



DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING MINUTES

August 9, 2022 at 6:00 PM

City Hall - City Council Chambers (29799 SW Town Center Loop E) and Remote
(<https://us02web.zoom.us/j/83159324538>)

CALL TO ORDER, WELCOME & OVERVIEW OF THE MEETING

Imran Haider called the meeting to order at 6:06 pm.

PRESENT

Chair Imran Haider
Vice-Chair Jay Edwards
Member Camryn Lau
Member Diane Imel
Member Erika Pham

Member Joni McNeil
Member Luis Gonzalez
Member Santiago Landazuri
Member Tracy Hester

ABSENT

Member Fay Gyapong-Porter
Member Malak El Manhawym

Member Sudeep Taksali

STAFF PRESENT

Bill Evans
Amanda Guile-Hinman
Maria Mironova
Zoe Mombert
Dustin Schull
Jeanna Troha

GUEST

Ramiro Diaz

CONSENT AGENDA

1. Committee Member Erika Pham made a motion to approve the May 10, 2022 DEI Committee Minutes. Vice-Chair Jay Edwards seconded the motion. Motion passed with unanimous consent.

COMMITTEE DISCUSSION & RECOMMENDATION

2. Motion made by Erika Pham to recommend Imran Haider as Committee Chair and Jay Edwards as Committee Vice-Chair. Diane Imel seconded the motion. Motion passed with unanimous consent.

3. Presentation on the Frog Pond Park Project and the metro local share program being evaluated for funding. The parks team is trying to reach a broader audience so they asked the DEI committee to share the survey with their peers networks.

4. Discussed the Flag Pole Policy and outlined four reasons for the policy and discussion:

- DEI strategic plan identifies visual representation including flags
- Supreme Court Case by the Government versus non-government groups.
- Three factor test: government control over the message
- Internal Banner Policy – fold together. (Special Event Permit allows for banner use.)

The committee provided feedback to the City Attorney regarding the policy. One specific item was to give City Council the authority to determine which flags should be allowed on City Property.

The committee also asked for more content under the purpose statement. The City Attorney will work the purpose statement and get City Council before seeing a recommendation from the DEI Committee at the Sept 13 meeting.

5. Diversity, Equity and Inclusion Committee Strategic Plan Prioritization.

The committee used a dot exercise to identify their preferences for their top three priority actions for the committee's work plan.

These three actions which rose to the top were:

- *Lecture series: Develop community conversations on DEI-related topics (i.e. racism, sexism, ageism, classism, heterosexism, access, prejudice, discrimination, bias, naming etc.); address topics with sensitivity, conviction, and compassion. Collaborate with City boards and commissions, community, school district, other cities.*
- *Develop a cultural calendar (highlight events, holidays, etc.)*
- *Work with other cities/school district to elevate, promote, support or partner in the development of cultural events (Pride, Dia de los Muertos, etc.)*

The committee was agreeable to these top priorities and did a second round of the dot exercise to select their priority two actions.

These three actions which rose to the top were:

- *Provide recommendations on meeting and event accessibility, as well as ADA enforcement*
- *Engage youth to provide regular social media content (to share on City platforms)*
- *Provide recommendations regarding existing programs, meetings, events, etc. to make them more inclusive to all community members.*

After some discussion, the committee felt that two levels were enough to prioritize and they will revisit the remaining actions outlined in their strategic plan in the future.

Imran Haider moved to prioritize these actions as level 1:

- *Lecture series: Develop community conversations on DEI-related topics (i.e. racism, sexism, ageism, classism, heterosexism, access, prejudice, discrimination, bias, naming etc.); address*

topics with sensitivity, conviction, and compassion. Collaborate with City boards and commissions, community, school district, other cities.

- Develop a cultural calendar (highlight events, holidays, etc.)
- Work with other cities/school district to elevate, promote, support or partner in the development of cultural events (Pride, Dia de los Muertos, etc.)

And these actions as level 2.

- Provide recommendations on meeting and event accessibility, as well as ADA enforcement
- Engage youth to provide regular social media content (to share on City platforms)
- Provide recommendations regarding existing programs, meetings, events, etc. to make them more inclusive to all community members.

The motion was seconded by Jay Edwards and the motion passed unanimously.

The committee discussed next steps and it was determined that subcommittee would be formed with up to five committee meetings to lead the lecture series work. The whole committee will work on developing the cultural calendar at their September meeting.

ADJOURN

Meeting adjourned at 7:56 pm.

Next Meeting: September 13, 2022 at 6:00 PM

Respectfully submitted by Zoe Mombert