



Diversity, Equity and Inclusion Commission Agenda

Tuesday, June 22, 2021 from 3-4:30 p.m. via Zoom

Zoom Webinar ID: 863 2870 8359 Password: 397829

https://us02web.zoom.us/webinar/register/WN_d886oifQTauFK3B7kgYUTg

Purpose: This meeting will focus on Comprehensive Plan updates and reviewing questions for community outreach.

Expected Outcomes

- Review Comprehensive Plan updates.
- Finalize demographic and survey questions for online community engagement platform.

Topic	Process	Who	Time
Welcome & Meeting Overview Introductions/Roll Call	Present	Nancy G., Chair	5 min 3:00-3:05 p.m.
Approve Agenda (motion needed) Review & Approve Minutes of June 8, 2021 DEI Commission Meeting (motion needed)	Present Discuss Motion	All	5 min 3:05-3:10 p.m.
LGBTQ+ Flag Burning Incident, Ellensburg City Council statement, unfurling of large flag at CWU	Present Discuss	Nicole Klaus, Public Information Officer & All	10 min 3:10-3:20 p.m.
Comprehensive Plan Updates <ul style="list-style-type: none"> • Status on narrative • Timeline review • Outreach plan: Fill in outreach chart (names and who is actually going to do the outreach), in person outreach or online only? • Next meeting: Discussion will focus on identifying broad categories of work based on the DEI Subcommittee report & the Ordinance creating the commission. Study and prepare categories to recommend. 	Present Discuss Clarify	Kirsten Sackett & Stacey Henderson, Community Development	30 min 3:20-3:50 p.m.
Review Questions & Finalize Original Questions: 1. What are some examples of how you feel welcome in Ellensburg? Are there people or places or events that stand out to you?	Present Discuss Agree	Nicole Klaus, Public Information Officer	30 min 3:50-4:20 p.m.

<p>Change wording to – Do you feel welcome in Ellensburg? Why or why not? Are there people or places or events that stand out to you? What things could make you feel more welcome? (ex. A multicultural festival,</p> <p>2. What situations or conditions influence when you do or do not feel safe in Ellensburg?</p> <p>3. The number of people in our community is growing and becoming more diverse. What would you like to see the city do to be better prepared today for the changing demographics happening now and in the future?</p> <p>4. Not everyone in Ellensburg has access to what they need to reach their full potential. How can we as a city, as a community, do better at being a place where everyone has the chance to flourish?</p> <p>5. What is the best way for us to get information to you? And for you to share information with us? US mail? Email? Social media? Meetings?</p> <p>Wording Suggestions: (The first four questions are qualitative questions that require a longer answer.)</p> <ol style="list-style-type: none"> 1. Discuss what people, places and events made you feel welcome in Ellensburg. 2. Please describe any situation or events in Ellensburg that make you feel unwelcome, or even unsafe here. 3. The number of people in our community is growing and becoming more diverse. What would you like to see the city do to be better prepared today for the changing demographics happening now and in the future? 4. Not everyone in Ellensburg has access to what they need to reach their full potential. How can we as a city, as a community, do better at being a place where everyone has the chance to flourish? <p>(The last two questions are survey questions and this data can be gathered in a survey.)</p> <ol style="list-style-type: none"> 5. What is the best way for us to get information to you? <ol style="list-style-type: none"> a. Email b. Social media c. U.S. Mail d. Meetings e. _____ other (Please fill in the blank) 6. What is the best way for you to share information with us? <ol style="list-style-type: none"> a. Email? b. Social media? c. U.S. Mail d. Meetings? 			
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<p>e. _____ other (Please fill in the blank)</p> <p>Wording Suggestions:</p> <ul style="list-style-type: none"> • Do you feel safe in Ellensburg? Why or why not? • Do you feel targeted\ harassed due to your ethnicity or sexual orientation? • We are striving to be more accepting and inclusive to our growing diverse community, how can we accomplish this? • How can we as a community help you or members of this community reach your full potential? • We would love to include every member of our community with outreach programs available in our county, what would be the best source to accomplish this? <p>Discuss demographic questions for registration.</p>			
<p>Staff Report Commission will be seeing a policy on board and commission appointments at first meeting in July. This group will be tasked to analyze from a DEI lens.</p>	Present Clarify	Nicole Klaus, Public Information Officer	5 min 4:20-4:25 p.m.
<p>Public Comment (as time allows) Public comments are limited to 3 minutes per person, and no action will be taken on these comments at this meeting. Please raise your “virtual hand” or press *9 on your phone. Once called upon: please state your first name, last name and address for the record.</p>	Comment	Citizen	5 min 4:25-4:30 p.m.
<p>Review Next Meeting: July 13, 2021, 3-4:30 p.m., Zoom (until we hear 6/30 info) Adjourn</p>	Present	Nancy G., Chair	

In-person attendance at public meetings is currently prohibited per the Washington Governor’s Proclamation No. 20-28.15, as extended by Senate Concurrent Resolution 8402.



DIVERSITY, EQUITY & INCLUSION COMMISSION (DEI)
June 8, 2021 Regular Meeting
(3:00 to 4:30 p.m.) Remote Meeting via Zoom

Members Present: Veronica Acevedo, Daniel Amos, Delores (Kandee) Cleary, Landis Hanson, Sara Omrani, and Nancy Goodloe (chair)

Members Absent: Tylene Carnell (excused)

Also present: Kirsten Sackett, Community Development Director; Nicole Klauss, Public Information Officer (Recording Secretary); and 4 members of the public.

1. CALL TO ORDER / INTRODUCTIONS

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

2. APPROVAL OF AGENDA

All in favor of the agenda; no formal motion.

3. APPROVAL OF MINUTES FROM MAY 25, 2021 MEETING

Motion: Commissioner Daniel Amos moved to approve the minutes from the May 25, 2021 DEI Commission Meeting, and Commissioner Landis Hanson seconded. All in favor; motion passed.

NEW BUSINESS

4. Discuss Community Outreach Strategy

Community Development Director Kirsten Sackett shared and discussed slides about population by age cohort in Kittitas County, Ellensburg population by race and ethnicity, CWU student population, Ellensburg and Kittitas County household income, and a community network analysis tool.

Sackett led the group through a brainstorming exercise to discuss what voices the commission needs to hear from. Chair Goodloe reviewed the groups reached on the Council Subcommittee's 2020 listening tour, and which ones needed more participation. The commission suggested ideas on other groups to reach.

Who we have already heard from (on listening tour):

Black adults, faculty and students; need more students

Hispanic – 12-14 participants in 3 or 4 different groups- many employed by CWU; reach into other areas of community

Asian and Pacific Islander – little participation

Native American – good participation; identify others to speak to?

LGBTQ – Adults who live and work in Ellensburg; included middle school and high school students; need to talk to CWU students

Muslim students at CWU, couple of faculty members

Over 65, all white, financially okay; reach out to other seniors who have difficulties getting around or other issues in community

Groups to reach out to:

International faculty



Religious minorities
Peoples with disabilities and caregivers
Caucasians
Low-income/poverty line/homeless/transients
Veterans
Women
Undocumented students and non-students (work through APOYO & Justice For Our Neighbors), Hispanic population - LatinX Student Association at CWU
MEChA (Movimiento Estudiantil Chicana/o de Aztlan) at CWU
CWU Student Athletes
Business organizations (EDA & Chamber)
Religious organizations – various churches to solicit participation; Buddhist temple, mosques in Yakima; Temple Shalom

5. Discuss Survey Questions

City PIO Nicole Klaus reviewed the five questions asked by the City Council Subcommittee on the 2020 listening tour and asked if the commission wants to keep them or update them.

1. What are some examples of how you feel welcome in Ellensburg? Are there people or places or events that stand out to you?
2. What situations or conditions influence when you do or do not feel safe in Ellensburg?
3. The number of people in our community is growing and becoming more diverse. What would you like to see the city do to be better prepared today for the changing demographics happening now and in the future?
4. Not everyone in Ellensburg has access to what they need to reach their full potential. How can we as a city, as a community, do better at being a place where everyone has the chance to flourish?
5. What is the best way for us to get information to you? And for you to share information with us? US mail? Email? Social media? Meetings?

Commissioner Amos asked how the questions were originally developed. Chair Goodloe said the subcommittee was interested overall in people's experience in Ellensburg, recognizing there would be some positive and some negative things and that there were folks who did not feel safe. Goodloe said the subcommittee started writing questions down, massaged the wording, and received input from City staff.

Klaus reviewed the engagement tool formats that can be used on the City's new community engagement platform Bang The Table.

Chair Goodloe asked if it makes sense to use the same questions at this point in the process. The commission members indicated they wanted to use the questions but work on the phrasing.

When talking about Bang The Table tools, the commission suggested using one of the tools that allowed people to share their stories, but does not allow for others to comment on an individual's post. Commissioner Kandee Cleary said she would be worried that people who tell their stories could get revictimized if comments are allowed, which could discourage anybody else from telling their story.



Commissioner Sara Omrani agreed, and said it's not productive to have anyone argue with people's experiences. Commissioner Hanson asked if it would be possible to have a "like" button for those who sympathize with the experience or story. Klauss said the ideas tool on Bang The Table would allow for people to like others posts.

The commission talked about potential phrasing for questions and decided to take more time to think about it and reply in writing with suggested changes. Klauss will send out the five questions for the commission to review. Suggestions will be sent to Klauss and brought back to the commission at the June 22 meeting to finalize.

Chair Goodloe said once the survey is done the commission can revisit the groups on the community outreach list and decide which groups might prefer to meet in person to share their answers to the questions.

6. PUBLIC COMMENT

Chair Goodloe called for public comment; there was none.

Chair Goodloe called for final comments from commission members.

Commissioner Omrani mentioned the LGBTQ Pride Month Proclamation that was read the previous evening at the City Council meeting, and asked if it was in the role of the group to suggest flying a Pride flag at City Hall for Pride Month. Chair Goodloe said that's something the commission can recommend in the plan. Chair Goodloe also said the commission will probably take over writing the heritage month proclamations. The Council subcommittee is currently using the Library of Congress' list of observances.

Chair Goodloe said Sunday the 13th is National Race Equity Day, a celebration and observance of diversity we have in this country, and there will be an event at the Unity Park in downtown Ellensburg from 2-4 p.m.

The meeting adjourned at 4:30 p.m.

Respectfully Submitted by

Nicole Klauss

Recording Secretary

Drafted: 6/9/21

Approved: