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To listen to the Diversity, Equity & Inclusion Commission meeting via telephone, call 1-253-215-8782. To watch the meeting online: 1) Go to <https://zoom.us/join>; 2) Enter meeting ID (813 0437 9110) and click "join" (you will be prompted to install the Zoom application if you do not already have it); and 3) Enter passcode (03 17 21).

**AGENDA
MOUNTLAKE TERRACE
DIVERSITY, EQUITY & INCLUSION COMMISSION**

Wednesday, March 17, 2021
7:00 p.m.

Remote Meeting Via
Telephone or Teleconference

1. CALL TO ORDER
2. Land Acknowledgement
3. Approval of December 16, 2020, January 20, 2021, and February 17, 2021 Minutes
4. Public Comments
5. Guest Speaker Chief of Police Pete Caw
6. Listening Session Discussion
7. Addressing Emails in Meetings
8. Celebrating Diversity, Equity & Inclusion Wins
9. Sub-Committee Check In
10. Step Up Conference
11. City Council Liaison Report
12. Commissioner's Corner
13. ADJOURNMENT

The City of Mountlake Terrace strives to provide access and services to all members of the public. Please notify the city at least one week prior to the event if reasonable accommodations are needed. Large print and audio are available upon request. Meeting materials are available on the city's website at www.cityofmlt.com/AgendaCenter/13. You may also make a request for records by contacting the Public Records Officer at 425.744.6235 or recordsofficer@mltwa.gov.

MINUTES

MOUNTLAKE TERRACE DIVERSITY EQUITY AND INCLUSION COMMISSION MEETING

December 16, 2020
7:00 p.m.

Remote Meeting Via
Telephone and Teleconference

COMMISSIONERS PRESENT

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

STAFF MEMBERS PRESENT

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

CALL TO ORDER

Chair Richards called the meeting to order at 7:00 p.m.

Approval of Minutes from October 21 and November 18, 2020

Commissioner Paige moved to approve the minutes of the previous two meetings. Commissioner Meier seconded. The minutes from the October 21 and November 18, 2020 meetings were approved as submitted unanimously.

Approval of Public Comment Policy

The Commission discussed the Public Comment policy that was reviewed at the November meeting. Commissioner Paige moved to adopt the policy, and Commissioner Meier seconded. The motion passed unanimously.

Commission Workplan

Commissioners discussed holding a “listening session” to provide an opportunity for the Commission to hear and learn from the community. The discussion included format, scheduling, providing alternative means for community input, advertising the event, and sharing expectations with the audience that Commissioners would listen but not necessarily respond to comments during the session.

Commissioners also discussed possible questions for the community to consider prior to the listening session(s) to help prompt ideas. Commissioners will email possible questions to the city for inclusion as a discussion item at the January 2021 meeting.

Chair Richards asked about providing a “Land Acknowledgment” at Commission meetings, similar to a statement by the City of Edmonds to recognize the area as the historic grounds of native peoples. The Commission concurred with reading the statement at meetings beginning in January, 2021.

Commissioner Paige shared information on “Government Alliance on Race and Equity,” (GARE), which is a national network of local and regional governments, “working to achieve racial equity and achieve advancement for all.” GARE provides resources for governments to address issues.

Discussion of Commission Committees

The Commission discussed Chair Richard’s suggestion of using committees to evaluate ideas in order to move items along between the Commission’s monthly meetings. Commissioners supported the idea, and discussed using committees to address the list of ideas generated at the November meeting.

For various committee functions, Commissioner Hale offered a list of six “pillars:”

- Communications and Messaging
- Education and Learning
- Policy and Change
- Events
- Sponsorships and Partnerships
- Affinity Groups (based on self-identity)

Chair Richards recommended beginning with three committees, and possibly combining some of the six ideas.

Mr. Hugill stated that he saw four themes emerge from the Commission’s list of ideas generated at the November meeting:

- Community Education
- Assistance to Group (information and resources)
- Celebration (recognizing groups and businesses)
- Outreach (community and messaging)

Chair Richards suggested the following committees:

- Community Education
- Celebration and Outreach
- Policy

Commissioners agreed to discuss committees and assignments at the January 2021 meeting.

Commissioners also discussed adding to the end of future agendas a “Commissioners Corner” to provide an opportunity to share training, interactions at other items Commissions wish to discuss.

Council Liaison

Councilmember Woodard reported the City Council recently adopted the 2021-2022 budget and approved the development of 52 townhomes in the Town Center. Councilmember Woodard also noted the resources that Lynnwood's DEI Commission Chair shared with the City Council in 2019.

Public Comment

Jeanne Crevier asked the Commission to consider future partnership and promotion of two programs she is involved with: Washington Family Engagement's 'Parent Leadership Training Institute,' which provides free civic engagement training for people who want to learn how government works and how they can influence policy, and the League of Women Voters' Diversity Outreach Committee.

ADJOURNMENT

The meeting adjourned at 8:501 p.m.

These minutes are subject to approval at the March 17, 2021 Meeting.

Listening Sessions Notes March 3 and 6, 2021

March 3 Listening Session - "What I heard" From Commissioner Paige

28 people on the call
4 Commissioners
Scott Hugill
Steve Woodward
Mayor Matsumoto Wright
Mayor Pro Tem McCardle
(I may have missed someone)

In order for me to take notes while participating in the meeting and not have to spend a lot of time afterwards trying to weed out duplicity; I organized the 5 postcard questions and 13 additional questions into 6 categories that would quickly allow me to understand where to label the comments. I then put into these categories the comments the participants made. Please note, I am not a stenographer ☺, so in a lot of cases I paraphrased and/or used key words that stood out to me in the comments. In some cases, I made note of who said what.

1. What is Safe?
2. What does DEI look like?
3. The Commission
4. Barriers/Personal
5. What is good?
6. Racism

I also kept track of who raised their hands, and how often they raised their hands. This gave me a number to see, of the 20 residents; how many participated and how often they did.

11 participants and 25 comments

Beth	4 comments	
Jeanne C.	3 comments	Involved in diversity work for 20+ years
Lisa H.	3 comments	
Dru H.	3 comments	Just moved, received warm welcome from all
Lorna H.	3 comments	5 years in MLT youth council needed
Inglehart	2 comments	40+ yrs. In MLT
Ben	2 comments	
Shirley S	2 comments	31 yrs. in MLT, time for a change
Lisa W.	1 comment	
Lorna H.	1 comment	
Grace	1 comment	Moved to MLT 2015 Paraeducator

1. What is Safe?

When I see people from other cultures moving into the city, walking around enjoying themselves, to me that is an indicator that this is a safe environment. (JC)

2. What does DEI look like?

- a. Getting the city accountable
- b. The City Council having profiles of new residents
- c. All culture's issues getting addressed
 - i. Asian community
 - ii. Hate crimes
- d. We require a culture change
- e. I am uncomfortable with the word inclusion, it feels like a club
- f. Inclusion is not a bad word; it means everyone is included. "we are all Mountlake Terrance
- g. Allowing opportunity, giving others opportunity (Dru)

3. The Commission

- a. What accountability will you have for yourselves? (Lisa H.)
- b. Who and how do you plan to hold the city accountable?
 - i. Put your money where your mouth is
- c. How will you welcome diverse residents to the city?
- d. What have you done?
- e. You need to make sure all residents have equal access
- f. How was the commission formed?
- g. Recap of the commission given (Saboora)
- h. Will we have a presence in the school district
- i. You need to get out to the people
- j. You need to have an equity lens
- k. The community cannot rely on the commission to do all of the work for you, the community needs to take action for change
- l. Find virtual ways for people to connect
- m. You will be directionless without a strategic plan. Impressed that you are going about this process to develop a plan
 - i. Determine the function of the city regarding DEI
 - ii. DEI lens to ALL city activities
 - iii. Interact with the ambassadors (sphere of influence) in the city to gain access to residents

4. Barriers/Personal

- a. Drop box at the library presents an access barrier for disabled
- b. Access to this meeting
 - i. Those without computers cannot participate
 - ii. Language barriers
 1. Non-English-speaking residents can't participate
 2. Hearing Impaired cannot participate
 - iii. Time of the day
- c. Lack of:
 - i. Acknowledgement of issues
 - ii. Tolerance
 - iii. Celebration of diversity
 - iv. Opportunity

5. What's Good

- a. The city Rocks
- b. Community events
- c. Implementing this commission indicates the city Wants more information
- d. I have received warm welcome from the city as a new resident
- e. It is a very diverse population
- f. The city is trying to find ways to reach out and get input from residents
- g. Forward thinking city

6. Racism

- a. The city requires radical change for improvement
- b. Everything in the city is racist
- c. Minority businesses not recognized by the Chamber of Commerce

Finally, I know many people were on the call taking notes, this summary is only what I heard and how I chose to document what I heard.

March 3 Listening Session – Notes From Vice Chair Deen

1. Lorna H.: Pick a “crisis location” for DEI crises. Something the city provides as a safe space for someone that has an issue, urgent and non urgent.
2. Shirley S.: Has recently begun the search into anti-racism. Is committed to learning/listening and continuing down that path.
3. Dru H.: New resident with his wife from Seattle. His wife is involved in UW/Seattle initiatives. He would like more opportunities for community members to learn/grow without judgement.
4. Beth: Will the DEI have a presence at School District Meetings?
5. Lisa H.: Going out to the people instead of waiting for people to come to us. Using those opportunities to create genuine relationships with the community.

What can we do in the community to be more DEI?

6. Ballot boxes @ the library are inaccessible for non-abled bodies.

What does it mean to be anti-racist?

7. Lisa H: Anti-racist is to take a radical approach because everything is racist. Keep anti-racist values in the center of every action/progressive step.
8. Liz W.: Is there an equity lens the city is using when making decisions? Recommends an action item of creating said lens for the city to use in all city decisions.
9. Ben: This meeting is an example of implicit sampling bias from this meeting: someone who can access zoom and manage language barriers
10. Lisa H: Methods of accountability for the city when DEI measures/lens are not followed. What are the consequences.
11. Grace K.: Requests the creation of a youth council.

What does MLT do well:

12. Dru: Would like the city to create more virtual connections, highlights of city, profiles of new residents. More ways to get to know each other.

13. Jan E.: 40+ year resident. Was happy to see the postcard about this session and the creation of the DEI commission.
14. Lorna: what can we create through our website? Define culture and what it means to us. Have we stated a statement of culture? Are we seeing increased racism towards Asians and Pacific Islanders?
15. Dru: Identify differences and what they mean/why they are there. Then learn to tolerate these as differences. Eventually we can get to a point where we celebrate these differences. Can intertwine these and celebrate the history of MLT and what we want the future to look like.
16. Jeanne C.: Establish a strategic plan or these commissions can become directionless. Plan should be that we develop a DEI lens that all city services use. Begin with a culture change of how planning should happen and what DEI related aspects to consider.

March 6 Listening Session – Notes From Chair Richards

Murray
Ryan
Woodard

Commissioners - Sam, Alvaro, William
Facilitators - Hannah and Karissa

Angela A.-
flier brought back negative feelings of being victimized while on the MLT city council was publicly humiliated
Asked to not give opinion on matters due to sexual orientation
Elected in 2002 and re-elected in 2006, resigned in 2008
Received more votes than any other city council running that year
Would like to have a private meeting to discuss

Erika W.-
Sidewalks and dedicated bike routes to schools for differently abled people crossing at 236th is difficult
Less barrier to purchasing bikes than cars

Victor -
Problem with the commission is that we will continue getting people who support the concept of diversity - preaching to the choir
How do we reach people who don't want to be reached
Reach out to religious organizations and the heads of their institutions
Wants us to address them about homosexuality
Tostan in Africa
Look for ways to promote respect and dignity for all

Sharon M.-
Lived here for years, now moved away
Lack of collaboration

How do you tap into the richness of a diverse city and collaborate
Proposal of an idea (consultant) - decision makers (city council) - voice of dissension, different voices to the table (voice of naysayer becomes the bad guy) -weave them together into a problem solving solution
Living room conversations model

Erika W.-

What specifically can the commission do?

Civic engagement and making it understandable to the community at large, community not understanding what the city is doing = flow chart, etc. (if I go, do I have to talk, simplified graphics) would make people want to be involved more

City of MLT is in the beginning of equity. Has been involved with Snohomish for Equity. They have a book club, etc. Find out what they are doing and not reinvent the wheel.

Yvonne T.-

Where are we?

What are the issues that continually come up?

How do we work to resolve the issues?

What are other ways we can reach out to the community?

What are the strengths we have?

Is race and LGBTQ issues continuing to come up, then its an issue and can be addressed.

Classism and schools, opportunities to engage with the educational system. Education has been denied to people, they don't have access.

Sharing the info with the community so they can chime in and contribute.

How do these things manifest in the community?

Angela A.-

Addressing inclusion of victims. How can victims feel safe in stepping up? Having a private place to feel heard.

Whistle blower policy and also an avenue to air grievances.

Arm of the commission to reach out and hear the victim.

Sharon M.-

Have multiple ways of gathering information.

People don't always feel safe sharing their experiences.

Trish -

Enjoys the walkability to things. With COVID, more people were out and walking and responsive.

Get outside with your neighbors and get to know them as people.

Erica W.-

Enjoyed Tour de Terrace, how can we make it more open to POC.

Friends of color don't feel safe going to it.

Institutional Racism -

PTA, City Council, etc. all look like her, we need to diversify and start looking like the population we serve

Ideas/Goals -

Stickers, scavenger hunts, bingo, fun things to engage and learn more about the community

Sandra S.-

Felt welcome in places where there is a city presence. Feels welcomed in the City Library, it is diverse. City Hall feels welcoming and people can get help.

Access, sidewalks, education, victim assistance. Police officer presence.

Angela A.-

City is 77% white per the census in 2010.

Affordable living in cinder block houses. Opening and advertising community as a good location for elderly. Safe, etc.

Celebration of different cultures so it is more inclusive

Sandra S.-

Yield sign that says "courtesy is contagious" in Kenmore

A sign that helps the community express who they want to be.

Sharon M.-

Started a newspaper for citizens of MLT. Award or recognition of a business in the community. Created a sign that business could put in their windows that they won that award.

Who are we as a city, what are our values so we can start owning it and discussing it? How can we build that core into what we do.

Erica W.-

Can we great some kind of beginner learn how's about how the city works. What do City Council people do? Lower barriers, make things more simple and accessible.

Neuro diversity is important as well and needs to be taken into account.

Postcard was very helpful. Signs in the town that has multiple languages "welcome".

Involving kids in the community. Flow charts, stickers, and food

Sharon M.-

Police Citizens Academy as an avenue

Angela A.-

City Manager government

Government 101 as it exists in MLT in the city newspaper.

Yard signs for city residents.

Victor -

Another vote for Police Citizens Academy.

Beyene -

Important step to engage the community. Person of color and has lived in the city for over 20 yrs. Moved from Seattle and feels it is very safe. Early 2000 the police officers were more engaged

and more friendly. Believes in community policing. The police aren't engaged and are not friendly. They don't know their community as well anymore.

Closing thoughts -

Victor -

This is not their only chance to speak with us

Anglea -

Would like a committee who can be welcoming to new residents.

Erica W.-

Be aware of listing diversity as an amenity that our city offers.

Kathi W.-

Don't forget differently abled people in this conversation.