

**CITY OF ELLENSBURG
AGENDA
Council Conference Room
501 N. Anderson St.
Ellensburg, WA 98926
Tuesday, May 10, 2022
3:00 PM - Diversity Equity & Inclusion Commission**

1. ROLL CALL

Approval of Agenda

Approval of Minutes Review and approve minutes of April 12, 2022 Diversity, Equity & Inclusion Commission Meeting

[Minutes of the April 12, 2022 Meeting](#)
[4.12.22 DEI Commission Minutes.pdf](#)

Staff Briefing Briefing from City of Ellensburg HR Director, Lisa Young.

Discuss Bullying Response Discuss local bullying and response from DEI Commission.

Proclamations

Review June 2022 Proclamations
[LGBTQ Pride Month 2021 Proclamation.pdf](#)

New Business

[Comp Plan Amendments](#)
[12_Chapter 9 Diversity Equity and Inclusion.pdf](#)

Subcommittee Reports

- Provide updates if applicable
- Listening session updates
- Unity Park Update if applicable **Teresa Divine**
- Response to City resolution regarding Juneteenth holiday for employees
- June is PRIDE month-how do we want to acknowledge that? Proclamation for sure but what else? What's happening at the University? Other celebrations?

Commission Member Reports

Staff Report

Public Comment

Public comments are limited to three minutes per person, and no action will be taken on these comments at this meeting. Please raise your hand, "virtual hand," or press *9 on your phone. Once called upon: please state your first name, last name, and address for the record.

Review Next Meeting

3 p.m. June 14, 2022

https://us02web.zoom.us/webinar/register/WN_zPrFuUzWR9KoQFasDpcbBA



AGENDA REPORT

Meeting Date: May 10, 2022

Agenda Subject: Minutes of the April 12, 2022 Meeting

Submitted by: Nicole Klauss City Manager Department

Recommended Action or Motion: Review and approve

Background/Summary: N/A

Previous Council Action: N/A

Analysis: N/A

Financial Impact: N/A

Attachments:
[4.12.22 DEI Commission Minutes.pdf](#)



CITY OF ELLENSBURG

Date of Meeting

Time of Meeting

Place of Meeting

Minutes of Diversity, Equity & Inclusion

Commission Meeting

April 12, 2022

3:00 PM

Council Conference Room, 501 North Anderson St.

Ellensburg, WA 98926

And remotely via Zoom

1. Call to Order and Roll Call

Roll Call Present: Mayra Colazo, Kandee Cleary, Tylene Carnell, Teresa Divine, Daniel Amos, Sara Omari and Nancy Goodloe (Chair)

Absent: None.

Also present: Nicole Klauss, Public Information Officer (Recording Secretary); Lisa Young, HR Director; and 1 member of the public.

2. Approval of Agenda

Commissioner Carnell moved to approve the agenda as presented. **Motion Approved 4-0.**

3. Approval of Minutes from March 8, 2022 Meeting

Commissioner Omrani moved to approve the March 8, 2022 minutes. **Motion Approved 4-0. Abstention: Cleary & Carnell**

4. Proclamations

The Commission discussed upcoming May proclamations including Asian American Heritage Month and Jewish American Heritage Month. The Commission will send name suggestions to Goodloe.

5. New Business

a. Select Representative To Serve On Unity Park Stakeholder Group

Commissioner Divine will be the representative, and Commissioner Colazo will be the backup.

b. Discuss DEI Commission Budget

A subcommittee will review the listening tour notes and action items, and will develop a framework for funding recommendations. Commissioner Amos and Carnell will be on the subcommittee.

c. Ellensburg Make Music Day Call To Artists

Klauss requested the commission share the call to artists with our networks.



d. Day of Action Report

Commissioner Divine is working on this. It will include an exhibit at the Museum of Culture & Environment showcasing activists in the community. Day of action is May 12. Will include workshops, roundtables with activists, and a walk downtown to Unity Park with speakers.

e. Discuss Work Plan

Chair Goodloe talked about the work plan. Each subcommittee will meet before the May 10, 2022 meeting and come back with a report on where they are.

6. Subcommittee Reports

None.

7. Commission Member Reports

Chair Goodloe said Race Amity Day that was being planned for May is on hold now.

Commissioner Colazo said Central Washington Disability Resources is hosting a children's day at Hal Holmes on Friday. CWDR is hiring right now for an office administrator and veteran coordinator.

8. Staff Report

Klauss provided the staff report:

- Interview process for member in progress – 2 applicants
- July 5 City Council Study Session will likely have a boards/commissions training with Ann MacFarlane from Jurassic Parliament. 6 p.m. tentatively

9. Public Comment

Chair Goodloe called for public comment. There was none.

10. Review Next Meeting/Adjournment

Meeting adjourned at 4:22 p.m.

Nicole Klauss

Drafted: 4/12/22

Approved:



City of Ellensburg

PROCLAMATION

LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER PRIDE MONTH

Whereas, on June 11, 1999, President William Clinton issued Proclamation No. 7203 for Gay and Lesbian Pride Month; and on June 1, 2009, President Barack Obama issued Proclamation No. 8387 designating June as Lesbian, Gay, Bisexual and Transgender Pride Month, and ended the proclamation by urging the public to "turn back discrimination and prejudice everywhere it exists"; and

Whereas, in June 1969, patrons and supporters of the Stonewall Inn in New York City staged an uprising to resist police harassment and persecution facing LGBTQ Americans, and out of this resistance the LGBTQ rights movement in America was born; and the leaders of the Stonewall uprising and the first major Pride movement were trans women of color; and

Whereas, in 1998, President Clinton issued Executive Order 13087 expanding equal opportunity in the Federal government by prohibiting discrimination based on sexual orientation; and

Whereas, on June 26, 2015, the U.S. Supreme Court ruled that the U.S. Constitution provides same-sex couples the right to marry, making gay marriage legal in all 50 states; and

Whereas, we recognize the LGBTQ community has fought tirelessly for their rights from marriage equality to demanding equal protection under the law. While there has been progress, we acknowledge there is more work to be done so LGBTQ youth can live without fear of harassment and LGBTQ families and seniors can live with dignity and respect; and

Whereas, we recognize people and organizations who have worked to bring resources and support to our LGBTQ neighbors such as:

Helen Wise, a former Ellensburg City Council member, who came out as the parent of a gay child in the early 1980s through a letter to the editor, was instrumental in establishing a support group for parents and friends of gays and lesbians in 1992, and formalized the group Parents and Friends of Lesbians and Gays (PFLAG) in the community in 2000.

Pride of Ellensburg, established in 2015 by community activists, with the goal of inspiring and celebrating love, equality and diversity through local events and outreach; and

Ellensburg's Helen House, which provides a safe space for LGBTQ youth to meet and talk with peers and supportive adults about the issues they face; and

Whereas, the City of Ellensburg recognizes and honors the LGBTQ community residing herein who contribute to the strength and vibrancy of our city; and

Now, Therefore, the City Council of the City of Ellensburg does hereby proclaim June 2021 as Lesbian, Gay, Bisexual, Transgender and Queer Pride Month in Ellensburg, and encourages all citizens to join in this observance by building bridges of understanding and friendship with our LGBTQ+ neighbors.

Signed this 7th day of June, 2021.


Attest:
City Clerk


Bruce Tabb
Mayor



AGENDA REPORT

Meeting Date:	May 10, 2022
Agenda Subject:	Comp Plan Amendments
Submitted by:	Nicole Klauss City Manager Department
Recommended Action or Motion:	Discuss whether amendments to the DEI Chapter of the City's Comprehensive plan are needed.
Background/Summary:	In 2021 the DEI Commission worked on the initial Diversity, Equity & Inclusion Chapter of the City's Comprehensive Plan, which was accepted in December 2021 via ordinance. The City of Ellensburg is accepting Comprehensive Plan amendments for the 2022 annual docket cycle. Submissions must be received by June 30, 2022 to be considered.
Previous Council Action:	N/A
Analysis:	N/A
Financial Impact:	N/A
Attachments:	12_Chapter 9 Diversity Equity and Inclusion.pdf



CHAPTER 9 DIVERSITY, EQUITY & INCLUSION

WHAT YOU WILL FIND IN THIS CHAPTER

- Background information and context related to local history, current events, and plans for the future, addressing Diversity, Equity, and Inclusion within the City of Ellensburg.
- Policies that seek to make City resources more accessible to all.
- Policies that direct the City's efforts towards encouraging welcoming and inclusive environments within the Community.
- Policies intended to support a culturally inclusive community, where all people experience a sense of belonging.

OVERVIEW

This chapter contains goals, policies, and programs that define how the City of Ellensburg can play a role in fostering an environment of understanding, equity, and belonging within the community. The following is the City of Ellensburg's initial action plan aimed at systematically addressing Diversity, Equity, and Inclusion in a way that can effect sustainable change to benefit all residents.

This document is a starting point for the City. There are likely many issues not yet articulated that can be addressed later as they are identified. This chapter is a living document; it is intended to be revisited and revised periodically. This is an initial framework, within which the City will continue to listen to residents, encourage collaboration and communication, and elevate marginalized voices.

BACKGROUND & CONTEXT

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 an environment in which individuals achieve their full potential.

Similar to many cities around the country, the national conversations that occurred in 2020 around race, social justice, and equity, sparked a discussion within our local community. These conversations highlighted the need to build a greater awareness of the impacts and challenges that marginalized communities are faced with on a daily basis. The goal of this chapter is to address ways in which the City can alleviate some of these systemic barriers, and foster a sense of belonging amongst all residents, by consistently listening to the ideas, experiences, and concerns of all who live here.

Through the lens of DEI

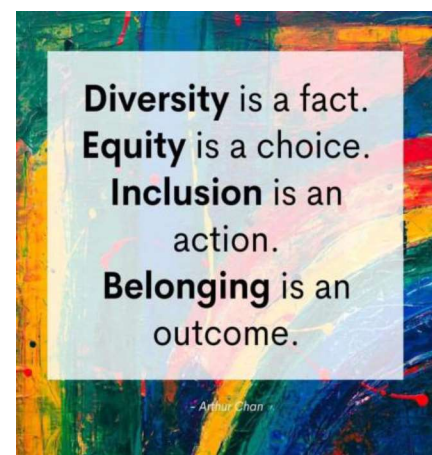
What does this all mean? Supporting diversity, equity, and inclusion related educational opportunities, social gathering opportunities, and supporting access to community resources, can create a sense of belonging within the community for all residents.

Diversity

Diversity is the presence of differences that may include, but are not limited to, race, gender, religion, sexual orientation, ethnicity, nationality, immigration status, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. It is important for the City of Ellensburg to acknowledge and embrace the range of human differences present within our community. Doing so will help to build a strong foundation of understanding and a heightened awareness of the unintended impact of local policies. Embracing diversity means sharing space with others, sharing traditions, foods, and stories. The City can help support a strengthened sense of community and connection through outreach, regular events, and creating spaces accessible to all.

Equity

Equity alleviates barriers to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers exist, and that as a result, we don't all start from the same place. Creating and supporting goals and policies that meet the community members where they are, will help to remove systemic barriers that make accessing basic community services challenging. Increasing accessibility to important resources and opportunities that best meet residents varying needs helps all residents succeed.



Inclusion

Inclusion is when all residents experience a sense of belonging and know they are both welcome in our community and encouraged to participate. Working on goals and policies that actively recruit participation and involvement from all residents within the community, fosters a sense of belonging and elevates traditionally marginalized voices. These methods can include listening tours, surveys, discussion groups, and use of a variety of media and print publications designed to be accessible to all residents.

Fostering a sense of belonging

In order to support all residents, the City will promote inclusion, listening, and diverse approaches to engagement through this lens of Diversity, Equity, and Inclusion. Engaging and including marginalized groups replaces barriers with bridges and builds trust that strengthens the overall fabric of our community.



Recognizing the Past - Looking to the Future

An important step in building a forward-thinking vision within the community is to first learn about our local history, listen to residents' perceptions now, and consider how new goals and policies will positively affect the City of Ellensburg's plans for the future. The City cannot adequately support our community and elevate marginalized voices without first building a base of contextual knowledge, understanding, and trust.

Past

Historically, Ellensburg has been, and still is, a diverse community, with many stories and experiences that have yet to be discovered or shared. Acknowledging and learning local history within the community, the positive and the negative, can help increase awareness and empathy toward others and strengthen our community as a whole. Understanding local history can help create a more inclusive environment for all, where residents feel welcome and equally represented.

Kittitas Valley has always been, and continues to be, sacred to Native people. Traditionally, the Pshwanapum lived in the Kittitas Valley as a sub-band of the larger political and extended family networks of the Yakama tribes and bands. The Pshwanapum members were also referred to as the K'titas ("Kittitas") band, and they moved seasonally throughout the valley and nearby mountains to harvest roots, salmon, berries, game, and medicines. Several other tribal nations including Kiala, Tatxanixsha, Yumi'sh, and Che-lo-han, would hunt and trade in this area as well. Many descendants of these tribes continue to live throughout the 1855 Treaty

Territory of the Yakamas, practicing, honoring, and teaching the heritage and ancestry of the area. (*Information sourced from Daily Record News article from Aronica Family October 12, 2020, and Kittitas Valley Historical Museum*)

Histories and experiences of marginalized communities and people of color within Ellensburg continue to be uncovered from written and oral records, and there is still much more to be discovered. Historically, members including, but not limited to, Black, Chinese, Jewish, Hispanic, and Japanese communities have moved to Ellensburg as early as the mid-19th Century, for various reasons, such as migrant labor, work on the railroad, and work in local businesses. Sources such as Sanborn Fire Insurance Maps have shown that Ellensburg used to have a “China Town”, and “Chinese Laundries” appear to have existed throughout town (Sanborn Map 1888). An African Methodist Episcopal Church was established in 1908 at 404 South Main Street, and many black individuals played on local baseball teams as well. There is also evidence at times of divisive behavior and negative language towards people of color, as found in newspaper advertisements regarding restaurants and hotels that employed Chinese individuals.

Present

Currently, people of color, members of the LGBTQ¹, and disability communities, among many others, still report that they feel invisible, experience slurs and discriminatory comments, nonverbal glares, and behaviors that feel unwelcoming in Ellensburg. While members of some of marginalized communities have reported frequent, targeted incidents, they also believe that Ellensburg can be more inclusive, and that the welcoming nature of our community can rise to a deeper level of acceptance and affirmation, utilizing the talents, skills, and experiences of all who live here.

Ellensburg can be a welcoming community that comes together in times of need, where strangers reach out and neighbors help each other. However, fully supporting and accepting people of color, ethnic and religious minorities, and members of the LGBTQ, disability communities, over 65 communities, and others, can be improved. Similar to what many towns and cities around the country are currently experiencing and working on, the City of Ellensburg recognizes it needs to be more responsive and prepared when handling issues related to diversity, equity, and inclusion. This chapter lays the groundwork for this to happen, as the City continues towards a future of growth and expansion.

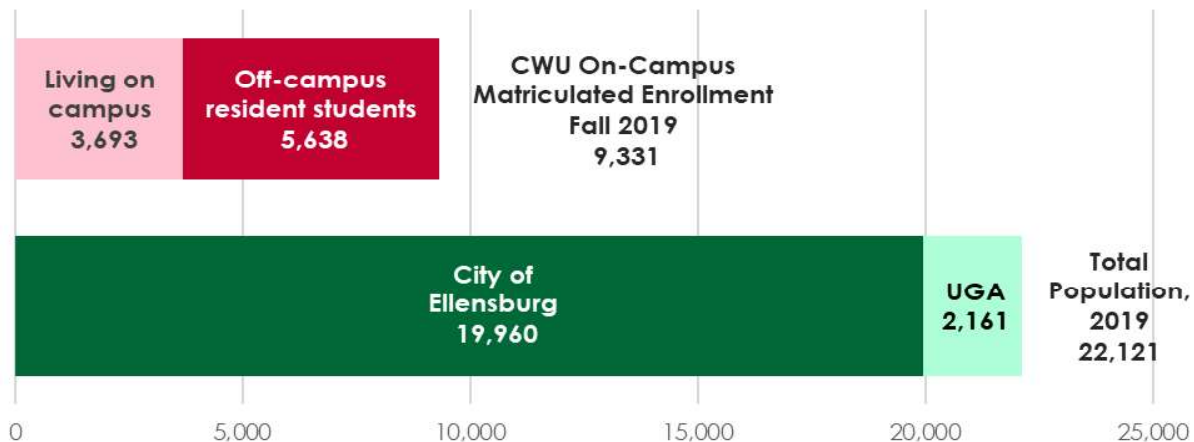
Future

Our dynamic community landscape has continued to develop, particularly in the last ten years, growing in size and in the diversity of residents. Statistics from the City of Ellensburg’s 2021 Housing Action Plan, show that in 2020, the estimated population of the City, with its urban growth area, (UGA) was 22,879 people, demonstrating a growth rate of roughly 1.9% annually

¹ Lesbian, gay, bisexual, transgender, and queer and/or questioning

since 2015. Of the 22,879 people, roughly 9,331 constitute CWU enrollment, 3,693 of which were on-campus living, and 5,638 representing off campus resident students, as depicted in *Figure 26*.

Figure 26. CWU Student Population and Total Population, 2018

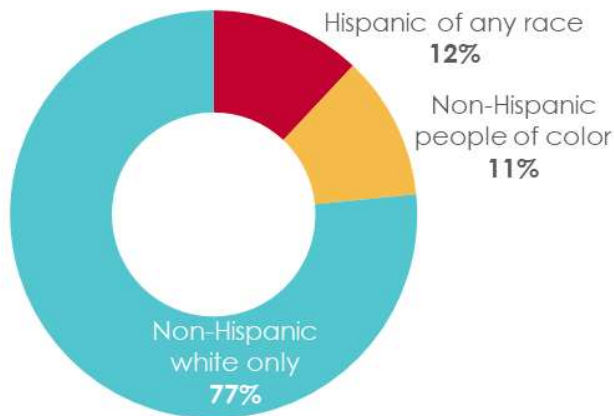


Students living on campus represents the housing occupancy for Fall 2019. Programmed capacity is 3,918 and the full built capacity is 4,249.

Sources: Central Washington University – Ellensburg Campus, Fall 2019; Washington OFM, 2021; BERK, 2021

As the City continues to support the needs of the diverse communities that live here, it is important to recognize that the statistics reflected in this chapter from the 2021 Housing Action Plan, do not reflect all of the diverse demographics of our community. Keeping that in mind, it is still valuable to look at current information that is available, as we work towards obtaining more detailed statistics in the future. By 2040 it is anticipated that 20% of the County population will be in the age bracket over age 65, and 19% in the age bracket of 45 to 64. At the same time, proportional decreases are expected for school-aged youth (5 to 19).

The Census also captures racial identity and Hispanic ethnic identity for respondents. As shown in *Figure 27* below, the Ellensburg community in 2018 was majority White and non-Hispanic (77%) but is growing more ethnically and racially diverse. From 2010 to 2018, Ellensburg's Hispanic population increased from 7% to 12% overall, and non-Hispanic people of color increased from 8% to 11%. *Figure 28* provides a further breakdown of the Non-White Alone demographics.

Figure 27. Ellensburg Population by Race and Ethnicity, 2018

Sources: ACS 5-year B02001 estimates, 2018; BERK, 2021.

Figure 28. Ellensburg Population by Racial Identity for Non-White Alone Residents, 2018

Sources: ACS 5-year B02001 estimates, 2018; BERK, 2021.

The University's emphasis on attracting students from minority and underserved communities, as well as diverse faculty and staff, continues to impact the demographics of Ellensburg. The changing nature of the labor force has also created greater diversity in the community. People from many countries have settled in Ellensburg over the years, and there is no reason to think that these influential factors are going to be less impactful in the future.

As Ellensburg continues to grow, there is the potential for marginalized groups to feel excluded unless the community has a plan for improving cultural relationships. The City of Ellensburg has developed this chapter in a sincere effort to create an equitable, just, and safe community - one where all residents know they belong and are welcome.

GOALS, POLICIES, & PROGRAMS

These DEI goals, policies, and programs contain steps that the City of Ellensburg will take to create an inclusive, welcoming, equitable, and safe community.

Goal DEI-1: Increase accessibility to City Services, Projects, Programs, and Events.

Policy A **Support policies and programs that increase accessibility to City services for all, utilizing the lens of diversity, equity, and inclusion.**

Program 1 Provide increased access to government documents in multiple languages and easily accessible assistance for those who may need additional support.

Program 2 Identify areas of City government where greater physical accessibility and accommodations are needed to increase access to all members of the public.

Policy B **Promote and encourage community engagement and outreach to all.**

Program 1 Actively encourage participation from the public for community projects, events, and recreational activities, through a wide variety of media and information distribution methods.

Program 2 Provide City staff and elected officials with tools and regular training to understand and lead actions that are inclusive and equitable.

Program 3 Establish an ongoing review process of the costs for City-sponsored recreation and leisure activities to ensure that all members of the public have access to these services.

Program 4 Support civic education programs that actively engage diverse groups of the community, and encourage diverse representation among local leadership, organizations, and agencies.

Goal DEI-2: Foster Racial Understanding, Equity, and Belonging within the Community.

Policy A **Encourage cultural sharing.**

Program 1 Regularly support events and celebrations that highlight the variety of cultural traditions within the community.

Program 2 Encourage the creation of spaces where cultural foods and traditions can be shared among members of the community, as well as the creation of public spaces that are accommodating and accessible to all.

Program 3 Encourage increased communication and collaboration between the City government, Central Washington University, businesses, and education and social service sectors, through shared events, projects, and outreach, to help residents feel more comfortable visiting campus, and non-resident students feel more comfortable within the community.

Policy B **Encourage local leadership to address systemic issues that create barriers for participation.**

Program 1 Encourage City leadership to demonstrate support of marginalized groups through a variety of proclamations, and publicly speak to local actions that affect the diverse members of the community.

Program 2 Support the development of a framework to identify and address systemic inequalities within our local institutions.

Program 3 Collaborate with local organizations to help local businesses support diverse members of the community.

Goal DEI-3: Increase accessibility to local services and community resources for all residents.

Policy A **Ensure that high quality service programs are available, accessible, and utilized by all, to support resident's basic needs.**

Program 1 Partner with local health and social services to identify strategies for making their services accessible by all means of transportation.

Program 2 Advocate for low income, residential care facilities, and other housing for aging persons to be located close to services and amenities.

Program 3 Encourage and support programs that seek to provide residents with access to diverse health care providers who can respond to varying cultural and medical needs.

Policy B **Encourage healthy activity and lifestyle by making recreational resources and opportunities accessible and welcoming to all residents.**

Program 1 Provide opportunities for healthy activity in safe and accessible public spaces for all residents.

Program 2 Encourage communication between local businesses, organizations, and schools, to coordinate food pantries and local food distribution.

ACTION ITEMS

1. Work with DEI Commission to begin regular review of current City policies and procedures using the lens of Diversity, Equity, and Inclusion.
 2. Begin work towards regular Diversity, Equity, and Inclusion training for City staff and elected officials.
 3. Increase use of community engagement and social media tools to help with local outreach.
 4. Review fees and costs for city sponsored recreational and leisure activities.
 5. Develop a framework of accountability.
 6. Develop a work plan for the Diversity, Equity, and Inclusion Commission.
-

POLICY CONNECTIONS

The **Housing** chapter includes policies and land use designations that support the development of many types of housing to ensure that people who live and work in Ellensburg have adequate housing choices.

The **Transportation** chapter includes policies related to providing a variety of transportation networks that is available for all community members.

The **Capital Facilities and Utilities** chapter includes policies that focus on providing public facilities and utilities that are accessible and affordable to all community members, including access to the library, reasonably priced utilities, and access to data and technology. This chapter also provides goals centered around providing excellent public safety services.

The **Parks and Recreation** chapter includes policies that focus on providing citywide programs and services that meet all community and group needs, in addition to preserving historical areas and features, while also developing high quality, diversified cultural arts facilities and programs that increase community awareness, attendance, and participation opportunities.

The **Economic Development** chapter includes policies related to growing and sustaining local businesses, while creating opportunities for new businesses that can provide goods and services that meet the needs of the local and regional community.