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AGENDA
MOUNTLAKE TERRACE
DIVERSITY, EQUITY & INCLUSION COMMISSION

Wednesday, January 19, 2022
7:00 p.m.

Remote Meeting Via
Telephone or Teleconference

1. CALL TO ORDER
2. Attendance Roll Call
3. Land Acknowledgement
4. Approval of September 15, October 20, and November 17, 2021 Meeting Minutes
5. Public Comments
6. Building Roots
 - a. Discussion of DEI Logo
7. Equity Suggestions
8. Sub-Committee Update: a. Education and Resources; b. Public Outreach; and c. Policy
9. DEI Wins & Tributes
10. City Council Liaison Report
11. Commissioners Corner
12. ADJOURNMENT

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MINUTES

MOUNTLAKE TERRACE DIVERSITY EQUITY AND INCLUSION COMMISSION MEETING

September 15, 2021
7:00 p.m.

Remote Meeting Via
Telephone and Teleconference

COMMISSIONERS PRESENT

Chair Richards (Via Teleconference)
Vice Chair Deen (Via Teleconference)
Commissioner Meier (Via Teleconference)
Commissioner Doyle (Via Teleconference)
Commissioner Paige Jr. (Via Teleconference)

COMMISSIONERS ABSENT

Commissioner Guillen (Excused)

STAFF MEMBERS PRESENT

Steve Woodard, City Council Liaison (Via Teleconference)
Scott Hugill, City Manager (Via Teleconference)

CALL TO ORDER

The meeting was called to order at 7:00 p.m.

Attendance Roll Call

City Manager Scott Hugill took roll via teleconference. Commissioner Guillen was absent, and had contacted Chair Richards to ask to be excused. The Commission excused Commissioner Guillen, passed 5-0.

Land Acknowledgement

Chair Richards read the land acknowledgement statement into the record.

Approval of August 18, 2021 Meeting Minutes

The August 18, 2021 minutes were approved unanimously by consent, passed 5-0.

Public Comments

Jeanne Crevier asked about how to get an advance copy of the Commission's agenda.

Guest Speaker Dr. Gustavo Balderas, D.Ed., Superintendent of Schools, Edmonds School District

Dr. Balderas spoke about his background growing up in Washington and Eastern Oregon, spending 32 years in education, with 11 years as a superintendent. As Superintendent in Eugene, Oregon, prior to coming to the Edmonds School District, he focused on closing gaps in

graduation rates and advocating for diversity in the workforce, resulting in 40 percent of principals being leaders of color in a community that was primarily white.

Dr. Balderas spoke about his work in the Edmonds School District, presenting information on the District's Race and Equity policy. The policy involves engagement, equity, excellence and a sense of "belonging." This is promoted through all elements of the District, from human resources and finance, to community engagement and a focus on a strategic plan supported by data.

Dr. Balderas responded to questions from the Commission: 1. What is his "north star" for pursuing the policy of equity? It's the kids – keep the kids first; 2. What are students asking for to be successful right now? Being back in school with their peers; and 3. How do you deal with 'controversial' issues raised in the media? Control what you can control - not elected officials, but the organization. Hence the value in a strong strategic plan with data to support the why and metrics to achieve the goal.

Year in Review

In preparation for an update to the City Council, Chair Richards asked Commissioners what they were proud of having accomplished over the past 11 months. Comments included:

- Guest speakers.
- Discussions with other Diversity, Equity and Inclusion Commissions in the state and region, which had the message that it takes time, and the Mountlake Terrace DEIC is on the right path.
- Conversations with the Police Chief and officers to learn that the Police Department is willing to do more for diversity, equity and inclusion through hiring and interactions with the community.
- Raising questions the city may not have previously considered, such as hiring processes and making sure everyone learns about cooling shelters.
- Listening Sessions with the community to gather voices and data.
- Attending training, including the *StepUp* conference.
- Developed committees to address specific items: website development; providing information collected around resources for people of cultures; and programs.
- Collaboration with Edmonds and Lynnwood DEI groups.
- Going door-to-door to take information on COVID grants to businesses.
- Translating information on the city's COVID mailing(s).
- Distributed facemasks at various events.

Commission Member Update

Chair Richards asked for an update on the Commission vacancy. Mr. Hugill spoke about the process the Council uses, which includes a Council Committee interviewing applicants and making a recommendation to the full Council.

Diversity, Equity & Inclusion Wins and Tributes

Chair Richards noted the City of Lynnwood hired its first "Race and Social Justice Coordinator," and that today is Yom Kappur.

Vice Chair Deen noted this month as Hispanic and Latino Heritage Month (September 15-October 15), and that Mexico City replaced a statue of Christopher Columbus with a statue of indigenous women.

City Council Liaison Report

Councilmember Woodard noted the Council is discussing uses for ARPA funds, which includes soliciting ideas from boards and commissions to increase the input.

Commissioner Paige asked for a resource to find additional information on the definitions found in the US Treasury's FAQs on ARPA. Councilmember Woodard suggested questions going to Mr. Hugill.

Commissioner Meier suggested funding for childcare.

Councilmember Woodard noted that the city has received half the potential ARPA funds, and is looking to place them in the General Fund as revenue replacement to then enable the funds to be used more broadly.

Councilmember Woodard also reminded the Commission of the September 18 Civic Campus dedication event, and noted the fountain at the Campus is now working.

Commissioners Corner

Chair Richards commented on the School District's EACH program, which will have its first community meeting on September 20.

Commissioner Doyle recommended the book, *Caste* by Isabelle Wilkerson, on India's caste system.

The next meeting will not have a guest speaker, and will instead focus on committees' workplans.

ADJOURNMENT

The meeting adjourned at 8:53 p.m.

These minutes are subject to approval at the January 19, 2022 meeting.

Introductions of new Commissioner Mojumder

Commissioners introduced themselves, followed by newest Commissioner Mojumder providing his background and interest in the Commission's work.

Public Comments

No public comment.

Building Roots

Chair Richards asked for input on the Commission's presentation to the City Council on October 28, inviting them to attend and to provide a biography to be included in the presentation. She asked if Commissioners were comfortable including their biographies, with no one stating a concern.

Commissioner Guillen asked about providing input into the presentation, which Chair Richards confirmed would occur, and asked for input of any specific topics.

Vice Chair Deen noted that while there is not a lot of writing on the slides of the presentation, the detail can be provided in speaking during the meeting.

Chair Richards also asked about availability for a photo of the Commission. The Commission ultimately identified Sunday, October 31, as the date that worked for everyone.

Ten Ideas for Commission's Workplan

Chair Richards reviewed the ten ideas that would be presented as the Commission's workplan at the October 28 Council meeting.

- Handbook for New Commissioners
- Make a Minority Businesses "Yellow Pages" Book
- Holiday Calendar
- DEI Lens for Hiring and Training
- Continue Work with Police Department
- Collaboration with High School
- DEI Summit with Neighboring Cities
- DEIC Brand
- Continuing Small Business Relationships
- Ongoing DEI Training.

Strategy Chart

Chair Richards spoke about Commissioners' LFRE strategy charts, recommending going over one or two at this meeting.

Commissioner Meier shared her LFRE Strategy Chart, with a goal of having a "full-time permanent DEI staff position with the city," and the strategy for moving it to fruition.

Chair Richards went over her LFRE Strategy Chart, with a goal of "equity training for new and existing staff." The purpose and strategy for putting it into place is to ensure that all who are involved with the organization have an equity lens, common language and a normalizing of training so that new and different issues continue to be addressed through learning.

Vice Chair Deen asked about how training would be identified in the city in terms of who coordinates it, is it optional, and how would it be identified. Chair Richards stated that it would need to be identified as part of the hiring process, coordinated with Human Resources and on a quarterly basis.

Commissioner Mojumder spoke about the biases with anyone, and how to measure if the training is working. Chair Richards noted that measuring the impact of training may focus on broader measures of achieving common goals and norms.

Vice Chair Deen shared her LFRE Strategy Chart with a goal of a wider variety of holidays recognized in the city and schools. It would involve normalizing the conversation about racial equity by showing more holidays on the school calendar, and having certain school events, such as testing, not take place on holidays. Although not everyone celebrates the same holidays, there can be appreciation for what the holiday brings to the community.

Commissioner Mojumder asked if the school district has a DEI consultant. Vice Chair Deen responded that although there were groups within the district trying to help, the district itself had no consultant or designated body addressing it.

Future Goals

Chair Richards noted the Commission would continue to work toward developing goals.

Consultant (Request for Proposals) Update

The Commission asked about the status of bringing on a consultant to help with a workplan. Mr. Hugill suggested asking the City Council on October 28, as part of the annual update, for support in bringing on a consultant to supplement staff and Commissioners in developing a workplan for 2022.

Upcoming Trainings: a. Open Public Meetings Act (OPMA) and Public Records Act (PRA); and b. Parliamentary Procedure and Robert's Rules of Order

Chair Richards noted the upcoming need for training (via video) on the Open Public Meetings Act, Public Records Act and Parliamentary Procedure.

Sub-Committee Update

- Education and Resources: Commissioner Guillen said that the committee had shared resources for Indigenous Peoples Day, including those in the Northwest and land acknowledgements.
- Public Outreach: Commissioner Doyle reviewed the committee's discussions on ways to engage outreach with the community, including online forms and events.
- Policy: Chair Richards shared Commissioner Paige's work with the Police Department, including meetings with Chief Caw and ultimately the current policies that keep people marginalized.

Commissioners Corner

Commissioner Meier shared that the Mosque had been vandalized.

Diversity, Equity & Inclusion Wins and Tributes

Vice Chair Deen shared that in certain areas of New York police have been responding with social workers; and that in New Zealand, 83 percent of the population has been vaccinated against COVID-19.

Commissioner Doyle shared the story of Dorothy Oliver, who led an effort to get her rural community vaccinated. [An article can be found here.](#)

Commissioner Guillen noted Chile's new constitution will recognize indigenous people for the first time.

City Council Liaison Report

Councilmember Woodard shared that the John Lewis pedestrian bridge, connecting the east and west sides of Interstate 5 in north Seattle, has reunited communities that had been separated by the construction of the freeway in the 1960s. With light rail opening in Mountlake Terrace in two-and-a-half years, mobility will be much greater through the region.

Councilmember Woodard said changes to the city's code relating to storing items in site of the street – and how it could be enforced – could lead to impacts to storage space for those who cannot afford other storage.

Councilmember Woodard noted that the Council has asked Boards and Commissions to provide input on the use of the city's ARPA funding.

Councilmember Woodard stated that Volunteers of America Western Washington (VOAWW) will host a drive-up/walk-up/deliver food pantry event in Mountlake Terrace on November 20.

Vice Chair Deen asked if the Council had discussed vaccination incentives as a use for ARPA funds, to which Councilmember Woodard responded the Council was still gathering ideas, and had not discussed a vaccination incentive.

ADJOURNMENT

The meeting adjourned at 9:07 p.m.

These minutes are subject to approval at the January 19, 2022 meeting.

meeting.

Motion carried 6-0.

Public Comments

No public comment.

Guest Speaker Eliza Davis, Tulalip Tribes

Chair Richards introduced the guest speaker, who she met via the LFRE cohort.

Eliza Davis is the Director of General Services for the Tulalip Tribe, responsible for custodial, procurement, customer service, mail, supplies, document management, veterans department and community services. Ms. Davis previously worked for the Marysville School District, and as a teacher of Lashooti (the language of the Coast Salish people). The language had 30 dialects at one time along the coast, but it is now down to two.

The Tulalip Tribe has a population of about 5,000 with approximately 2,700 members living on tribal land. The Tribe employs over 3,500 hundred people, and is 92 percent self-supporting. Since 1993 the Tribe's charitable program has provided approximately \$230 million to the broader community.

Ms. Davis explained that when the treaty was negotiated by approximately 80 Chiefs at Mukilteo with the Governor of the Washington Territory, a main element was retaining hunting and fishing rights in Western Washington.

Ms. Davis explained the importance of story-telling in the tribe, as a way of demonstrating and preserving values. To demonstrate this, Ms. Davis shared the story of the [First Salmon](#), as told by [Bernie "Kai-Kai" Gobin](#), which shows the importance of honoring commitments.

Ms. Davis noted that the work of the Commission is important in giving voice to a variety of stories and events that come about over time. Ms. Davis offered to take the Commission through the Hibulb Cultural Center, and to share links on Native issues such as governance, sovereignty, and culture.

Chair Richards asked about native-themed goods (e.g., Pendleton blankets or clothing) in terms of people thinking it supports local tribes. Ms. Davis noted Pendleton uses native patterns, and has been part of native culture, but Pendleton is not native-owned. Alternatively, [Eighth Generation](#) is owned by the Snoqualmie Tribe using native-owned crafters. The Tulalip Tribe holds events showing native-made products for sale.

Ms. Davis will provide additional information on the Tribe's programs and events for possible inclusion in city communications.

Chair Richards asked for an update on a consultant to assist with the development of the Commission's workplan. Mr. Hugill stated he would speak with Councilmembers to let them know of the intent to bring on a consultant, which is made easier by the Commission's presentation

to the Council in October. The consultant would be referenced in the staff report for the upcoming budget modification, but the Council would not necessarily need to approve the contract based on the anticipated cost of approximately \$10,000; instead, it was an intent to let the Council know so that they would not be surprised, and to then move forward with identifying consultants to provide support for developing the workplan. The next step after the workplan is completed would be to assign resources – internal or external – to accomplish the workplan.

Strategy Charts Continued

Commissioner Guillen shared his LFRE chart focusing on informing the community on resources available, which includes online resources in a manner that the community uses.

This led to a discussion on how to get support for the various elements of the Commission, which may be more expansive than other city boards and commissions in that the DEIC will touch on events, communication, city operations, training, etc. Included in the discussion was the recognition that the Commission's work will encompass a whole program involving city staff and possibly outside assistance to cover the areas of the workplan.

December Meeting Discussion/Plan

Chair Richards asked about Commissioners' availability for the December 15 meeting considering the holidays, in the event it should be moved or cancelled. The Commission decided to cancel the meeting.

Mr. Hugill asked that the Commission consider approving the multi-cultural holiday/event calendar that Commissioner Guillen had introduced previously, which the city could use to communicate to the community. The Commission agreed, and recommended the city use the calendar as a resource to inform the community on the variety of cultures in the region.

Sub-Committee Update: a. Education and Resources; b. Public Outreach; and c. Policy

Given the time, the Commission tabled the updates at the meeting.

DEI Wins & Tributes

Vice Chair Deen spoke about the work of the Commission that was presented to the Council in October, congratulating the Commission on their work.

Commissioners noted the following:

- AMC/Lowes Theaters will begin providing closed-captioning in multiple theaters.
- Cal-State Long Beach has begun providing the un-housed the ability to park their cars on campus so they are not being cited for living in their cars.
- In North Dakota there was a mass grave of Native children found at a boarding school.
- Commissioner Paige spoke about the potential eruptions following decisions in the Ahmed Arbery and Kyle Rittenhouse trials, hoping that it does not occur.

- The Navajo Nation has banned the use of tobacco in facilities, including casinos, which will help improve their health following many years of use.
- The attention paid to the disappearance and death of a white girl in Wyoming stood in stark contrast to the many Native women who have disappeared over decades without similar resources being put to investigate their disappearance.

City Council Liaison Report

Councilmember Woodard spoke about recent Council actions and upcoming events, including:

- Adoption of 2022 property taxes;
- Code enforcement;
- Anticipated growth in the county, and Mountlake Terrace's obligation to accommodate a portion of that growth, and how the work in updating the Town Center Plan in 2019 is used as a model in meeting at least a portion of that growth, yet the city is below projections as are many in the county;
- VOAWW is holding a walk-up/drive-up/delivery food pantry on November 20.

Commissioners Corner

Chair Richards spoke about the McKinsey Collection on display at the Tacoma Art Museum

November 22, Native American Month Awareness event via Zoom.

Chair Richards and Commission Doyle are participating in the C3 Leadership Academy, which had its first class on November 16.

ADJOURNMENT

The meeting adjourned at 9:15 p.m.

These minutes are subject to approval at the January 19, 2022 meeting.