



## CITY COUNCIL MEETING STAFF REPORT

<b>Meeting Date:</b> January 5, 2023		<b>Subject:</b> Diversity, Equity and Inclusion Cultural Calendar	
		<b>Staff Member:</b> Zoe Mombert, Assistant to the City Manager	
		<b>Department:</b> Administration	
<b>Action Required</b>		<b>Advisory Board/Commission Recommendation</b>	
<input checked="" type="checkbox"/> Motion <input type="checkbox"/> Public Hearing Date: <input type="checkbox"/> Ordinance 1 <sup>st</sup> Reading Date: <input type="checkbox"/> Ordinance 2 <sup>nd</sup> Reading Date: <input type="checkbox"/> Resolution <input type="checkbox"/> Information or Direction <input type="checkbox"/> Information Only <input type="checkbox"/> Council Direction <input checked="" type="checkbox"/> Consent Agenda		<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Denial <input type="checkbox"/> None Forwarded <input type="checkbox"/> Not Applicable	
		<b>Comments:</b> The Diversity, Equity and Inclusion Committee unanimously recommended City Council Approve the Cultural Calendar on November 8, 2022.	
<b>Staff Recommendation:</b> Adopt the Consent Agenda.			
<b>Recommended Language for Motion:</b> I move to adopt the Consent Agenda.			
<b>Project / Issue Relates To:</b> Diversity, Equity and Inclusion			
<input checked="" type="checkbox"/> Council Goals/Priorities: Diversity, Equity + Inclusion (DEI): We are committed to promoting DEI in the delivery of City services to the community and in our organizational operations.	<input type="checkbox"/> Adopted Master Plan(s):	<input type="checkbox"/> Not Applicable	

### ISSUE BEFORE COUNCIL:

Review the cultural calendar recommended by the Diversity, Equity, and Inclusion (DEI) Committee.

**EXECUTIVE SUMMARY:**

The City Council adopted the Diversity, Equity and Inclusion Committee Strategic Plan (Plan) on July 18, 2022 (Resolution 2979). The Diversity, Equity and Inclusion (DEI) Committee prioritized the actions within the Plan on August 9, 2022. One of three Priority Level 1, immediate actions, is “develop a cultural calendar (highlight events, holidays, etc.)”. The DEI committee started this work in September by developing an initial list, refining it, asking for community input, before refining it a final time.

The proposed cultural calendar is intended to ensure that Wilsonville recognizes cultural holidays and events that hold meaning to community members in historically-marginalized groups. The committee considered recognition of common holidays celebrated in the United States, recognition of disease related or support months and well as veterans recognition and support months. After much deliberation, the committee recommended the attached list of holidays and culturally significant dates to be acknowledged by the City of Wilsonville. An acknowledgement could include being added to the City’s online calendar, Boones Ferry Massager Calendar, and educational social media post, programming, etc. The Cultural Calendar does not preclude the City from celebrating national holidays or other common holidays. It is intended to raise awareness and work towards becoming a more inclusive community where community members feel a sense of belonging.

The DEI Committee Chair and staff liaison presented the draft cultural calendar at the December 5, 2022 city council work session. Overall, the city council was supportive of the calendar but did request that the DEI Committee evaluate adding Oktoberfest in recognition of Wilsonville’s German heritage. At the DEI Committee’s December 13, 2022 meeting, the committee evaluated the suggestion. The committee discussed the suggestion and determined that it did not meet the intent of the cultural calendar since it is not a date of significance to historically marginalized groups. The committee noted that there is not a lack of recognition of Oktoberfest in the area but they would recommend that the Arts, Culture and Heritage Committee consider recognizing Oktoberfest in some way. The committee did not change their recommendation and continue to recommend approval of the cultural calendar they unanimously recommended on November 8, 2022.

**EXPECTED RESULTS:**

Establish a Diversity, Equity and Inclusion Cultural Calendar to help the City acknowledge dates of significance to historically-marginalized groups.

**CURRENT YEAR BUDGET IMPACTS:**

There are no anticipated budget impacts.

**COMMUNITY INVOLVEMENT PROCESS:**

The DEI Committee discussed the cultural calendar at their public meetings on September 13 and October 11. Once they had a draft developed, they sought public input on Let’s Talk Wilsonville! From mid-October – November 7.

There were three comments submitted on Let’s Talk Wilsonville!

- Covers several significant holidays
- Suggested additions:
  - o December 12 – Feast Day of Our Lady of Guadalupe – Patroness of the Americas
  - o October 15 - Pregnancy and Infant Loss Remembrance Day
  - o November 2 – All Souls Day
- Suggested additions:
  - o Memorial Day – May
  - o Mental Health Awareness Month – May
  - o PTSD Awareness Month – June
  - o Suicide Prevention Awareness Month – September
  - o Veterans Day – November 11

The DEI committee evaluated each suggestion at their November 8 meeting. There was significant discussion about the suggested dates and the committee felt the suggestions had merit and should be recognized, however, they did not believe that they did not believe that the suggestions fell within the DEI committee’s scope. The calendar does include World Mental Health Day; therefore, the committee did not add Mental Health Awareness Month.

**POTENTIAL IMPACTS OR BENEFIT TO THE COMMUNITY:**

The cultural calendar is one way the city can increase efforts to recognize diverse viewpoint and be an increasingly more welcoming community. By adopting the calendar, it will provide education to the broader community and increase the sense of belonging in Wilsonville.

The City has already started to integrate some of the dates of significance. Specifically, the Parks and Recreation Department modified the gingerbread holiday hunt to a holiday symbols hunt in 2022. The department features images that represented dates of significance such as Hanukkah, Kwanzaa and Lunar New Year. The Parks and Recreation Department is also collaborating with the DEI Committee to host the screening of “Hidden Figures” during Black History Month.

**ALTERNATIVES:**

The City Council can also chose not to move forward with a DEI Cultural Calendar or make modifications to the calendar.

**CITY MANAGER COMMENT:**

N/A

**ATTACHMENTS:**

1. Cultural Calendar