

Minutes of Diversity, Equity & Inclusion

CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Commission Meeting

November 11, 2025

3:00 PM

Council Chambers & Zoom

1. Call to Order and Roll Call

Chair Nancy Goodloe called the meeting to order at 3:03 p.m.

Roll Call Present: Phil Backlund, Kandee Cleary, Nancy Goodloe, Amber Hoefler, M. Eliatamby-O'Brien, and Serena Turney.

Also present: Nicole Klauss, assigned staff member to the commission; Christopher Horner, City Attorney; Heidi Behrends Cerniwey, City Manager; Ramona Bryant, League of Women Voters of Kittitas County, and 2 members of the public.

The Commission did not read the grounding statement.

2. Approval of the Agenda

Chair Goodloe suggested moving 4.B Discussion about 2026 Commission Goals to the December meeting in light of conversations that will be had in the next couple of months. Commissioner Cleary moved to table item 4.B to the regular meeting in December and approve the agenda as amended. Commissioner Hoefler seconded the motion. There was no discussion. Motion approved 5-0.

3. Approval of Minutes from September 9, 2025 Commission Meeting and October 17, 2025 Commission Retreat

Commissioner Cleary moved to approve the meeting minutes from the September 9, 2025 DEI Commission meeting and October 17, 2025 DEI Commission Retreat. Commissioner Backlund seconded the motion. There was no discussion. Motion approved 5-0.

4. New Business

- A. The Commission reviewed the draft 2025 annual report. The Commission indicated an interest in adding a narrative piece. A subcommittee of Eliatamby-O'Brien, Hoefler, and Goodloe will update the report and provide a draft to staff for the next meeting agenda. The item will be moved to the December agenda for approval to be submitted to the City Council's second meeting in December. Staff will provide a copy of the bulleted list, the 2024 report, and the 2025 spending plan to the subcommittee.
- B. Commissioner Hoefler provided an update on the upcoming November 13 Planning Commission Meeting. Hoefler attended a Planning Commission study session that briefed them on the background of the City Council

recommendations on Chapter 9. The public hearing will take place at the Planning Commission meeting on Thursday, November 13. City Council will hold a public hearing on December 1 and a second reading on December 15.

The Commission discussed providing formal feedback to the Planning Commission. Goodloe encouraged members to attend the Planning Commission meeting and the December City Council meeting.

Commission members expressed concerns about the transparency of the process and how the chapter got to the current version going before the Planning Commission, the erasure of marginalized communities and Ellensburg's history, measurable goals, and that they viewed the proposed changes as substantial. Commission members discussed potentially proposing alternate language to an updated Chapter 9.

Commissioner Hoefler made a motion to write an electronic recommendation sharing concerns and offering input on the draft to Planning Commission to be emailed by tomorrow (November 12). Eliatamby-O'Brien seconded the motion. During discussion,

Commissioner Cleary moved to table the discussion until after the executive session. Commissioner Backlund seconded the motion. Motion approved 5-0.

Executive Session

The Commission decided to hold executive session earlier in the meeting. The Commission left for executive session with the initial session held for 25 minutes, then extended the session by 10 minutes, and then extended the session by 5 minutes.

The Commission held an executive session related to RCW 42.30.110(1)(i)(iii),), to discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party, when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency.(iii) Litigation or legal risks of a proposed action or current practice that the agency has identified when public discussion of the litigation or legal risks is likely to result in an adverse legal or financial consequence to the agency.

Upon return from Executive Session, the Commission decided to replace the main motion. Commissioner Hoefler moved to send virtual communication to the Planning Commission to vote no on the new Chapter 9 changes so the DEI Commission can offer input on the draft and share concerns. Commissioner Eliatamby-O'Brien seconded the motion. There was no discussion. Motion approved 5-0.

Commissioner Hoefler made a motion to send staff an email with the recommendation by 6 p.m. tomorrow (November 12), so staff can forward it to the Planning Commission.

Commissioner Backlund seconded the motion. There was no discussion. Motion approved 5-0.

Goodloe said the rest of the regular agenda would be moved to the December meeting due to lack of time.

9. Staff Report

Goodloe mentioned the Community Thanksgiving Dinner was listed in the staff report.

10. Public Comments

Chair Goodloe called for public comment. There was none.

12. Preview Next Meeting December 9, 2025

- Annual report review and approval
- 2026 goals discussion

Meeting adjourned at 4:40 p.m.

Nicole Klauss

Drafted: 11/11/2025

Approved: 12/9/2025