

**CITY OF EDMONDS
DIVERSITY COMMISSION
June 1, 2016**

The Diversity Commission meeting was called to order at 6:00 p.m. by Mario Brown at 220 Railroad Avenue, Edmonds.

COMMISSIONERS PRESENT

Ed Dorame – Vice Chair
George Basioli
Diana White
Gayle Ketzal
Patricia Valle
Tung Bui
Mario Brown – Chair
Maria Montalvo
Councilmember Adrienne Fraley-Monillas,
ex officio

COMMISSIONERS ABSENT

Adam Khan

STAFF PRESENT

Patrick Doherty, *ED/CS Director*
Cindi Cruz, *ED/CS Program Coordinator*
Michele Rastovich, *Diversity Commission
Coordinator*

1. **Roll Call:** Call to order at 6:00 p.m.
2. **Approval of Agenda:** The agenda was approved as submitted by consensus.
3. **Approval of Meeting Summary of May 4, 2016:** By consensus, summary minutes were approved.
4. **Public Comment:** Carol Schillios, Fabric of Life, briefly introduced the Fabric of Life shop in downtown Edmonds and some of their events (Attachment 1).

Laura Johnson and Emma Johnson also joined Commission audience.

5. **Report from City:** Patrick reminded Commissioners that not all bios have been received, and that they cannot be posted on the City website until all are available. Notifications of the survey have gone out to 2200 randomly chosen Edmonds households to encourage participation. The basic report, available to City in mid-August, will include comparisons to other similar communities. A 20-40% response rate, considered to be statistically significant, is expected by the survey company. Some questions are specific to discrimination and will provide valuable information to City and to the Commission.
6. **Capacity Building: Best Practices of Inclusive Communities:** Michele presented a brief overview of the first four of nine principles of welcoming and inclusive communities outlined in Walking the Walk: Principles for Building Community Capacity for Equity and Diversity (Attachment 2).

7. **Capacity Building: City Demographics:** Patrick presented US Census demographic information. A brief discussion included: Edmonds population increased to 40,343 in 2014 from 39,515 in 2000; housing affordability and aging could be a factor in future demographics; Edmond School District demographics include a geographic area much larger than the City of Edmonds; census data does not reflect the diversity of the many people who do not live in Edmonds, but who come here to work or do business; the service, health care, retail jobs available in Edmonds often do not pay enough to live in Edmonds; growth is predicted to be about 3500 in future. The Commission will continue to learn more about the demographics of our community as more information becomes available. Social Security Administration and Snohomish County were suggested as possible resources.

8. **Community Outreach: Parade Plan Update:** Patrick displayed proposed banner proposal. There was discussion about making the City logo/image more evident. Patrick and Diana will work on that, and the banner was accepted as proposed. Patrick and Tung will to meet to discuss logistics of parade invites, an invitation will be included on the Facebook page, and Diana will invite school diversity groups.

9. **Community Outreach: In-Person Community Survey Proposal:** Moved to next agenda.

10. **Community Outreach: Commission Information Cards:** Gayle presented information cards created by City of Lynnwood Diversity Commission and proposed creating the same type of card for Edmonds. The card lists Commission sponsored events, details the purpose of the Commission, and is displayed around the community. Mario, Patrick and Gayle will work on the messaging for a similar Edmonds card, and George will investigate the printing costs. The discussion will be continued at the July meeting. The need for a Commission logo was also discussed, and will be included in a future meeting agenda.

11. **Community Outreach: Proposed presentation by Refugee and Immigrant Forum:** Van Dinh Kuno is available on June 29 for a meeting, but since so many Commissioners will not be available on that date, it was agreed that Michele will get some more proposed dates and send out a Doodle Poll to determine Commissioner availability. Based on poll results, the Commission authorized Ed and Mario to select a date. A Wednesday evening, 6pm – 8pm in the upstairs room of the Senior Center is preferred. Commissioners are most interested in hearing about demographics, struggles immigrants and refugees encounter when they arrive in this county or our community, barriers, and how we can assist in overcoming those barriers. It was agreed that this should be an event open to the community, with targeted invitations going to local leaders and elected officials, first responders, educators, and local business through the Chamber and service clubs.

12. **Discussion: Work Plan Recommendation:** Michele presented the amended work plan with projects and timelines and asked if proposed projects could be approved in general, with details to be determined by work groups. The proposed projects were approved and Michele will coordinate meetings outside of the regular Commission meetings to develop recommendations. Commissioners volunteered for work groups as follows:

Youth Voice:	Community Forum:	Leadership Forum:
George	Maria	Mario
Diana	Ed	Adrienne
	Adrienne (as available)	Maria

13. **Report to City Council:** It was suggested that reporting to Council after the parade would be best, and that two Commissioners, other than the Chair and Vice Chair, would be the most

appropriate presenters. Patrick will coordinate Commissioner availability with the Council calendar for later in July and Tung, Maria, Pat and Diana were interested in presenting depending on their schedules

14. **Community Updates:** Adrienne reported the ribbon cutting for the 228th and Highway 99 crossing had a ribbon cutting with a diverse group of attendees. The City Spray Park opened and is receiving regional attention on the Parent Map. The Highway 99 Sub Area open house, the Waterfront Access open house, and the City of Edmonds Memorial Day service were all well attended. Ed reported the Greater Seattle Business Association (GSBA) has awarded \$410,000 in scholarship to forty-five LGBT youth and would like to meet with Diana about increasing Edmonds School District participation. Maria described the art work she recently visited in Providence RI, representing artists from diverse community groups, and it was agreed that such a project would be an interesting local conversation. Diana attended a World Day for Diversity event, hosted by Snohomish County Human Rights Commission and the Lynnwood Diversity Commission at the Edmonds Senior Center, and noted that the Human Rights Commission may be a likely partner for us. Diana also reported that Edmonds School District is working with the Tulalip Tribes to build on the Since Time Immemorial model to insure that the Native perspective is represented appropriately in curriculum. George reported that Uber recently settled with the National Federation for the Blind for \$225,000 in a law suit about denying rides to passengers traveling with a service animal.

15. **Adjourn: 7:35 PM – Next regular meeting: July 6, 2016, 6 PM**

Attachment 1:

Carol Schillios, Founder
Schillios Consulting Group
Volunteer-run Fabric of Life Fair Trade Boutique

Schillios explained that Fabric of Life would be sponsoring a Hijab Day event where non-Muslims wear Muslim Hijab scarf during a normal day then come together to debrief their experience.

The goal of the event is...

To hold an event that creates awareness, education and acceptance of Muslim cultural norms.

To bring attention to the Muslim practice of covering and dispel mis-perceptions.

To open a gentle conversation to undo media fear-mongering about all Muslims being terrorists.

To build peaceful dialogues of understanding about cultural diversity.

During a pre-event meeting, participants will learn about Muslim culture, understand Muslim women's covering philosophies and share strategies for responding to potential reactions.

The event will take place Saturday August 13 & Monday August 15. The media will be invited to cover the event and debrief the experience and write about what happened.

Attachment 2:

PRINCIPLES FOR BUILDING COMMUNITY Capacity for Equity and Diversity

1. Draw upon the Assets of Diverse People and Groups

Build upon the assets of your own ethnic group and value the strengths and resources of people from other backgrounds.

2. Build Trust and Personal Relationships

Nurture trust and personal relationships across boundaries of race, language, culture and class.

3. Treasure and Develop Cross-Cultural Leadership

Value the knowledge and skills of people who understand and draw upon their own group history, culture and language, and are able to work effectively and respectfully with other groups.

4. Recognize Multiple Realities and Identify Common Ground

Work to develop a deeper understanding of the different value systems, perspectives, ways of doing things and challenges that exist for the various groups within a community. At the same time, foster opportunities for people to identify common values, goals and needs across differences of race, language, culture and class.

5. Promote Community Self-Determination

Support the right of people to be involved in deciding what happens in their community, whether their communities are defined by geography or collective interest.

6. Fight Exclusion

Fight to ensure that people are not kept out of the decision making process because of racism, classism, language bias and cultural domination.

7. Stand Up Against Bias

Strategically address individual behaviors, institutional practices and public policies that result in an unequal distribution of goods, services and power.

8. Support Ongoing Growth around Equity and Diversity

On a regular basis, deepen understanding of race, language, culture, class and equity and increase knowledge about working with people of diverse backgrounds.

9. Take Stock

Hold yourselves accountable to the different ethnic, racial, cultural, linguistic economic groups in your communities, and regularly assess how well you are addressing issues of equity and diversity.

Walking the Walk: Principles for Building Community Capacity for Equity and Diversity

Hedy Na-Lin Chang, California Tomorrow, 2000

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