



AGENDA

Edmonds Diversity Commission

Brackett Meeting Room, Edmonds City Hall

121 5th Avenue North, Edmonds, WA 98020

Wednesday, February 5, 2020

6:00PM – 8:00PM

	<p><u>6:00 P.M. – Call to Order and Land Acknowledgement: "We acknowledge the original inhabitants of this place, the Sdohobsh (Snohomish) people and their successors the Tulalip Tribes, who since time immemorial have hunted, fished, gathered, and taken care of these lands. We respect their sovereignty, their right to self-determination, and we honor their sacred spiritual connection with the land and water." - City Council Land Acknowledgment</u></p>
10 min.	<ol style="list-style-type: none"> 1. Roll Call and Absences 2. Approval of Agenda 3. Approval of January 8, 2020 Meeting Summary 4. Public Comment (3 minutes per speaker)
20 min.	<ol style="list-style-type: none"> 5. Update from the city: Patrick Doherty, Adrienne Fraley-Monillas
10 min.	<ol style="list-style-type: none"> 6. Old Business: <ol style="list-style-type: none"> a. Discuss sub-group structure
5 min.	<ol style="list-style-type: none"> 7. Subgroup Reports: <ol style="list-style-type: none"> a. Policy:
5 min.	<ol style="list-style-type: none"> <ol style="list-style-type: none"> b. Partnerships: c. Events:
55 min.	<ol style="list-style-type: none"> 8. New Business: <ol style="list-style-type: none"> a. Refine retreat topics (draft agenda will be distributed at meeting)
10 min.	<ol style="list-style-type: none"> 9. Commissioner's Corner:
	<p>Adjourn – 8:00PM Next meeting SPECIAL MEETING FOR RETREAT: Wednesday, March 4, 2020, 4 PM, Brackett Meeting Room</p>

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.

**CITY OF EDMONDS
DIVERSITY COMMISSION
January 8, 2020**

COMMISSIONERS PRESENT

Pat Valle, Chair
Anabel Hovig, Vice-Chair
Dean Olson
Donnie Griffin
Mindy Woods
Sarah Mixson
Brian Potter
Nikki Okimoto Glaros

Councilmember Adrienne Fraley-Monillas, *ex officio*

COMMISSIONERS ABSENT

Sekou Koné, excused
Tomás Brodniak, Student Representative

STAFF PRESENT

Cindi Cruz, *Program Coordinator*

6:00 P.M. – Call to Order and Land Acknowledgement: "We acknowledge the original inhabitants of this place, the Sdohobsh (Snohomish) people and their successors the Tulalip Tribes, who since time immemorial have hunted, fished, gathered, and taken care of these lands. We respect their sovereignty, their right to self-determination, and we honor their sacred spiritual connection with the land and water." - City Council Land Acknowledgment

1. **Roll Call:** Pat called the meeting to order at 6:04 p.m. Dean read the land acknowledgement. Pat recognized Sekou's excused absence due to a vacation beyond two weeks.
2. **Approval of Agenda:** The agenda was approved by consensus. It was requested by Brian to discuss subgroups under the retreat topics.
3. **Approval of Meeting Summary of December 4, 2019:** Summary minutes approved by consensus.
4. **Public Comment:** Ardeth mentioned book "Line Becomes A River" is a fabulous read highly recommends. Topic was on border patrol.
5. **Update from the City:** Adrienne updated on Council interview of 6 of 12 applicants next Tuesday, 6 of 12 following Tuesday and appointment will be the Tuesday after that. Brian asked about geographic distribution of Council and applicants addresses. Public participation was encouraged and if you have a recommendation of a particular applicant please forward to Council.

Cindi provided update: Diversity Commission Coordinator position. Job description being finalized at HR and should be advertised next week. We will leave it open for two weeks, with applications due approximately 1/24. We could review applications on 1/27 and invite for interviews 1/31 and/or 2/1. Would be great to have the new Coordinator available to attend the Retreat on 3/4. We will share the job notice with all Commissioners, you can send out to your "network" of folks, plus on Facebook, job websites, etc. We will want a couple Commissioners to help review applications, and a couple to be involved in the interviews. Pat and Anabel will review the applications on 1/27 and Donnie and Mindy will help with interviews 1/31 and/or 2/1.

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One of Mayor Nelson's initial priorities is to establish an equity and inclusion committee among City staff, with representatives from every Department, to address issues and/or promote equity and inclusion within the City ranks.

Two new positions will be added to our Department: Public Information Officer/Communication Strategist and Human Services Coordinator. Both are half-time positions. Job descriptions are being finalized and we will seek Council review and approval at the end of the month. We will advertise in February.

There is a table available for the Diversity Commission at the upcoming Edmonds School District LGBTQ+ event on 1/15 from 4pm to 9pm. Ed Dorame will be there staffing the GSBA table. Pat will be attending. Cindi will provide film series posters, decals, and updated brochures.

Pat will also be attending the MLK event on 1/20 at the ECA and will need posters, brochures, and decals.

6. **Old Business:**

- a. Update on coordinator position – included in City update.

7. **Subgroup Reports:**

- a. Policy:
- b. Partnerships:
Decal project status: decals are available at the front desk of City Hall for distribution.
- c. Events:

Brian asked if there should be some changes in subgroups and/or participants. This will be discussed at retreat.

8. **New Business:**

- a. Discuss retreat topics
Cindi had e-mailed documents from 2015 and early 2016 when the Commission was initially started and encouraged to review for retreat topics and if subgroups need to change. There was discussion about various retreat topics.

City-wide event:

Paddle/potlach in summer coinciding with Tulalip paddle in the Sound
Indigenous People's Day, provide a symbolic gesture similar to the placement of US flags on Columbus Day

Subgroup review – possible change members in subgroups and change of subgroups

Community Center out of the Bowl – Hwy 99 proximity

Multi-Cultural Day and/or Weekend - Chinese, Filipino, Korean

Diversity Calendar to publicize events

30th Anniversary of the ADA

100 Anniversary of Women's Suffrage

Día de los Muertos & Lunar Celebration

Strategic Plan

Commission training: common language, understanding

Sponsor diversity training open to the public

Join Council at their next retreat

4th of July advertising

Donnie asked about CCommission taking on one big project that could be large, memorable and sustainable. It was clarified that the retreat will be held at 4 p.m. on Wednesday, March 4 which is a regular meeting date for the Commission. Ardeth: big event could encompass

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communities to share in a multi-cultural event. Publicizing events could be a partnership. Donnie referred to Federal Way Diversity Commission and how to distinguish between events to take on and to turn down. Goal setting, strategic planning to create a road map and establish guideposts and strategy. Could City support facilitator outside of the Commission's budget? Pat mentioned icebreaker at retreat but to keep it minimal. Will work on retreat topics at planning meeting and at February Commission meeting.

9. Commissioner's Corner:

Mindy mentioned Homeless Awareness Month. Point In Time count on 1/23/20. Need volunteers for survey. Enables state and federal funding for services. Surveys are done through organizations that provide services to homeless population. To be counted must be accessing social services.

Sarah had posters for the MLK event to be held at ECA on 1/20/20.

Dean mentioned he had been at Chamber networking event this morning and had discussed ADA issues. Movie "Harriet" is excellent.

Brian mentioned fundraising event on February 22 at EUUC to send chorus members to gala.

Pat was invited to host a table at MLK event in lobby would like brochures, decals, and film series posters.

Donnie advised that he had talked with Ben Young from Communities of Color Coalition and they are moving their offices to the Edmonds area on Hwy 99. They will have rental space available for meetings and conference.

Mindy mentioned County is promoting MLK events. Shoreline is promoting Edmonds events.

Adjourn: Pat adjourned the meeting at 7:28 PM – Next meeting: February 5, 2020, 6 p.m. in the Brackett Room at Edmonds City Hall.