



**DIVERSITY, EQUITY & INCLUSION COMMISSION (DEI)**  
**October 12, 2021 Regular Meeting**  
**(3:00 to 4:30 p.m.) Remote Meeting via Zoom**

**Members Present:** Tylene Carnell, Sara Omrani, Kandee Cleary, Landis Hanson, Daniel Amos, and Nancy Goodloe (chair)

**Members Absent:** Veronica Acevedo (excused)

**Also present:** Nicole Klauss, Public Information Officer (Recording Secretary); and 3 members of the public.

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**1. CALL TO ORDER / INTRODUCTIONS**

Chair Nancy Goodloe called the meeting to order at 3:00 p.m.

**Motion:** Commissioner Landis Hanson moved to approve an excused absence for Commissioner Veronica Acevedo, and Commissioner Daniel Amos seconded. All in favor of the motion; motion passed.

**2. APPROVAL OF MINUTES FROM September 28, 2021 MEETING**

**Motion:** Commissioner Tylene Carnell sent corrections on the minutes to Klauss. Commissioner Carnell moved to approve the amended minutes from the September 28, 2021 DEI Commission Meeting, and Commissioner Sara Omrani seconded. All in favor of the motion; motion passed.

**3. WORK PLAN DISCUSSION**

Chair Nancy Goodloe kicked off the work plan discussion and Klauss screenshared Commissioner Carnell's action item document sorted by the red, yellow, green, which was sent out as prioritization homework.

Commissioner Carnell talked through her ranking system. Green items were items viewed as building the foundation. Yellow felt like it was the next step such as developing the liaison relationships, maybe working with Hal Holmes through the winter months, having space to provide conversations, speakers or films. Carnell added a couple more organizations to the partnership list. The red category is finishing the work and upgrades.

Commissioner Cleary said she liked the way Carnell laid it out, and there was only one difference in how she viewed it, and that was in the finishing work. Some of the items really address the structural nature of antiracism in looking at policies, procedures, and projects. Cleary sees that as providing Council with a toolkit they can use to see if policies, procedures, or projects are equitable.

Chair Goodloe said the list includes things we need to do to bring the community together and things we need to do to address the systems.

Commissioner Amos said he liked the way Commissioner Carnell laid it out developmentally.



Commissioner Carnell appreciated Commissioner Cleary's input and liked the way she laid it out as well. Carnell said it's a good example of looking at things from two different angles. Carnell was looking at building the community relationships and rolling this thing out into the community.

Chair Goodloe said some of the work of the systems piece could be going on at the same time. Goodloe foresees the commission having small groups working together on certain sections of it in parallel to each other. The commission can address some of the systems issues at the same time as they address some of the community partnerships and bringing the community together.

Chair Goodloe liked Carnell's idea of "speak with the DEI Commission at the farmer's market," and Commissioner Cleary agreed.

Chair Goodloe said she heard feedback about including voices in the listening tours that were left out of the initial round of listening tours. Klauss said the questions are also on BeHeardEburg.com for all to provide feedback.

Klauss said we've been doing Ask the Mayor once a month, and the City manager has been considering how it could be expanded to other Council members. Commissioner Carnell asked if there has been conversation about expanding that during the winter months at the library for one Saturday a month. Klauss said we haven't had those conversations yet, but can.

Klauss is working on a schedule for City staff to provide reports to the DEI Commission so the commission knows where the City is at and has a baseline understanding. One example is to have Josephine Camarillo from the Ellensburg Public Library come and bring a report about what they're doing around DEI and what opportunities there are for the commission to work with the library. Chair Goodloe said it could be expanded to include other people such as the new EDA Director or CWU's new Associate Dean of Equity and Opportunity. Commissioner Carnell said they could include nonprofit directors too, because they're often focused on serving underserved communities and population. Klauss said she would like to start with Camarillo because the library has been mentioned multiple times, and Klauss would like to collect questions ahead of time to prepare Camarillo. Goodloe said we need to resurface the partnership list.

#### DEI Commission Work Plan: Action Items for this Year

- **Develop community engagement plan for reaching out to community**
  - Develop liaison relationship with various cultural and underrepresented groups in our community
- **Explore avenues to encourage the creation of small community groups to read, meet, and discuss diversity issues, books, films, videos, etc**
  - Perhaps partner with library/Hal Holmes for monthly/quarterly movie nights/speakers/events
- **Complete the partnership list (organizations, people and contact info).**



- See EDA signs beginning to show up in downtown business windows, <https://pridefoundation.org/community-impact/initiatives/open-to-all/>, <https://www.seattle.gov/spd-safe-place/the-safe-place-program-and-spd>,
- Continue listening tours (ongoing)
  - Thinking also like the “Speak with the Mayor” opportunity at the farmer’s market, “Speak with the DEI Commission.”
- Continue writing proclamations to celebrate heritage months (ongoing)
- Develop DEI toolkit to propose for use by City for certain policies, procedures, or projects.
- Develop a matrix for City Leadership and Elected Officials to utilize when reviewing proposals and projects and making decisions.
- Actively recruit community participation in planning and implementing special DEI events
- Implement new events and celebrations that highlight the variety of cultural traditions within the community.
  - Natural next steps following developed liaison relationships working toward Hal Holmes events (through the winter months then possibly an outdoor venue like parks perhaps through summer months)
- Produce annual report for Council.

#### Building the foundation

#### Adding structure

#### Finishing work and upgrades

Commissioner Amos volunteered to focus on organizing and holding listening tours.

Commissioner Cleary volunteered to work on the systems piece because she has a lot of research on impacting systems. Commissioner Hanson and Chair Goodloe volunteered to help.

Commissioner Carnell volunteered to work on the partnership list and continuing to help with the listening tours. Carnell also expressed interest in learning more about the systems piece.

Commissioner Carnell, Commissioner Omrani, and Klauss volunteered to work on the community engagement items (developing the community engagement plan, completing the partnership list, and exploring avenues for the creation of small community groups). Goodloe assigned Acevedo (excused absence) to help.

Chair Goodloe suggested working this structure for the next couple of months and at the beginning of the new year, evaluate where we are. Subcommittees can report in every month. Klauss reminded the group that subcommittees can only be three commission members so they don’t violate open public meetings rules.

## 4. NATIVE AMERICAN HERITAGE MONTH PROCLAMATION



The commission reviewed the draft Native American Heritage Month Proclamation, and suggested a minor change to verb tense. The proclamation will be read at the November 1, 2021 City Council meeting. The commission suggested names for a reader of the proclamation. Commissioner Cleary will send contact information to Klauss.

Goodloe said the second Monday in October is historically known as Columbus Day, but Congress has officially named it Indigenous People's Day. Cleary said Biden did a proclamation. Goodloe said it would be appropriate for this group to ask Klauss to put a statement on the City's website honoring Indigenous Peoples next year instead of another proclamation. Klauss said that is possible, and that the commission can revisit the proclamation list to update it regularly.

## **5. LAND ACKNOWLEDGEMENT REVIEW AND DISCUSSION**

Commissioner Cleary has sent the land acknowledgement to the Aronica family for review, but has not heard back yet. Klauss reviewed the deadlines to get the land acknowledgement on the November agenda.

Klauss said the commission should think about how they are recommending Council use the land acknowledgement, whether they want the land acknowledgement to be read at every meeting, go into the agenda packet, or be used in another way.

Commissioner Carnell asked if we could call a special meeting if needed to meet timelines. Klauss said yes.

Commissioner Cleary said we want to be careful to not make it performative so that it's not just checking a box. Think about what purpose does it serve to be read at that particular event and how it connects. Cleary talked about CWU's use of their land acknowledgement, which is read at significant events or gatherings.

Commissioner Carnell said that is an important point because when the commission first started discussion on the topic it was intended to be a statement read prior to City Council meetings, so it's valuable to have the conversation and set up difference, purpose, and intent.

Chair Goodloe said part of the staff report could be a section with recommendations for how the land acknowledgment is used.

Chair Goodloe thanked the subcommittee for the research they put into pulling the land acknowledgement together.

## **6. COMMISSIONER REPORTS**

Commissioner Hanson said a few groups were on campus providing information that caused students to come out and counter-protest. Clubs and organizations have started meeting again, and CWU is starting to see a sense of community again.



Chair Goodloe heard the conversation about the multicultural center is back on the table, and they're looking at something called Center for Cultural Innovation, involving the Old Heat building. Commissioner Cleary said there will be an informational session for students about it.

Commissioner Amos and Commissioner Carnell will be doing a listening tour on Oct. 19 with Asian and Asian American high school students.

#### **7. STAFF REPORT**

Klauss provided an update about the Kittitas County Board of Health vacancy for a community representative. Klauss provided information about the Kittitas County Health Network's community health survey, offered in English and Spanish.

#### **8. PUBLIC COMMENT**

Chair Goodloe called for public comment; there was none.

The meeting adjourned at 4:28 p.m.

Respectfully Submitted by

Nicole Klauss

Recording Secretary

**Drafted: 10/13/21**

**Approved: 10/26/21**