

MINUTES
CITY OF STEVENSON COMMUNITY ENGAGEMENT MEETING
DIVERSITY, EQUITY AND INCLUSION WORKSHOP
June 07, 2022
6:00 PM, City Hall

1. Introductions and Protocols-The workshop began at 6pm. City Administrator Leana Kinley Introduced Exigy Consulting staff Jeff Swanson and Rekah Strong. Councilmembers Annie McHale and Dave Cox were present, along with Mayor Scott Anderson and Public Works Director Carolyn Sourek. There was not a quorum of council present. Introductions were made through the group and meeting norms were established. There were about 20 members of the public present.

2. Diversity Equity and Inclusion Workshop - Rekah Strong lead the workshop. I covered how to lead with equity; definitions of diversity, inclusion, and equity; the many layers of diversity; stages of prejudice and the history of government in excluding access to housing, property ownership, voting, testifying in court, etc. to Native Americans and immigrants; microaggressions; the matrix of opportunities; how to become an ally; business impact; supportive policy decisions; viewing through an equity lens; and CARE-Change (recognize personal biases and change) Act Recognize (it's a journey...a continued improvement process) Educate.

3. Wrap-up/Summary - Jeff Swanson led the group through how this ties into the end user experience and the group offered suggestions for the community:

- Educate others
- Talk to those with differing opinions and to recognize others as humans rather than "camps" or their position.
- Have more and varied opportunities for participation. Some methods and processes can be interpreted as not wanting feedback. Do it in a way people are heard and understood. Recognize this is not an immediate fix, it is a process everyone is working on and moving through.
- Identify traits of the community we want to build. What is it/what is the community identity and vision to follow? Focus on future generations/longevity.
- Ask the "elephant" what happened before telling them to change (referencing a fable about a Giraffe and an Elephant).

4. Next Steps - The group took time to reflect on next steps they could take as an individual.

5. Adjournment - The meeting was adjourned at 8pm.

Scott Anderson, Mayor

Date