

# DEI Committee Action Plan Update

## Priority Level 1:

### Establish a Lecture Series:

**March 2023** - *Displacing Black Portland: A History of Housing Discrimination* by Zachary Stocks

**April 2023** - *Growing up Muslim in Clackamas County* by Imran Haider

**May 2023** - *The Mainstreaming of Antisemitism in America* by Bob Horenstein

**June 2023** - *Systemic Racism in Oregon Schools* by Rudyane Rivera-Lindstrom

**July 2023** - *The Culture, Language and Etiquette of Disability* by Ian Jaquiss

**February 2024** - *Fleeing Displacement and Escaping El Salvador's Civil War* by Elizabeth Brashear

**March 2024** - *LGBTQIA+: Understanding and Allyship* by Erika Pham

**April 2024** - *A Couple's Search for Sanctuary* by Bob Furughi and Kiana Furughi

**May 2024** - *Building Community Through Culture* by Renee Roman Nose

**September 2024** - *PODER, Oregon's Latino Leadership Network* by Anthony Veliz

**October 2024** - *Recognizing World Mental Health Day* by Brenda Evans, Robbie Croft, & Stacy England

**February 2025** - *Black Exclusion in Oregon* by Mariah Rocker

**March 2025** - *Celebrating Women's History Month* by Jeanie Nguyen, Cara Turano, & Pleschette Fontenet

**May 2025** - *Celebrating Jewish American Heritage Month* by Judy Margles

**June 2025** - *Immigrant Heritage Month* by Teresa Alonso Leon

**October 2025** - *Supporting Transgender Community Members*

## Create a Cultural Calendar:

Established on January 5<sup>th</sup>, 2023

### **January**

- Emancipation Proclamation (Jan 1<sup>st</sup>)
- World Braille Day (Jan 4<sup>th</sup>)
- Martin Luther King Jr. Day (Jan 19<sup>th</sup> in 2026)

### **February**

- Black History Month
- Lunar New Year (Jan/Feb) (Feb 17<sup>th</sup> in 2026)
- Ramadan Begins (Feb 17<sup>th</sup> – Mar 19<sup>th</sup> in 2026)

### **March**

- Women's History Month
- Holi (Mar 4<sup>th</sup> in 2026)
- Nowruz - (Iranian New Year/Persian New Year) (Mar 20<sup>th</sup>)
- Ramadan ends Eid-al-Fitr (Mar 19<sup>th</sup> in 2026)
- Cesar Chavez Day (Mar 31<sup>st</sup>)
- International transgender day of visibility (Mar 31<sup>st</sup>)

### **April**

- Deaf Heritage Month
- Arab American Heritage Month
- Passover (Apr 1<sup>st</sup> – 9<sup>th</sup> in 2026)

### **May**

- Asian American and Pacific Islander Heritage Month
- Jewish American Heritage Month

### **June**

- Pride Month
- Immigrant Heritage Month
- Juneteenth (Jun 19<sup>th</sup>)

### **July**

- Disability Pride Month
- Americans with Disability Act (Jul 26<sup>th</sup>)

## **August**

- International Day of the World's Indigenous Peoples (UN) (Aug 9<sup>th</sup>)
- Raksha Bandhan (Aug 9<sup>th</sup> in 2026)
- National Senior Citizens Day (Aug 21<sup>st</sup>)

## **September**

- Hispanic Heritage Month (Sep 15<sup>th</sup> – Oct 15<sup>th</sup>)
- Rosh Hashanah (Sep 22<sup>nd</sup> – 24<sup>th</sup> in 2025)

## **October**

- Yom Kippur (Oct 1<sup>st</sup> – 2<sup>nd</sup> in 2025)
- Disability Heritage Month
- Indigenous Peoples Day (Oct 13<sup>th</sup>)
- World Mental Health Day (Oct 10<sup>th</sup>)
- National Coming Out Day (Oct 11<sup>th</sup>)
- Diwali (between Oct/November based on Hindu lunar calendar) (Oct 20<sup>th</sup> in 2025)

## **November**

- Native American Heritage Month
- Dia de Los Muertos (Nov 1<sup>st</sup> – 2<sup>nd</sup>)
- Transgender Day of Remembrance (Nov 20<sup>th</sup>)

## **December**

- Rosa Parks Day (Dec 1<sup>st</sup>)
- International Day of Persons with Disabilities (Dec 3<sup>rd</sup>)
- Hanukkah (Dec 14<sup>th</sup> – 22<sup>nd</sup> in 2025)
- Kwanzaa (Dec 26<sup>th</sup> – Jan 1<sup>st</sup>)

## **Work with Other Local Partners**

- Hygiene Drive with the Wilsonville Muslim Community Center
- Supported Wilsonville High School Dia de los Muertos Event

## **Priority Level 2:**

### **Foster Youth Engagement**

- Collaborated with Black Student Union at Wilsonville High School for Juneteenth event

- Pride Pins designed by a Wilsonville High School student
- *Could reach out to student unions at Wilsonville High School such as API in collaborating or hosting an event*

## Improve Event Accessibility & Inclusivity

- DEI meetings were held at the library for ease of access to the public in 2025.

## Priority Level 3:

### Use Juneteenth as a Springboard for Other Cultural Events

#### Juneteenth Events

- June 19<sup>th</sup>, 2021
- June 18<sup>th</sup>, 2022
- June 17<sup>th</sup>, 2023
- June 19<sup>th</sup>, 2024
- June 19<sup>th</sup>, 2025

#### Pride Events

- June 1<sup>st</sup>, 2024
- June 7<sup>th</sup>, 2025

#### Las Posadas Events

- December 19<sup>th</sup>, 2023
- December 17<sup>th</sup>, 2024
- December 18<sup>th</sup>, 2025

#### Lunar New Year Events

- January 11<sup>th</sup>, 2025
- February 7<sup>th</sup>, 2026

## Develop Partnerships with Businesses & Highlight Businesses Owned by Marginalized People

- Worked with Black-owned Businesses for the Juneteenth Event
- *Could add a local business section in Boones Ferry Messenger*

## Highlight Shared Community Member Perspectives

Past Boones Ferry Messenger Writings:

- **March 2022** – What is the DEI committee and what work is being done
- **May 2022** – A day in the life participating in Ramadan
- **June 2022** – Information about Pride-related terms and how to support Pride
- **September 2022** – ADA and barriers facing those with disabilities and their impact
- **November 2022** – Celebrating Thanksgiving as an ethnic minority and viewing multiple perspectives
- **February 2023** – Explores Black Americans' contributions to ecology and nature
- **March 2023** – The importance of using more inclusive language and resources to do so
- **July 2023** – Living with disabilities and support provided by the community and city
- **October 2023** – Hispanic Heritage Month and embracing your own heritage
- **April 2024** – Charity and thankfulness during Ramadan
- **May 2024** – Historical origins of Juneteenth and our local city celebration
- **June 2024** – Defines diversity, equity, and inclusion & their roles in our city
- **November 2024** – Naming of future streets for past underrepresented justice seekers
- **March 2025** – Details about Ramadan & local celebration
- **June 2025** – Historical origins of Pride Month, Wilsonville Pride organization, and our local city celebration

## Create Visual Representations

- Pride pins for 2024 and 2025
- All are welcome here decals at City Buildings

## Collaborate with City Departments

- Worked with Arts, Culture, and Heritage Commission for Pride event and Pride Mural
- Worked with Planning Commission to develop a street naming list for Town Center

*Highlights are recommendations from the City's 2025 summer intern.*