an update from the meeting the Mayor attended when the commission was talking about fear/concerns with policies from ICE and a subcommittee was formed. 3. Definition of inclusion on agenda and mentioned there have been situations where some have felt they were not respected at meetings.

Adrea Donogh provided public comment about state level DEI, DEI in Ellensburg picking and choosing what to focus on, concern about parental rights, and suggested rephrasing/rewriting DEI.

Virtual comments were invited; none were made.

Next Meeting June 10, 2025

Topics: Review June 16 Joint Study Session Agenda and Discuss Opening Future Meetings With Reading Definitions.

Meeting adjourned at 4:06 p.m.

Nicole Klauss

Drafted: 5/14/2025

Approved:

Study Session Objectives:

- Explore opportunities for continued collaboration with City Council and the Diversity, Equity, & Inclusion Commission to ensure all community members feel seen, valued, and supported through shared responsibility, goals, and actions.
 - Reiterate the Diversity, Equity, and Inclusion Commission's purpose, current efforts, and impact grounded in community-based research while addressing common misconceptions and concerns.
 - Foster open communication and strengthen the relationship between the Diversity, Equity, & Inclusion Commission and City Council through shared dialogue and mutual understanding.
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1. Welcome & Opening Remarks

- a. Purpose for Study Session/Objectives

2. Introductions & Roll Call

3. Overview: History/Purpose of the Diversity, Equity, & Inclusion Commission

- a. Brief History of the Diversity, Equity, & Inclusion Commission (Goals, responsibilities, and scope)
 - i. *"The purpose of the DEI Commission is to assist Ellensburg City Council in promoting diversity, equity and inclusion in the City of Ellensburg through action, education, and guidance. The Commission will seek to support Ellensburg in celebrating a diverse, equitable, and inclusive community that welcomes and is supportive to all residents and visitors because doing so enriches each individual's life and the community's wellbeing and vitality."* – [Ordinance 4871](#)
- b. Local examples and successes of diversity, equity, and inclusion

4. Discussion Items

- a. General Understanding & Discussion with Council – What questions do you have about the role/scope of the Diversity, Equity, & Inclusion Commission?
- b. Misinformation & Public Need: Avoiding and Disrupting Misinformation
- c. The Broader Context Conversation

5. Call for Support & Continued Dialogue

- a. Proclamations Request - Call to Action
- b. The existence of the Diversity, Equity, & Inclusion Commission is a commitment from the Council to this community that we believe everyone belongs in Ellensburg. What can we do to help Council members share that message?

6. Closing Reflections & Next Steps

The Washington State Office of Equity was formed in 2020 (authorized by chapter 43.06D RCW). The Task Force Proposal defines diversity, equity, and inclusion in the following ways:

- Diversity “describes the presence of differences within a given setting, collective, or group.” - A variety and richness that exists among people and cultures.
- Equity is the process of “developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to those who have been historically and currently marginalized.” inclusion into a society in which all can participate, prosper and reach their full potential.
- Inclusion is “intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decision making processes.” - 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.



Meeting Date: June 10, 2025

City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject:

Previous Meeting Motions And To-Do List Review

Submitted by:

Department:

City Manager

Suggested Motion/Action:

Review Previous Meeting Motions And To-Do List Review

Background/Summary:

Previous Meeting Motions:

- Commissioner Cleary moved to approve an excused absence for Commissioner Hoefer. Commissioner Backlund seconded the motion. There was no discussion. Motion approved 5-0. (Commissioners Turney and Eliatamby-O'Brien had not yet joined the meeting).
- Commissioner Backlund moved to approve the agenda. Commissioner Cleary seconded the motion. There was no discussion. Motion approved 5-0. (Commissioners Turney and Eliatamby-O'Brien had not yet joined the meeting).
- Commissioner Cleary moved to approve the minutes from the March 11, 2025 DEI Commission Meeting. Commissioner Backlund seconded the motion. There was no discussion. Motion approved 5-0. (Commissioners Turney and Eliatamby-O'Brien had not yet joined the meeting).
- Commissioner Cleary moved to approve funding the projects recommended by the subcommittee and forward to the City Council for approval. Commissioner Backlund seconded the motion. During discussion Commissioner Carnell commented that the subcommittee looked at funding opportunities that were open to the public or to anyone to attend. Chair Goodloe said she hopes people take advantage of attending the events. Motion approved 7-0.
- Goodloe made a motion to recommend that City Council revisit the Council rules and make appropriate adjustments to respond to members of the public who need accommodation to participate in the government process. Divine seconded the motion. During discussion Eliatamby-O'Brien said the Municipal Research and Services Center (MRSC) has some resources about inclusivity so Council doesn't need to reinvent the wheel. Motion approved 7-0.

To-Do List Review (90-Day Goals - 8/11/2025)

- 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) **Goodloe (lead)**
- Support Pride events every June **Carnell & Turney**

- Multicultural Day at Unity Park ***Goodloe, Divine, Eliatamby-O'Brien (lead), & Carnell***

Previous Council Action:

The Commission updated the 90-day goals at the May 13, 2025 meeting.

Analysis:

Are there any updates on these items?

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None



Meeting Date: June 10, 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:

- 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.
- Coffee with City Council is on Tuesday, June 24, 2025 from 4-6 p.m. at the Ellensburg Public Library.
- The Ellensburg Public Library is holding youth and adult summer reading programs.
- DEI Commission Retreat is set for October 17, 2025.

Previous Council Action:

N/A

Analysis:

N/A

Financial Impact:

None.

Budget Adjustment: No

Attachments:

None