



**Diversity, Equity and Inclusion Commission Agenda**  
**Tuesday, September 28, 2021 from 3-4:30 p.m. Council Conference Room at City Hall & Zoom**  
[https://us02web.zoom.us/webinar/register/WN\\_s-Xt23MVTdSds2QisuU9Hw](https://us02web.zoom.us/webinar/register/WN_s-Xt23MVTdSds2QisuU9Hw)

Zoom Webinar ID: 898 1997 3339 Password: 111194

Face coverings are currently required for persons attending City commission meetings in person per the Washington Governor’s proclamation 20-25.17.

Purpose: This meeting will focus on the work plan discussion and reviewing the Land Acknowledgement work from the subcommittee.

Expected Outcomes

- Prioritize work plan goals.
- Make recommendation regarding Land Acknowledgement.

Topic	Process	Who	Time
<b>Welcome &amp; Meeting Overview</b> Introductions/Roll Call	Present	Nancy G., Chair	5 min 3:00-3:05 p.m.
<b>Approve Agenda</b> Review and approve minutes of September 14, 2021 DEI Commission meeting (motion needed)	Present Discuss Motion	All	5 min 3:05-3:10 p.m.
<b>Work Plan Discussion</b> Revisit work plan and discuss priorities	Present Discuss	Nancy G., Chair	30 min 3:10-3:40 p.m.
<b>Land Acknowledgement Review and Discussion</b> <ul style="list-style-type: none"> <li>• Review and discuss</li> <li>• Motion needed to recommend City Council action</li> </ul>	Present Discuss Motion	Tylene Carnell, Sara Omrani, Daniel Amos	30 min 3:40-4:10 p.m.
<b>Commission Member Reports</b> <ul style="list-style-type: none"> <li>• Provide updates on listening sessions if applicable</li> <li>• Other comments</li> </ul>	Present Discuss	All	10 min 4:10-4:20 p.m.
<b>Staff Report</b> <ul style="list-style-type: none"> <li>• BookMobile Update: Ellensburg Morning Rotary was made aware of this incident, and their literacy committee is planning to purchase more books on BIPOC and LGBTQ topics to incorporate into the Bookmobile. There are currently books in those categories on BookMobile, but they are not separated out into their own category.</li> </ul>	Present	Nicole Klauss, Commission staff member	5 min 4:20-4:25 p.m.

<ul style="list-style-type: none"> <li>• Goal to have the Native American Heritage Month Proclamation available for review at the October 12 meeting. It must be completely finalized by October 21<sup>st</sup> to make it into the November agenda packet.</li> <li>• Klauss was asked to give a brief presentation the new DEI Commission to the Morning Rotary group. Carnell will also attend as commission representative.</li> </ul>			
<p><b>Public Comment (as time allows)</b></p> <ul style="list-style-type: none"> <li>• Public comments are limited to 3 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.</li> </ul>	Comment	Members of the public	5 min 4:25-4:30 p.m.
<p><b>Review Next Meeting: Tuesday, October 12, 2021</b>  Zoom ID: 880 0046 0633 ID: 268919  <a href="https://us02web.zoom.us/webinar/register/WN_gJrVH3J4QXC2uHGGKlzdxcg">https://us02web.zoom.us/webinar/register/WN_gJrVH3J4QXC2uHGGKlzdxcg</a>  <b>Adjourn</b></p>			



**DIVERSITY, EQUITY & INCLUSION COMMISSION (DEI)  
September 14, 2021 Regular Meeting  
(3:00 to 4:30 p.m.) Remote Meeting via Zoom**

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

**Members Absent:** Kandee Cleary (excused)

**Also present:** Nicole Klauss, Public Information Officer (Recording Secretary); Stacey Henderson, Senior Planner; Heidi Behrends Cerniwey, City Manager; and 1 member of the public.

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**1. CALL TO ORDER / INTRODUCTIONS**

Chair Nancy Goodloe called the meeting to order at 3:02 p.m.

**Motion:** Commissioner Sara Omrani moved to approve an excused absence for Commissioner Kandee Cleary, and Commissioner Landis Hanson seconded. All in favor of the motion; motion passed.

**2. APPROVAL OF MINUTES FROM August 24, 2021 MEETING**

**Motion:** Commissioner Veronica Acevedo moved to approve the minutes from the August 24, 2021 DEI Commission Meeting, and Commissioner Tylene Carnell seconded. All in favor of the motion; motion passed.

**NEW BUSINESS**

**3. UPDATE ON DEI CHAPTER OF COMPREHENSIVE PLAN**

City senior planner Stacey Henderson said the narrative of the chapter has changed considerably but reflects a good baseline. Henderson is working to clarify one part of the history piece with Kittitas County Historical Museum Director Sadie Thayer.

Commissioner Carnell suggested some changes to the document that encouraged more direct language. Commissioner Hanson said he thought Carnell's edits were thorough and thanked her for her contributions. Chair Goodloe thanked Henderson for her work on the chapter.

Henderson said the draft will go through the SEPA process and the Planning Commission. Feedback from those processes may be brought back to the DEI Commission for one final look.

**4. REVIEW NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH**

The Commission reviewed the National Disability Employment Awareness Month Proclamation. Chair Goodloe thanked Commissioner Cleary for taking the lead on putting the proclamation together. Chair Goodloe called attention to a duplicate paragraph.

Commissioner Hanson wanted stronger language in the last whereas paragraph, not just to empower people with disabilities but also to encourage businesses to make their place of work more accepting of people with disabilities and recognizing that this is something we all need to be working toward.



Commissioner Carnell suggested something along the lines of therefore we encourage all businesses and physical spaces to take a closer or pay attention to make sure their space is accessible.

Commissioner Amos suggested using the words accessible and welcoming, showing by language and signs that it's accommodating and welcoming people with disabilities. Commissioner Acevedo suggested the language disability friendly.

Commissioner Hanson and Commissioner Omrani will work on adding language to update the proclamation, and will send to Klauss by Friday, September 17.

## **5. WORK PLAN DISCUSSION**

Henderson had previously made a list of items during the comprehensive plan discussion that could be possible action items for this year and could be turned into goal statements for the DEI Commission's work plan. Chair Goodloe asked the commission to review the list. Continuing to write proclamations celebrating heritage months was added to the action item list.

Commissioner Carnell said it's important to make sure we're bringing marginalized voices to the work, empowering community voice into these events, plans or trainings.

Henderson clarified the definition of a DEI toolkit. It could be surveys, questions, or a matrix to evaluate policy. It's a bunch of tools and ways people can think critically about a new policy. Seattle has an example.

Commissioner Omrani said the action items for this year look good and it's important to not bite off more than you can chew when starting something new.

The commission will revisit the list at a future meeting.

## **6. DISCUSS MEETING FREQUENCY**

The commission has been meeting two times a month to meet the Comprehensive Plan DEI Chapter deadlines. Commission members discussed the frequency of meetings and settled on continuing to meet two times a month through October. Then the commission will go back to just one time a month for November and December, the second Tuesday of the month at 3 p.m., due to the holidays.

## **7. COMMISSIONER REPORTS**

Chair Goodloe asked Commissioner Hanson if there were updates on the Old Heat project he reported on last month, and he said no updates.

Commissioner Amos said Commissioner Carnell and himself attended a LGBTQ listening session and asked what's next. Chair Goodloe said all notes should go to Klauss and at some point, when the commission has a good number of those listening tours that have been complete, Klauss can



organize concepts and things that are rising to the top. That would give the commission a way to compare with the first listening tour to see if similar things are coming up. Commissioner Carnell said medical topics seemed to come up more with their recent listening session.

Commissioner Omrani would like to focus on setting up a listening tour for marginalized CWU students because a big opportunity is learning why CWU students don't stay here.

Commissioner Carnell said someone passed along an idea to address the City road paint shortage. If white road paint not available, then potentially look at rainbow reflective paint and paint crosswalks with rainbow LGBTQ Pride flag.

Commissioner Carnell also shared a story from two youth at Helen House. They were walking around West Ellensburg Park and a truck passed with people yelling "We love the gays." The two youths changed direction, and felt if they hadn't changed the direction they were heading, they would have been hit by this truck on a future pass. The second time the truck passed they were yelling hateful comments. Part of the reason Carnell wanted to bring it up was to remind the commission this work needs to be now and with intent because these incidents are still happening in this community.

Commissioner Acevedo said she is looking into an issue of discrimination that was brought to her attention while manning the Century 21 booth and will share additional information when she can.

Carnell said someone shared that when they visited the BookMobile they asked if there were any BIPOC or LGBTQ books in the BookMobile and was told no. Carnell said that's something the commission might look at in terms of encouraging or increasing.

## **8. STAFF REPORT**

Recording secretary Nicole Klaus read an agenda report from Chief Wade about an invitation to the Citizen's Academy.

## **9. PUBLIC COMMENT**

Chair Goodloe called for public comment; there was none.

The meeting adjourned at 4:29 p.m.

Respectfully Submitted by

Nicole Klaus

Recording Secretary

**Drafted: 9/15/21**

**Approved:**

## Possible DEI Commission “Work Plan” or “Strategic Plan”

### Action Items for this Year

- Actively recruit community participation in planning and implementing special DEI events.
- Explore avenues to encourage the creation of small community groups to read, meet, and discuss diversity issues, books, films, videos, etc.
- Implement new events and celebrations that highlight the variety of cultural traditions within the community.
- Develop a matrix for City Leadership and Elected Officials to utilize when reviewing proposals and projects, and making decisions.
- Develop DEI toolkit to propose for use by City for certain policies, procedures, or projects.
- Continue writing proclamations to celebrate heritage months.

### Yearly Goals

- Yearly listening tour + report
- Yearly reevaluation of Comp Plan Goals/Policies/Narrative
- Yearly assessment/report of what the City/Commission has done related to DEI
- Identify and support community partners that are regularly celebrating cultural events in our community.
- Encourage an expansion of product selections and personal services for a variety of skin tones, hair textures, and cultural backgrounds.
- Encourage local businesses to provide diversity and gender equity training for employees.
- Ensure the commission is bringing marginalized voices to the work, empowering community voices into events, plans, and trainings.