

**CITY OF EDMONDS  
DIVERSITY COMMISSION  
September 7, 2016**

**COMMISSIONERS PRESENT**

Mario Brown – Chair  
Ed Dorame – Vice Chair  
Maria Montalvo  
George Basioli  
Diana White  
Pat Valle  
Tung Bui arrived at 6:07  
Councilmember Adrienne Fraley-Monillas,  
*ex officio (arrived at 6:21)*

**COMMISSIONERS ABSENT**

Adam Khan

**STAFF PRESENT**

Patrick Doherty, *ED/CS Director*  
Cindi Cruz, *ED/CS Program Coordinator*  
Misha Carter, *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 August 3, 2016:** Summary minutes were approved as submitted by consensus.
4. **Public Comment:** No comment
5. **Report from City:**
  - a. Survey results – Patrick reported on the National Citizens survey which was completed this past summer. Randomized survey sent to 2200 households around City. Opened up the survey on line for participation in addition to the mailed version. Received 586 responses from mail-ins and response to online option was 320. The two sets of responses were more similar than any other survey done in US. Very positive responses, above national standards and representative of a feel-good community, enjoy ease of walking, traffic flow, air quality, etc. only responses on affordable housing ranked lower than national average. Positive responses on emergency responsiveness, walking & biking, recycling, high rate of participation in local elections, 29% only work in Edmonds, have lower than normal rate in religious/spiritual participation. High rates of support for transportation infrastructure, parks & recreation, police services. Overall the percentages of those experiencing discrimination were in the single digits, but when taken as a fraction of the percentage of people who belong to the various demographic cohorts represented, the figures are more significant. For example, if 8 to 10% of the Edmonds community is of a race other than “white,” when 4% of the population states they experience discrimination due to race, that equates to 50% of that cohort. Interestingly, the highest single percentage of discrimination was related to age, with the highest component of the population experiencing age-related discrimination to be those people

under 35. As for how people receive information, the break-down was: word of mouth 36%, posters 32%, online media 46%, printed media 43%, city website 26%.

- b. Commission vacancy - Gayle Ketzal has resigned from commission. Commission interviews and reappoints commissioners with Council confirmation. The notice and advertisement will be posted within the next month, prior applicants will be asked if they want to be considered and all applications will be sent to Commissioners. Commissioners discussed the selection process and concluded that interviews of all candidates by the full Commission could be unwieldy. They concluded that the Chair and Vice-Chair would bring recommendations back to the full Commission after reviewing applications with staff. Interviews will be scheduled at November meeting for 2 to 3 candidates. At November meeting, review and vote on top three applicants.
  - c. Diversity in City advertising – Tourism & marketing advertising the City creates could be more diverse. Will have photo shoot and would like some models that represent more diversity than in the past. If commissioners could send names to Patrick and he will contact.
- 6. Update on old business**
- a. Immigration forum – Michele still working on trying to find a date with Van Kuno from Everett Community College. Do we want to pursue this? Could have forum without someone specific. Consensus was to try one more time with Van Kuno and if a date cannot be confirmed proceed with another option.
  - b. City Council presentation – Pat has volunteered to present to City Council, update on progress. Date: 9/27 is work meeting and would be good for presentation and 9/20 is also available. Patrick will confirm.
  - c. Postcards – This would provide informational piece on Diversity Commission. Could be located at counters in City offices, businesses, etc. Have budget this year. Maria and Patrick will work on.
  - d. Professional development training at October meeting – Diana has contact for someone to attend October 5 meeting. Small group discussions, facilitating, ice breakers. Purpose is as a commission to become more educated about diversity issues and what the impacts are. Diana will get the homework piece to Patrick for distribution to the commission. Will be the whole meeting except for 10-15 minutes for regular business. Budget for speaker up to \$300 including supplies as approved by consensus.
  - e. Public outreach newspaper, etc. – Maria has written column for Beacon, they have asked for quarterly updates. Maria will also ask if it can be shared with MyEdmondsNews. Written on behalf of the commission. Diana will be writing an article about Columbus Day/Indigenous Peoples Day as a FaceBook post. There needs to be an arrangement for George to be able to read/hear documents in future meetings.
  - f. Future meeting length – Mario’s topic for discussion do we want two hour meeting? Conversation is stifled in 1.5 hour meetings, needs two hours, can run over and extend meetings, agreed by consensus to publish meetings as 6:00 to 8:00pm. They can adjourn early if business is concluded earlier.
- 7. Work Plan Implementation:**
- a. Youth forum. - George, Diana, Ed, Patrick – Event could be held in late February, include high school, middle school, format is not decided. Diana will contact district & instructor at UW Bothell. How to get word out, involving youth/students in planning, nothing needed from full commission, having students write their stories, have other

students read, skits by drama departments, develop ideas before involving the students, involve the youth in on the planning, is it too complicated to provide extra credit for students, could they use for community service hour requirements. Need budget to approve by November meeting at latest but maybe at October meeting, subcommittee will meet again to discuss.

- b. World Café – Mario and Patrick met and picked a date 11/12 – Saturday 10 – 1. What is group you are trying to attract? Five sections with each one with different topic, open to public but will also invite prior forum participants, sit at table and discuss for 10 minutes, rotate thru each table, discuss at end and have facilitator to mediate. Zero in on five topics, commissioners to man tables. Adrienne volunteered to facilitate, need volunteer for each table that is stationary. Expectations: who are general responders, everyone, utilize survey responses for communication of event, goal is to generate discussion, controversial issues in safe environment, leave with better understanding of someone else. Tables are random. Speaker for motivational purposes, pay Michele to come and speak, Plaza Room, 10 – 1. Spend on refreshments \$300 and speaker fees up to \$250. The Commission decided on Saturday, November 5<sup>th</sup>. They discussed examples of 5 topics/situations: national anthem, same sex marriage, power of words, participation in parades, cultural appropriation, white privilege. Mario discussed topics: question do we build a wall or statue of liberty; acceptance, are Muslims bad (wide open), micro aggressions, could you work with disabled, age related how old is too old, how young is too young, disability, gender neutral bathrooms, intellectual disabilities, immigration, gender identification, sexuality, race. Specific situations can be easier to talk about. Committee will work on situations based on topics that have been brought up. Send out notices and ask for RSVP. Ground rules for table facilitators. Facilitators could be scribes etc. Sub-committee will work on questions and finalize.
8. **Community Outreach/Commissioner Comments:**  
Snohomish County at Everett Station on 9/15/16 update on ADA survey at SnoCo.com. Rusty Pelican hanging baskets, will be advised that they cannot be placed to impact pedestrians on the sidewalk. Tung discussed mission statement and observes that commission is a bit random and must stay true to path that was originally planned for mission statement. Mario agreed and plan events for 2017. Diana confirmed that Volunteer dinner is Friday, September 16, 2016.
  9. **Adjourn: 8:15 PM – Next regular meeting: October 5, 2016, 6 PM**