

AGENDA DIVERSITY EQUITY & INCLUSION COMMISSION August 12, 2025

Hybrid Meeting In-person and via Zoom



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Webinar ID: 897 3788 2563

Passcode: 717948

Accessibility

The City of Ellensburg strives to make our services, programs, and activities readily accessible.

- Closed Captioning is available to Zoom viewers. To enable closed captioning, you will need to click on the "CC" button at the bottom of your Zoom screen and then select either "Show Subtitle" or "View Full Transcript."
- Members of the public who do not speak English or who have limited proficiency may request an interpreter if they wish to participate in public meetings.
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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, August 12, 2025
3:00 PM - Regular Meeting**

- 1. Call to Order and Roll Call of Members**
 - 1.A DEI Commission Meeting Grounding
- 2. Approval of Agenda (No Public Comment)**
- 3. Approval of Minutes from July 8, 2025**
 - 3.A Approval of Minutes from July 8, 2025
- 4. New Business**
 - 4.A Update on 2025 Comprehensive Plan Process
 - 4.B Discussion: Response To City Council Regarding Docketing?
 - 4.C Retreat Agenda & Facilitation
- 5. Previous Meeting Motions & To-Do List Review**
 - 5.A Previous Meeting Motions & To-Do List Review
- 6. Liaison Reports** Teresa Chanes and Katie Holm - Ellensburg Downtown Association; Dr. Elvin Delgado and Ruben Cardenas, CWU; and Rhonda Schmidt- Ellensburg School District
- 7. Subcommittee Reports**
- 8. Commission Member Reports**
- 9. Staff Report**
 - 9.A Staff Report
- 10. Public Comments 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: September 9, 2025**



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

DEI Commission Meeting Grounding: What We Mean by DEI

Diversity: We recognize and celebrate the wide range of backgrounds, experiences, identities, and perspectives that make our city unique.

- For example: Unity Park's grand opening included a variety of performances that reflected the cultural richness of our community.

Equity: We understand that not everyone starts from the same place, and acknowledge the unique needs of different groups and residents. We strive to identify and help remove barriers that prevent people from having full and complete access to opportunities and resources, so everyone has the ability and self-determination to thrive.

- For example: DEI grants have supported small, local businesses and events that center underrepresented voices.

Inclusion: We strive to create spaces where people from all walks of life feel welcomed, safe, respected, and invited to be an active part of the community.

- For example: Conversations with Parks & Rec have led to more inclusive restroom options for different families and visitors.

Accessibility: Everyone deserves the opportunity to take part in community life, so we work to address and remove barriers (ex. physical, language, social, and communicative) so everyone can fully take part in community life.

- For example: We've encouraged the city to use interpretation services and listening devices in meetings so more people can engage.

Belonging: We all want to feel like we're part of where we live and make our home—seen, valued, respected—and that our contributions are welcome. Belonging is at the heart of a healthy community.

- For example: We've supported heritage month proclamations, Juneteenth celebrations, and partnerships that build bridges between groups.

Community Conversations Workshop

Comprehensive Plan DEI Chapter Discussion

When: August 20 and September 6, 2025

Where: Hal Holmes Community Center, Ellensburg

Who: All Ellensburg community members

The City of Ellensburg invites you to participate in a structured community conversation about an amendment to the City's Comprehensive Plan, in particular focused around Chapter 9 which addresses Diversity, Equity, and Inclusion.

Workshop Goals

- Clearly capture the range of community positions on this issue.
- Identify residents to attend the follow up dialogue on Chapter 9 amendment through our "Common Ground" workshop

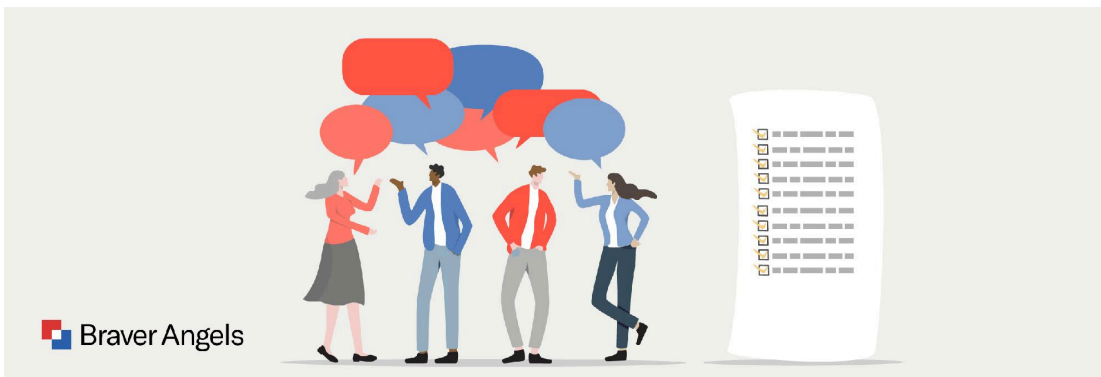
What to Expect

These sessions are designed to ensure the range of positions are accurately recorded. During the sessions you can expect:

- **Organized Intake Process:** Participants will be grouped by viewpoint to confirm positions on Chapter 9 and reasons for these positions.
- **Respectful Process:** Trained facilitators from within and outside the Ellensburg community will guide the process.
- **Transparent Record:** The viewpoints recorded will inform the follow-up "Common Ground" workshop. The outcome of this second workshop will be a series of suggested solutions for Chapter 9 of the Comprehensive Plan to be presented to Council/City.

Next Steps

Following these conversations, selected participants, an equal number from different viewpoints, will attend a facilitated "Common Ground" workshop focused on finding shared values and solutions.



Common Ground

Time: 5 hours | Location: In-Person

Summary

The Common Ground workshop is an out-growth of Braver Angels signature Red/Blue or Pro/Con (towards an issue) workshop and allows participants to go deeper into a single issue. Points of Agreement can be fleshed out at future group meetings, and when possible, lead to joint Pro/Con actions such as op-eds, joint speaking and meetings with legislators. The model proposed for the City of Ellensburg would focus on the City's Comprehensive Plan and shared values, concerns and solutions over Chapter 9 would be an outcome of this effort.

Goals

- Delve into a single issue where citizens differ, and learn how each side sees the problem
- Delineate areas of common ground and points of agreement
- Discover insights that might be helpful to others in our community and the nation

Who Can Attend

This workshop brings together equal numbers of Pro and Con participants (6-8 of each) around their feelings concerning Chapter 9 of the City's Plan. Participants will be pre-selected in the community conversations leading up to this event in October. A limited number of observers will also be welcome, and do not need to identify their opinion on the plan or issue of DEI. All participants and observers will pre-register with Braver Angels through the event website. (NOTE: This differs from the community conversations aspect when anyone can attend).

What to Expect

Participants* will engage in four exercises designed to identify personal connections to the issue, policy stances, discovering common ground, and finding unanimous Points of Agreement around Chapter 9. These Points of Agreement will then be presented and shared.

More specifically, the steps of the workshop are as follows:

- Introductions, Goals and Ground Rules
- Part 1- Exploring our individual connections to the issue of DEI/Chapter 9
- Part 2- Exploring our stand on the issue (with 1:1 conversations with the other side)
- Part 3- Identifying our Common Ground
- Part 4- Sharing our Common Ground (further exploring solutions and policy suggestions to ensure agreement)
- Part 5- Action Steps

*NOTE: Only representatives identified in Community Conversations will participate in these activities. Observers will not be allowed to comment, respond, or interact with process other than to listen.



Meeting Date: August 12, 2025
City of Ellensburg

Diversity Equity & Inclusion Commission Agenda Report

Agenda Subject: Retreat Agenda & Facilitation
Submitted by:
Department: City Manager

Suggested Motion/Action:

Review retreat agenda and identify members of the commission to facilitate different pieces.

Background/Summary:

The DEI Commission Retreat is currently scheduled for 8 a.m. to 2 p.m. on Friday, October 17. No formal action will be taken at the retreat.

The DEI Executive Committee met and discussed the retreat. No facilitators have been suggested, so at this point, the recommendation is to ask commission members to facilitate different pieces of the retreat. The commission is full of professionals with a range of facilitation experience, so we'd like members to volunteer to facilitate different pieces of the agenda.

Previous Council Action:

Topics the commission wishes to discuss at the retreat include:

- Reflection on what they are hearing and talking about the 2026 work plan, what to do differently, add, or make adaptations, accomplishments
- Update on the Comprehensive Plan and community discussions
- Supporting each other on projects, how to assist each other and get things done
- More discussion on what the block party idea would require putting together to take to City Council
- Review long-term and short-term goals and see if commission wants to change them
- How to work with liaisons better (possibly put at beginning of agenda so they can attend)
- 15 minutes to review the Council's strategic vision

Analysis:

N/A

Financial Impact:

N/A

Budget Adjustment: No

Attachments:
None



Meeting Date: August 12, 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 And To-Do List Review

Background/Summary:
Previous Meeting Motions:

- Commissioner Backlund moved to approve the agenda. Commissioner Cleary seconded the motion. There was no discussion. Motion approved 6-0.
- Commissioner Divine moved to approve the minutes from the June 10, 2025 DEI Commission Meeting. Commissioner Backlund seconded the motion. There was no discussion. Motion approved 6-0.
- Commissioner Cleary moved to accept the statements and to start future commission meetings by reading the statements. Commissioner Backlund seconded the motion. Discussion included to read them in full with the examples, that the examples could be expanded over time, and that they could be updated to include the business case for economic impact of DEI. **Motion approved 6-0.**

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

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

Previous Council Action:

The Commission updated the 90-day goals at the May 13, 2025 meeting. The 90-day deadline was for August 11, 2025. Should we keep these two items on the next 90-days (deadline of 11/10/25)?

Analysis:

Are there any updates on these items?

Financial Impact:

N/A

Budget Adjustment: No

Attachments:

None



Meeting Date: August 12, 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:
City events/activities that are free and open to all:

- The Adult Activity Center sponsors the “Senior Lounge” at the Kittitas County Fair every year, and volunteers are needed. The lounge is a welcoming, air-conditioned environment, with soft cushioned chairs for seniors to kick-up their feet and relax. Volunteer shifts are in two-hour increments from late morning to early evening. Volunteers will greet people, have them sign in, make sure refreshments are restocked, and keep the facility picked up. Volunteers receive a FREE pass into the fair! To allow everyone a volunteer opportunity, please sign up for a maximum of two shifts. To sign up call the AAC at (509) 962-7242.
- Summer Concerts in the Park at 6:30 p.m. August 14 & 21 at Unity Park
- Coffee with City Council from 9-11 a.m. August 13 at the Adult Activity Center
- Ellensburg Jr. Rodeo Parade is August 16. For kids and their families to show support for the Ellensburg Fair & Rodeo. Line up at the Ellensburg Skate Park at 9:30 a.m. and the parade starts at 9:50 a.m.
- Accessory Dwelling Unity Info Session on August 19 from 6-8 p.m. at Hal Holmes Community Center. The program will include brief presentations on the phases of planning, financing, and constructing and managing an ADU followed by Q&A.
- City Tree Survey is open until August 31. Please take the survey: www.ellensburgwa.gov/treesurvey
- Ellensburg Academy on September 24 at 6 p.m. at Hal Holmes Community Center. Learn about economic development, Ellensburg history and historic preservation, and trees and weeds.
- Poet Laureate application period is open. Submissions due by Sept. 15.

Find additional information about these events/activities at www.ellensburgwa.gov

Previous Council Action:

Analysis:

Financial Impact:

Budget Adjustment: No

Attachments:

None