



AGENDA

Edmonds Diversity Commission

Edmonds Senior Center
220 Railroad Ave, Edmonds, WA 98020
Wednesday, May 3, 2017
6:00 – 8:00 PM

6:00 P.M. - CALL TO ORDER

1. Roll Call
2. Approval of Agenda (5 minutes)
3. Approval of April 5, 2017 Summary (5 Minutes)
4. Public Comment (3 minutes per speaker) (10 minutes)
5. Update from the City – Patrick Doherty & Councilmember Adrienne Fraley-Monillas (15 minutes)
Census letter and Diversity Commission response to swastika incident.
6. Retreat review and discussion: (10 minutes)
Subtitle for Commission’s mission – for approval
Discussion on revising code on attendance policy.
7. 2017 Work Plan (50 minutes)
Policy Sub-group update
Outreach Sub-group update
Events Sub-group update
Approve items by consensus
8. Indigenous Day resolution (15 minutes)
Establish timeline and workflow
9. New Business, Commissioner’s Corner (10 minutes)

Adjourn –

Next regular meeting: Wednesday, June 7, 2017, 6 PM

Guiding Principles

To ensure we meet our responsibilities as a Commission, we agree to:

- start and end our meetings on time
- demonstrate our respect for our fellow Commissioners, the City of Edmonds, and the citizens we represent by: being present, being prepared, actively listening, participating in meetings, completing our individual assignments, and holding ourselves accountable
- “step up and step back”
- establish goals and action plans that are results oriented
- establish subcommittees as needed
- engage in courageous, honest, and open dialogue when faced with difficult issues or questions
- utilize the “Ouch Rule” (assume positive intent; resist the temptation to be offended)
- embrace the education opportunities presented through the Commission meetings
- strive to make decisions by consensus. In a case where consensus cannot be reached after a reasonable attempt has been made, the Chairperson may call for a majority vote.

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**CITY OF EDMONDS
DIVERSITY COMMISSION
April 5, 2017**

COMMISSIONERS PRESENT

Ed Dorame – Chair
Maria Montalvo – Vice Chair
Tung Bui
Donnie Griffin
Diana White
Dean Olson
Pat Valle
Councilmember Adrienne Fraley-Monillas,
ex officio

COMMISSIONERS ABSENT

Mario Brown
Adam Khan

STAFF PRESENT

Patrick Doherty, *ED/CS Director*
Cindi Cruz, *ED/CS Program Coordinator*
Misha Carter, *Diversity Commission Coord.*

1. **Roll Call:** Call to order at 6:00 p.m.
2. **Approval of Agenda:** The agenda amended and approved by consensus.
3. **Approval of Meeting Summary of March 1:** Summary minutes approved as submitted by consensus.
4. **Public Comment:** Vanessa Stedman discussed book readings and a screening of the film “Black Lives in Suburbia” that she and a friend would like to bring to community. It is a 55-minute documentary and she would hope to have discussion afterwards. Ed and Diana recognized Amelia and her work with the Youth Forum and thanked her for her volunteer work on behalf of the Diversity Commission.
5. **Update from the City:** Patrick Doherty discussed new tourism brochure and the redesign to incorporate diversity in the project. The new brochure was received today. The brochure was redesigned based on Commission input to increase the diversity of imagery in our tourism materials for Edmonds which includes the redesign of the VisitEdmonds.com website. Discussed racially biased comments made by Fire District 1 commissioners and the response the Mayor had made at a subsequent City Council meeting. The basics of the statement by the Mayor are that this kind of comments are not representative of the City of Edmonds. The Mayor’s statement was also posted on the City Facebook page. Business cards could be obtained for approximately \$42 per 500 cards and be generic so all commissioners could be used. Adrienne discussed situation of payout on sexual harassment claim against the Police Department that was settled. Maria wanted to know if the social worker to be hired by the PD has occurred. This position is to be liaison between homeless population and mentally ill people on streets. Patrick stated Lynnwood has been using someone from the YWCA, but is now in the process of hiring a full-time person, a portion of which the City of Edmonds will pay for. Lynnwood will take on the position and supervise. Social worker could potentially help the PD deal with diversity issues. There is a concern about proper training of PD in

DRAFT

dealing with homeless population. Is it the Diversity Commission's role to tell the City/PD on how to deal with the public? What are the issues? What can we improve and what have we done well? City does have a web page for the Diversity Commission to utilize for events, etc. Please let us know any subject or event that members may hear of that could and should be posted on web page.

6. **Youth Forum Report, March 17, 2017:** Diana gave update on forum and stressed how every avenue was tried to get participation from kids from Edmonds-Woodway and Meadowdale HS's. There was good feedback from kids that did attend. Questions were more youth oriented than the World Café held in December. Sixteen participants attended, and we would have liked more. Event was better than the students expected. Enthusiasm was good from participants. Right after school may encourage better attendance. Misha has prepared certificates of participation for each student and will be sending them to students. Donnie discussed his group, stating they were very engaging, welcoming and comfortable environment, one student actually came out to his group and it was very emotional. Patrick was appalled at the report of language and what kids have been hearing and being subjected to at school. Adrienne was at the bullying table and discovered that most bullying occurs through social media and there seems to be no filter in what kids will say to other kids. Diana and Ed discussed gun violence but stated that few had experienced any but their feelings about gun violence seem to reflect their parents' view. There is gun violence training in the schools. Students feel like some incidents are swept under the rug but maybe it is reflective of privacy laws. Tung thought it was well done; he was not in a specific group but observed all groups. Maria said students believe they are better able to talk about these issues than older generations had been in the past but the world they live in is getting more judgmental and that makes them sad. Lessons learned: offer students community service credits, have event at a school might increase participation, prizes were good and well received. Some kids had to take Uber to get to the event.
7. **Indigenous Day Discussion:** Diana had brought this item up at the time of the 2016 Columbus Day holiday. There are several municipalities in the Puget Sound area replacing the name with Indigenous Peoples Day. There are local jurisdictions who have adopted the new name including Seattle. City of Denver was the first city in the country to adopt Indigenous Peoples Day. Review examples of resolutions from other cities in the state and country and contact Edmonds Historical Society, Tulalip Tribes, etc. for local support. There will be a need for some history in order to have a supportive ordinance to bring forward to the council for approval. Partnership sub-group will take lead with Diana.
8. **2017 Work Plan**
 - a. **Events sub-group:** Tung discussed several events including a picnic but some concern about weather and should an outdoor event be pushed out further than 2nd quarter. 3rd quarter is 4th of July parade - maybe add to the parade and have a fashion show wearing their traditional attire from their native land prior to fireworks in evening. Has not received feedback on this idea from Chamber, so could include traditional attire in parade rather than at fireworks. A series of story telling in 3rd quarter regarding background and history of different families and their culture. Had not thought of event for 4th quarter but could be World Café. Patrick discussed a small grant program to help co-sponsor events. If approved would identify budget and develop process to accept grant applications in a short time frame. \$300-\$500 maximum. This would be a way to use budget to help public put on events. Grant program would be supported by staff. Movie

DRAFT

series could start in fall potentially at ECA but that venue is probably too big. Patrick is willing to approach Edmonds Theater for their participation. At end of movie have Q&A or open chat. Patrick sent out sample of diversity movie examples in different categories. ECA has Diversity and Inclusion committee that could be potential partner in movie series. City Park may not be available any day but through the week for “Meet Your Neighbor”. Request for a calendar of events that maps out four major events per year and where do you plug in other events such as speakers, story-telling, movie series, etc. Question was asked regarding small grant process: could it be implemented in between these larger events? Tung, Patrick, Ed will meet to discuss procedures and developing calendars.

- b. Outreach sub-group:** Should be called Partnership group, Maria discussed meeting held on March 27, 2017. This sub-group will support the Commission to become a clearinghouse for diversity and inclusion-related resources in the Edmonds area. Proposed approach:

Level 1 - Establish relationship to share contacts, events, resources - City and Diversity Commission will promote and list on City website and through other means (this includes a fully functioning outreach and media plan)

Level 2 - Establish collaborative goals to co-host functions or co-promote mechanisms for outreach and education within the community

Level 3 - Create partnerships to engage in civic action and guide policy by leveraging knowledge of groups in key areas who know more about diversity and inclusion in their areas of focus and can provide the Diversity Commission with insight and guidance for us to meet our City-assigned duty to advise the Mayor and Council.

Key Work Items:

1. Misha, Patrick, and Cindi will further build out and update list of groups who we will want to partner with in a variety of areas, including some we do not know yet but want to identify (i.e., housing discrimination)
2. Misha, Patrick, and Cindi will update calendars on website of upcoming events by us and our partners, and establish a social media calendar to promote, as well as some press releases
3. Sub-Group members will take on 10-15 partners once list is finalized to establish a direct link between the Commission and other like-focused groups to improve our ability to respond to situations and impact policy
4. Patrick will send an email and create a press release to solicit engagement from current and potential partners to continue to build out list and better be able to collect event and other information (this will be an ongoing sub-group activity and all info is welcome)

Commission agrees to notes by consensus.

- c. Policy sub-group:**

Pat discussed meeting, and goals: 1. Educate ourselves on city of Edmonds policies and procedures as they relate to diversity, inclusiveness, and equity. 2. Assess data from interviews and other collection methods. 3. Identify gaps in policies and procedures that could possibly be improved upon as it relates to diversity, inclusiveness, and equity. Identify solutions and make recommendations. 4. Establish a network between Diversity Commission and City Departments so that issues can be communicated quickly and if needed acted upon. 5. Bring recommendations to the Diversity Commission for approval before presenting to the Mayor, City Council and key stakeholders.

DRAFT

The first interview has been set up with Mayor Earling this Friday. The questions for the interview were discussed. The interviews are to determine the culture regarding a diverse workforce policies within the City of Edmonds. Should school district be included? Diana stated there are policies being developed in the school system. School district could be included in 2018. Commission agrees by consensus to support notes.

9. **Retreat Discussion:** After discussion it was decided by consensus to have a retreat on Friday, April 21, from 3-6 p.m. with a place to be determined by staff. Ed, Maria, Misha, and Patrick will meet to plan agenda.
10. **New Business, Commissioner's Corner:** Ed discussed federal decision regarding removal of counting LGBTQ sector in the 2020 census. It was decided by consensus to write letter to federal congressional delegation by commission. Letter will be drafted by Diversity Commission. (Patrick & Ed will draft). Diana mentioned the commissioner invite to the ECA on Friday night.

Adjourn: 8:04 PM – Next regular meeting: May 3, 2017, 6 PM

**CITY OF EDMONDS
DIVERSITY COMMISSION RETREAT
April 21, 2017**

COMMISSIONERS PRESENT

Ed Dorame – Chair
Maria Montalvo – Vice Chair
Donnie Griffin
Diana White
Pat Valle arrived at 4:14 p.m.
Dean Olson
Councilmember Adrienne Fraley-Monillas,
ex officio – arrived at 3:38 p.m.
Councilmember Dave Teitzel,
ex officio alternate

COMMISSIONERS ABSENT

Tung Bui
Mario Brown

STAFF PRESENT

Patrick Doherty, *ED/CS Director*
Cindi Cruz, *ED/CS Program Coordinator*
Misha Carter, *Diversity Commission Coord.*

1. **Roll Call:** Call to order at 3:00 p.m.

2. **Mission, vision statement discussion:** From the code: *The mission of the Edmonds diversity commission is to promote and embrace diversity through action, education, and guidance. The commission seeks to foster an understanding that includes, accepts, respects and appreciates each individual member of our community.* What are commissioners' hopes, inspiration, and challenges?. Donnie: personal hopes are higher than hopes for commission, hopes that commission helps him, teamwork is important and crucial, value is learning things he does not know, getting to know commissioners, need to know each other as a group. Diana: inspiration is lack of diversity, socioeconomic diversity – open up the eyes of the community, lack of Native American diversity in area. Challenges are being politically correct all the time, always learning, keep our education up at all times. Hopes are people are coming to commission for guidance, deep and meaningful commitment to education. Dave Teitzel: he appreciates great work by commission. Inspiration: friends of color and ethnic diversity living in this very white community. Hope that we become better as a community by creating welcoming community, and inspirational challenges: economic development, planning, in Highway 99 purpose/focus to create more welcoming environment. Maria: similar to Diana for inspiration: grew up in Philadelphia very different more comfortable environment than Edmonds, lived in very mixed race community; make sure the commission is impactful. Hope is the commission must be good stewards of the funds. Focus on the goals and make a difference. Ed: Inspirations: finding a way to help in Edmonds. Challenge – socializing with friends that are not understanding, social equality is important. Hope: to do our best to make it better for all, socially equal. Understands that group will not

DRAFT

always agree. Dean: Inspirations – left area and understands the fact he has MBA and many cannot and do not have access to higher education; it is an inspiration to him working with people not so advantaged. Challenges: avoid lawsuits by proactive reactions, Hopes: new on commission so still getting in the learning mode. Adrienne: Inspiration: has lived in city her whole life sees the white privilege in the downtown area, has lived in Hwy 99 corridor and sees the lack of understanding the issues around diversity (husband not white, son is disabled) bringing forth understanding about differences of people that live in Edmonds. Misha: inspiration - related her past experiences in relationship to working with Commission. Hopes: people reaching out to her on a continuing basis to learn more. Patrick: gave examples from past work history. Challenges: assumption was Edmonds appears very white but pleasantly surprised at how diverse it is in Edmonds. Cindi: Hope is the Commission creates change and acceptance in Edmonds.

3. **Joint discussion on guiding principles:** Are we going to make a difference and change minds? What are guiding goals/principles? How to choose events that will make a difference. Will not necessarily change minds but make people think about differences. Create a critical mass of people that are educated. Need emphasis on awareness and communication. Bar starts to rise as more people are educated. Diversity, equity, and inclusion. (not just diversity). Equitable vs. equal. Justice/injustice vs social justice? Highway 99 corridor community may perceive not receiving environmental justice. A tagline promoting diversity, equality, inclusion. 80% of population is white and should not forget that. Disabled, gay/lesbian, transgender, ages, diverse religions, are part of that white population. How to approach mission? Always use civility with educating the public. We will not always agree. How to implement work plan. Goal is to grow a critical mass of educated, aware, citizenry. Role of commission (collectively and individually) to educate, engage, represent, and speak up. Need a common message. Come back to next meeting with some statements as examples for approval. Need common and impactful message.
4. **Operational issues/discussion:**

Subcommittees: The challenge is to figure out how much to be involved with different events. Can Commissioners be on more than one committee? Answer - Yes. Donnie suggested another committee be formed perhaps called an Executive Committee. This committee would keep tabs on attendance, also on how the sub-committees are doing. It was decided the subcommittees would do their own reports in the form of memos or the like on their progress and send to Commissioners before monthly meeting so everyone can speak about sub-committee progress and plans.

Materials and resources for Commissioners

Attendance and participation: Patrick spoke again about not being discouraged because numbers have been small at events. If these events had been done many

DRAFT

times and still had small attendance then it would be a different story. Ed talked about how a youth forum participant come out and that it possibly saved their life by providing an opportunity to come out in a safe place. Adrienne said press coverage for the youth event was good.

General membership issues: Donnie mentioned he has met with representatives of Lynnwood and Shoreline Diversity Commissions. It was agreed that anyone can meet with whomever they please for Diversity purposes and that the contacts and pertinent information can be sent to Misha for contact list. It was discussed about how Commissioners should conduct themselves when representing the Commission. It was revealed that Adam resigned and it was asked if the Commission had to advertise for a new Commissioner or just chose one of the last who had applied. Attendance was discussed and perhaps instead of the trigger for dismissal from the Commission being absence from 3 consecutive meetings, it could be absence from four meetings in a year, and take out the word consecutive. Also, perhaps having a few alternates can be on board so that when vacancies occur an alternate can step in. Patrick said a “simple code change” could allow alternates. Donnie mentioned perhaps expanding the Commission from 9 to more members.

Training/member support:

Volunteers: The use of a volunteer pool was discussed. How would they be used? What would they do? Maybe for partnerships.

Work Plan ideas and general parameters:

Adjourn: 6:03 PM – Next regular meeting: May 3, 2017, 6 PM