

PUBLIC NOTICE: Pursuant to the Governor's [Proclamation 20-28](#), there are limitations on public gatherings so the meeting will take place online in an effort to curtail the spread of COVID-19. All meeting participants will attend remotely and the public may watch the meeting online or listen to it over the telephone.

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 (06 16 21).

AGENDA
MOUNTLAKE TERRACE
DIVERSITY, EQUITY & INCLUSION COMMISSION

Wednesday, June 16, 2021
7:00 p.m.

Remote Meeting Via
Telephone or Teleconference

1. CALL TO ORDER
2. Attendance Roll Call
3. Land Acknowledgement
4. Approval of March 17, 2021 Minutes
5. Public Comments
6. Guest Speaker - Angie Peters
7. Vision & Goals
8. Building Roots
9. Sub Committee Check-In
 - a. Education and Resources (Vice Chair Deen; Commissioner Guillen; and Commissioner Meier)
 - b. Public Outreach (Commissioner Doyle, Commissioner Hale, and Commissioner Paige Jr.)
 - c. Policy (Chair Richards and Commissioner Paige Jr.)
10. DEI Wins and Tributes
11. City Council Liaison Report
12. Commissioners 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

March 17, 2021
7:00 p.m.

Remote Meeting Via
Telephone and Teleconference

COMMISSIONERS PRESENT

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)
Chair Richards (Via Teleconference)

STAFF MEMBERS PRESENT

Scott Hugill, City Manager (Via Teleconference)
Steve Woodard, City Council Liaison (Via Teleconference)
Pete Caw, Chief of Police (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.

Land Acknowledgement

Chair Richards read the land acknowledgement statement into the record.

Approval of December 16, 2020, January 20, 2021, and February 17, 2021 Minutes

The December 16, 2020 minutes are approved as submitted unanimously.

The January 20, 2021 and February 17, 2021 minutes will be approved at the April 21 meeting.

Chair Richards asked for a brief moment to acknowledge a shooting in Atlanta. Thoughts are with their families and those who are suffering.

Public Comments

Mara Vlasic said that she is a teacher at Mountlake Terrace High School and is on the leadership team with the high school equity team, they would like to work with the DEIC and any collaboration that they can do with the high school and Commission.

Guest Speaker Chief of Police Pete Caw

Chief of Police Pete Caw introduced himself and provided his background. He encouraged the Commission to look at the 2020 annual police report which reviewed demographics, what police do, how they do it, and answers questions.

Chief Caw answered the Commission's questions, including what it was like taking over as chief in 2019; what Chief Caw do during racial unrest in 2019 and 2020 to communicate with the community; and what does Chief Caw think about the diversity dynamics in the city.

Commissioner Paige. asked about diversity of the Mountlake Terrace community in conjunction with diversity in the police workforce, and what the police department is going do to reflect and interact with a diverse community. Chief Caw discussed police recruitment, acknowledging the current system of recruiting police in the state does not lead to a diverse police department.

Chief Caw also answered questions regarding police training and training certification to keep police up to date on policies and practices.

Commissioner Doyle spoke of her past interest in being a police officer, and her experience of a police ride-along, Chief Caw encouraged Commissioners to a tour of the police station and riding with police when the pandemic allows for it.

Commissioner Meier asked about the accreditation and certification process, was it specific to policing overall or diversity? Chief Caw said a portion was on bias-based policing and crisis training. Commissioner Meier asked how many hours were dedicated to addressing officers' own biases and use of force policies. Chief Caw responded to questions about officers' use of force statistics, and how use of force situations are reviewed.

Commissioner Paige asked if Chief Caw thinks minorities feel safe applying for work in the city, and whether Chief Caw had plans to be in schools when the pandemic ended so that officers could be positive examples for minorities in an effort to encourage students to pursue law enforcement as a career. Chief Caw spoke about the department's school liaison officer program and school resource officer,

Listening Session Discussion

Commissioners discussed the Listening Sessions held on March 3 and March 6.

Among the takeaways from the sessions were:

- the importance of having a 'social lens' on all that the city does;
- reaching out to find those in the community who do not want or see the need for change;
- some of the input was emotional, some practical, and some objective;
- the need to have a way for the community to have input anonymously;
- people want to learn about how the city works;
- having events for 'community building' is important; and
- the need for sharing resources with the community in multiple languages.

Commissioners then discussed and assigned tasks to committees to follow up on events, an

online comment form, and development of an equity lens to apply to city programs and policies.

Addressing Emails in Meetings

Commissioners discussed how to handle emails from the community to the Commission. The Commission concurred with the practice of acknowledging the emails as public comment at meetings, which the Commission would consider for further action as warranted.

Celebrating Diversity, Equity & Inclusion Wins

Vice Chair Deen shared a news story of a ‘food desert’ in an Atlanta neighborhood, where healthy food was difficult to find and/or expensive, leading residents to snack on less expensive - but unhealthy - food such as chips and candy. A ‘food forest’ was started in the neighborhood to provide fresh, healthy food so that residents have choices.

Vice Chair Deen also noted the U.S. House of Representatives recently passed the LGBTQ+ Community Protections Act to expand equal rights.

Sub-Committee Check-In

Chair Richards asked that subcommittees get together over the next month to identify one or two ways to take action.

Commissioner Guillen shared that his committee had placed demographic information on the DEI webpage showing the population makeup of Mountlake Terrace. Commissioner Meier noted they had also shared a link on the webpage to find a COVID-19 vaccination.

Step Up Conference

Chair Richards asked Commissioners about attending the virtual “Step Up Conference” being offered through Leadership Snohomish County, and if the city would pay the registration fee. Mr. Hugill confirmed the city would pay for three or four Commissioners to pay.

Commissioner Meier raised another program being offered by Leadership Snohomish County, which has an application due April 30. Mr. Hugill asked Commissioners to look at the program to gauge their interest in applying, and then seeing if any who apply are selected.

City Council Liaison Report

Councilmember Woodard provided an update of City Council items, including the 59th Place street vacation, and consideration of a resolution denouncing hate and violence against Asian Americans.

In follow-up to Chief Caw’s report, Councilmember Woodard also noted a program of identifying safe spaces in the community for help, including police stations and other municipal buildings.

The Commission concurred with Councilmember Woodard’s invitation to be included in the Council’s resolution denouncing hate and violence against Asian Americans.

Commissioners Corner

Vice Chair Deen spoke about the guest speaker at the April meeting, who will be a Sheik from the mosque to discuss Ramadan and the Muslim faith.

Vice Chair Deen noted she will be participating in the Mountlake Terrace High School Equity Team, which is made up of staff and parents.

Chair Richards and Vice Chair Deen provided an overview of participating on the city's Recreation, Parks and Open Space (RPOS) Plan stakeholder group.

ADJOURNMENT

The meeting adjourned at 9:25 p.m.

These minutes are subject to approval at the May 19, 2021 Meeting.