



EQUITY COMMITTEE PLANNING GROUP MINUTES

OCTOBER 4, 2022

Present: Co-Chair Cyndy Hillier, Co-Chair Christen Sacco, Glendora Claybrooks, Stacey Dolezal, Jennifer Eidson, Rio Espinosa, Rachel Greenough, Valerie Holt, Lusi Hong, Shannon Huggins, Mike Mata (arrived 6:17 p.m.), Maria Nguyen, Sharon Noell, Bryan Ortiz, BJ Park, and Isabella Raymond

Staff: Community Engagement Coordinator Betsy Rodriguez Ruef and Deputy City Manager Megan George

I. Welcome

Co-Chair Sacco called the meeting to order at 6:00 p.m. She reviewed the agenda and ground rules.

Co-Chair Sacco asked if there were any revisions to the minutes from the September 13, 2022 meeting. Noell asked for clarification on the meaning of “iterative concerns” noted on page two of the minutes. Claybrooks answered that she meant applied repeatedly.

Motion to adopt the September 13, 2022 minutes as amended to include a definition of “iterative” made by Sharon Noell and seconded by Glendora Claybrooks. The motion passed unanimously 15 – 0 (15 Yes [Claybrooks, Dolezal, Eidson, Espinosa, Greenough, Hillier, Holt, Hong, Huggins, Nguyen, Noell, Ortiz, Park, Raymond, Sacco]; 0 – No; 0 – Abstain; 1 – Absent [Mata]).

II. Ice Breaker

Rodriguez Ruef instructed group members to write one interesting fact about themselves on a piece of paper and then create a paper airplane using that same piece of paper. Group members launched their airplanes, found someone else’s plane, and then guessed who had written the fun fact.

III. Recommendation

Rodriguez Ruef reminded everyone of the five elements of the final recommendation: (1) Name; (2) Number of Members; (3) Composition of Membership; (4) Committee Positions; and (5) Powers and Duties. At the last two meetings, small groups worked together to suggest requirements for each of those elements. Unfortunately, the summary of each group’s work was inadvertently left out of the agenda packet sent out in advance, but it is provided today.

Rodriguez Ruef continued to explain that each small group is assigned one or two of the elements. Small groups will have ten-minutes to discuss a facilitation plan and then ten-minutes to facilitate a discussion with the full group. Group assignments are below.

- Group 1 (Claybrooks, George, Greenough, Holt, and Park): Name and Number of Members

- Group 2 (Espinosa, Huggins, Nguyen, and Sacco): Composition of Membership
- Group 3 (Eidson, Noell, Mata, Ortiz, and Rodriguez Ruef): Committee Positions
- Group 4 (Dolezal, Hillier, Hong, and Raymond): Powers and Duties

The first group summarized the options suggested for the name of the committee in previous meetings and asked for comments in support or opposition of any of the suggested names.

- Inclusion, Diversity, Equity, and Access (IDEA) Committee or Alliance
- Tualatin Equity, Diversity, and Inclusion (TEDI)
- Bringing Out the Best in Tualatin
- Diversity, Inclusion, and Equity in Tualatin (DIET)
- Equity, Diversity, and Inclusion Committee in Tualatin (EDICT)
- Diversity, Equity, and Belonging in Tualatin (DEBT)
- Justice League

The group discussed concerns with some of the acronyms, specifically “DIET”, “EDICT”, and “DEBT”. There was interest in including “Tualatin” in the title. The group discussed the difference between “inclusion” and “belonging” and the relevancy of each term. The group also discussed the evolution of terms and the likelihood that the name may need to be revisited in the future. The group voted with the majority selecting the Inclusion, Diversity, Equity, and Access (IDEA) Committee.

The first small group then asked for the group to vote on the number of committee members.

- 7 – 9
- 11
- 13 – 15
- 9 – 13

The majority selected nine to thirteen. George clarified that since there is a range and not an exact number, the Council Committee on Advisory Appointments would have discretion in recommending a number to the City Council for appointment.

The second small group summarized the decision points for composition of membership.

- Youth Member (1)
- City residence
 - No more than two shall reside outside of city limits
 - All members shall reside in Tualatin
- Non-voting public service member
- Explicit inclusion of BIPOC, LGBTQIA+, persons of differing abilities, the aging population, and other underrepresented communities
 - Minimum number representing listed communities
 - Priority to listed communities
 - Not explicit
- Non-voting city council liaison (1)
- Non-voting non-profit representative (1)

The group voted and the majority voted to appoint one youth member, to limit the number of non-resident members to two, to not include a non-voting public service member, to include one non-

voting city council liaison, and include one non-voting non-profit representative. In discussion, a suggestion was made to invite public service members to meetings, when relevant, but not to include a seat on the committee.

The group did not reach consensus on the explicit inclusion of listed communities. George clarified that the Equity Committee Planning Group did not have membership requirements, but the advertising materials had encouraged members of listed communities to apply. The group discussed the implications of each option.

The perspectives of those who wanted to include listed communities were varied. Some preferred including a minimum number of members who identify with one of the listed communities, while others were comfortable offering priority membership. Concerns from those opposed included a fear that in attempting to be inclusive, you are actually excluding people. Another concern expressed was that people identifying with one or more of the listed communities might not be as motivated or productive as others may, regardless of their inclusion in one of the listed communities.

In comparison, the perspectives of those who preferred not to include listed communities were also varied. Some were comfortable including a more general statement like “underrepresented communities” while others preferred that no mention be included. Concerns from those opposed included a fear that one group may dominate or that those impacted by actions of the committee may not be represented on the committee itself. In addition, there were concerns that across history, laws have been written and interpreted to not include or discriminate against persons of color. In not including explicit mention of listed groups, they may be excluded again. Finally, there was also a concern that while the current city council may support these efforts future members of the council may not and that providing clarity now protects future efforts.

The group also discussed the appropriateness of suggesting the City Council be open to future code changes based on feedback from the permanent committee. There was a concern that including this suggestion may weaken the Planning Group’s recommendation. There was no consensus on whether to include this recommendation.

The third small group summarized the options suggested in previous meetings for committee positions and asked the group to vote.

- One Chair
- Two Co-Chairs
- Multiple Vice-Chairs
- Secretary
- Task Force Leaders

The majority voted in support of appointing two co-chairs, a secretary with a two-year term, and various task force leaders as needed.

The fourth small group stated that language matters and summarized the options suggested in previous meetings for the committee’s powers and duties and asked for the group to vote.

- Decision 1
 - Identify and increase areas of opportunity
 - Identify issues

- Decision 2
 - Increase access
 - Identify barriers
- Decision 3
 - Specific duties
 - Open-ended duties
 - Both specific duties and open-ended
- Additional Options
 - Establish goals and objectives
 - Measure success
 - Engage with the community

The majority voted in support of including the following items in the powers and duties section.

- Identify and increase areas of opportunity
- Increase access
- Specific duties
- Open-ended duties
- Establishing goals and objectives
- Measuring success
- Engaging with the community

IV. Areas of Focus & Removing Barriers Brainstorm

This agenda item was postponed.

V. Council Presentation

This agenda item was postponed.

VI. Wrap Up

George presented two options to the group. Either the group could schedule an additional meeting to finish the discussion and push out the council presentation. Alternatively, the group could assign several people to carry the recommendation in its current form forward and present to the City Council. The group discussed and the consensus was to schedule an additional meeting approximately three to five weeks out.

Rodriguez Ruef thanked everyone for their participation this evening and in previous meetings.

Adjournment

The meeting was adjourned at 8:40 p.m.



/ Megan George, Recording Secretary