



Diversity, Equity & Inclusion Committee
MEETING MINUTES
Tuesday, January 11, 2022
6:00pm
Zoom

Committee Members Present:

Erika Pham, Camryn Lau, Joni McNeill, Fey Gyapong-Porter, Imran Haider, Diane Imel, Jay Edwards, Tracy Hester, and Luis Gonzalez

Committee Members Absent: Malak El Manhawym, Rudyane Rivera- Lindstrom, Sudeep Taksali, and Santiago Landazuri

Staff Present: Jeanna Troha, Zoe Mombert, Bill Evans, Bill de la Cruz (Facilitator)

Guests: Corey Buchanan

1. Call to Order; Welcome & Overview of the Meeting

Chair Haider called the meeting to order at 6:04pm

Staff called the roll and a quorum was present.

2. Consent Agenda

Jay Edwards made a motion to approve the December 14 DEI Committee minutes. Erika Pham seconded the motion. The motion passed (Hester and Gyapong-Porter abstained).

3. Strategic Planning

The facilitator discussed the intention for the strategic planning process and mentioned that it is a foundational step. The plan will help guide this committee and the work of future members of the DEI Committee. He shared the "What is the Strategic Planning Process" handout (in packet) as well as a 2x2 matrix tool to assist the committee in their discussion. The committee was referred back to the flip chart notes from the committee's July 2021 meeting. The committee was broken up into small groups to discuss the following areas 1) What (committee members) bring to the group, 2) Hopes, 3) What (the committee) should be doing and 4) Fears.

Following the group discussion, the small groups shared the themes they noticed.

What (committee members) bring to the group:

- Personal experience – although unique
- Have been the "only" in a group (Woman, black person, etc.)
- Enthusiastic toward this effort

- Problem ID and problem solving
- Experience on boards and groups
- Have had difficult conversations
- Willingness to learn

Hopes:

- Working with programs
- Policy conversations with City Council
- Recruit more businesses and residents
- Resources from City Council
- Education and acceptance

What (the committee) should be doing:

- Outreach
- Access for underserved communities
 - Affordable housing
 - Land use
 - Minority owned businesses
- Sharing perspectives
 - Educate Council
 - Provide perspectives
 - Share with community and get community perspectives

Fears:

- Concerns about reactions from the community or pushback
- Miss opportunities for commerce
 - Ownership of businesses
 - Diverse mix of businesses

4. Next meeting

The committee discussed subcommittees to keep their work moving along. In 2021, before the committee had their first meeting Imran Haider worked with staff to create a Juneteenth event. Staff would like the committee's support to create a meaningful 2022 event. There was a lot of interest on the committee to be a part of the subcommittee. Ultimately, the subcommittee was made up of vice chair Edwards and committee members Gyapong-Porter, Lau, Gonzalez, and Hester.

A subcommittee focused on advancing the strategic plan was also formed, made up Chair Haider as well as committee members Imel, McNeill and Pham.

These two subcommittees will be pilot subcommittees. Each will report to the larger group.

5. Adjourn

Chair Haider adjourned the meeting at 7:51pm.

Next Meeting: February 8, 2022 at 6:00pm