

Diversity, Equity & Inclusion Commission Annual Report 2021-2022

The Diversity, Equity and Inclusion Commission operates under the authority of Chapter 1.88 of the [City Code](#) and is responsible for advising the [City Council](#) on diversity, equity and inclusion matters with the mission to support Ellensburg in celebrating a diverse, equitable, and inclusive community that welcomes and is supportive to all residents and visitors because doing so enriches each individual's life and the community's wellbeing and vitality.

Membership

The Diversity, Equity & Inclusion Commission is a seven-member commission. Current Commission members are:

- Mayra Colazo, term expires 5/31/2024
- Tylen Carnell, term expires 5/31/2024
- Kandee Cleary, term expires 5/31/2023
- Daniel Amos, term expires 5/31/2023
- Teresa Divine, term expires 5/31/2025
- Alex Mandujano, term expires 5/31/2025
- Nancy Goodloe, City Council Member & Commission Chair

This commission represents the Hispanic, Latina, LatinX, Asian, Disabled, LGBTQIA+, Black, and Over 65 communities.

Accomplishments

The Diversity, Equity and Inclusion Commission met twice a month for the first six months to meet Comprehensive Plan deadlines and familiarize the Commission members with the City. Much of what the Diversity, Equity and Inclusion Commission has accomplished in 2021-2022 has been building the framework for the Commission's future work. Here are some accomplishments:

- The Commission developed proclamations for the following months (aligned with the Library of Congress observances):
 - African American History Month
 - Asian Pacific American Heritage Month
 - Hispanic Heritage Month
 - Irish American Heritage Month
 - Jewish American Heritage Month
 - LGBTQ Pride Month
 - National Disability Employment Awareness Month
 - National Native American Heritage Day
 - National Women's History Month

- The Commission spent 9 meetings assisting with the development of the Diversity, Equity and Inclusion Chapter of the City's Comprehensive Plan.
- The Commission presented to the Ellensburg Morning Rotary Club about the Commission's purpose and 2020 listening tour report.
- The Commission Chair presented to the Noon Rotary Club about the Commission's purpose and 2020 listening tour report.
- The Commission conducted listening tours with the following groups and made a list of additional groups to schedule:
 - LGBTQ
 - Asian and Asian American Student Listening Tour
 - Church of Latter-day Saints
- The Commission developed a land acknowledgment statement for the City of Ellensburg, which the City Council adopted on February 22, 2022.
- The Commission onboarded three new members in 2022.
- The Commission received 4 briefings from City staff (Library, Parks and Recreation, Human Resources, and Ellensburg Police Department) and two from community organizations (EDA and APOYO Food Bank)
- The Commission hosted Belonging In The Burg, a community building discussion in partnership with Central Washington University and the Ellensburg School District.

Goals

In August 2022 the DEI Commission held a retreat to develop goals and a work plan for the Commission. At the September 2022 meeting, the DEI Commission adopted the following list of goals.

1. Core focus (what does this group no one else does?)
 - Collaborate to advance DEI issues
 - Promote belonging and inclusion
 - Educate around DEI issues through an equity lens
 - Facilitate community conversations around lived experiences
 - Know where the gaps are
 - Bring broad view of community
 - Assess and monitor pulse of community
 - Awareness of DEI issues
 - Hold mirror to community
2. Ten-year (infinity) goals
 - Engagement by diverse groups of people and different activities
 - All people in Ellensburg feel represented in all City spaces
 - More diverse community reflection in places where decisions are made
 - All city boards and commissions have accessibility component
 - Increased accessibility in community
 - Community businesses have accessibility and meet ADA standards

- Commission becomes size to reflect diversity in community
 - City commissions have liaisons to DEI Commission
 - Full-time City staff member working on DEI
 - Workshops for small businesses for business owners of color
 - Full spectrum community center for inexpensive activities
 - A safe community
 - Add blue light safety stations throughout community
 - A more diverse police
 - More diverse shopping/businesses
 - A broader range of community celebrations, concerts, art, and other cultural events
 - Increased community participation/engagement in cultural events
 - Pride event every June
 - Juneteenth celebration
 - A method to report bias/hate crime incidents
 - Developing an effective communication plan to support commission activities
 - Day of Action is well-attended
 - Businesses will acknowledge Black History Month downtown
3. Three-year goals
- DEI commissioners should visit each City commission to build relationships
 - Plan Juneteenth event
 - Full-time staff support/event planning for DEI Commission
 - Black History Month celebration by the City
 - City will recognize Trans Day of Visibility
4. One-year goals
- Commissioner Carnell continue acting as liaison to Pride 2023 Committee
 - Commission web page is up to date, informative, and accessible
 - Commission will establish relationship with City and CWU libraries to host discussions about cultural issues
 - We can include community nonprofits in proclamations as applicable
 - Develop stronger way to communicate internally
 - Collaborate on Day of Action event
 - Cinco de Mayo celebration
 - Ask Council to expand commission membership
5. Ninety-day goals and to-do list
- Daniel will finalize first collaboration with CWU and City library about the Japanese American WW II heroes exhibit
 - Nicole needs to set up time for two commissioners to go to another commission meeting
 - Kandee will develop talking points to share when meeting with other commission members
 - Tylen will finalize sponsorship of Pride 2023

- Nancy will collaborate with ESD and offer first community conversation event/World Cafe
- Teresa and Mayra will set first meeting to plan participation in 2023 farmers market
- Kandee and Nicole will determine what to communicate and what methods of distribution to use
- Nancy will review subcommittees and individual responsibilities to commission
- Nancy will discuss what to do with remaining funding for 2022 or if we want to request to carry over
- Nancy will request city manager include permanent line item in budget for DEI Commission
- Nicole will draft first annual report to City Council
- Teresa will meet with CWU Day of Action Committee
- Mayra will talk to contacts about plans for Cinco de Mayo
- Nicole will talk to Heidi about more in-depth minutes