

**Equity and Inclusion Commission
Meeting Minutes
November 20, 2024**

Commissioners Present: Amanda LaGrange, Alfred Chan, Gabrielle Filip-Crawford, and Prajwal Vemireddy

Youth Commissioners: Anica Barze, and Gwen Goedken

Commissioners Absent: None

Staff Present: Equity and Inclusion Manager Antonio Montez

Call to Order/Roll Call

The Equity and Inclusion Commission (EIC) meeting was called to order at 6:34 p.m.

Receive Public Comment

None.

Business Items

a. Ice Breaker – 2 Truths and a Lie

The Board went through an icebreaker question.

b. Approve Minutes

Commissioner Filip-Crawford moved, and Commissioner Vemireddy seconded a motion to approve the October 16, 2024, Equity and Inclusion Commission meeting minutes as presented. The motion passed unanimously.

c. Strategic Racial Equity Action Plan Review and Conversation

Equity and Inclusion Manager Montez reviewed the Strategic Racial Equity Action Plan with the Commission and indicated that the Commission was invited to discuss and ask questions.

Commissioner LaGrange thought the Inclusion and Respect Statement, put in many little places, would help explain why they discuss race as a starting spot and not the ending spot. She thought this felt clear and helpful.

Mr. Montez reviewed the City's Commitments in the Strategic Racial Equity Action Plan with the Commission. He noted that to keep the meeting moving, the Commission could table the SREAP portion of this item and continue with the agenda or the rest of this topic.

Chair Barze thought the rest of this item should be reviewed before moving on with the other agenda items.

Mr. Montez reviewed the SREAP purpose with the Commission.

Commissioner Vemireddy asked if there was an updated workforce status for 2024 and the community.

Mr. Montez indicated the updated numbers, and they have changed quite a lot. The City's HR Liaison is now back from personal leave, and the goal is to have an updated workforce report by the first quarter of 2025. He hoped this would be updated yearly.

Chair Barze asked what the plan was to diversify City staff.

Mr. Montez explained that it varies by department and has no standard. What the City is doing now is that when a job opens up, staff reviews job descriptions and updates them to make sure the responsibilities are still relevant. He explained that the staff is trying to be more intentional in accounting for lived experiences on the job. He thought part of this went back to relationships in the community and was being focused on. Creating jobs that are a pathway to employment, such as Fire and Police, has cadet and community services programs that hire people without experience or education and can get certification and move up in the department. The City is trying to create some pathways to the workforce that do not have requirements. He thought the one piece to help this Commission is that he feels a lot about the people making decisions about the job opportunities and will always be driven by the hiring manager. Still, he thought representation on the hiring panel or a part of the hiring process would help ensure the City brings different experiences into the hiring process and would be very effective. He was hopeful the Commission can find a pathway towards that in some of its work.

Commissioner LaGrange asked if there was a toolkit connected to recruitment that involves a diverse hiring goal.

Mr. Montez explained that although it is not necessarily attached to a goal around diverse hiring, the city does have a resource that helps hiring managers when thinking about posting jobs. He thought the hiring component was a big piece. Another piece is the hiring budget and how the City prioritizes and invests in the budget. The last component is the contract specification because the city does much contracting.

Mr. Montez reviewed some problem statements with the Commission and how the City tries to solve them. He also discussed the Equity Plan Development and the logical step toward operationalizing the City's commitment to diversity, inclusion, and equity.

Commissioner Chan thought it was good for the Commission to review this, to learn about the details being covered, and to know the history. He thought one thing to look forward to is that it

may be good as an exercise to simplify and organize this so that it is easier for the Commission to understand and keep track of because this Commission is a reset of the previous Commission.

Mr. Montez explained that the city is going through a strategic planning process right now, which has been great, and that the city has been trying to move away from individual initiatives by different commissions. He indicated that his pitch when he was hired was that everyone needed to go in the same direction. The questions to be answered are how the city-centered community is, how the city is in a relationship with the community, and how that drives the decisions the city is making. How does that become a part of what the City does every day and not necessarily a critical, high-impact, or aspirational goal? It is like they are all the same. He thought Commissioner Chan had an excellent recommendation and was all for simplifying. He continued with the review of the Other Diversity and Inclusion Activities.

Commissioner Filip-Crawford asked if, regarding staff accountability, equity goals are built into things like performance reviews.

Mr. Montez indicated that was correct and that the city is on that pathway. He continued with his presentation and reviewed the principle of disaggregated data and other principles in the SREAP report with the Commission.

d. Long-Range Equity Plan Review and Discussion

This item was postponed.

e. Organizational Departmental and Commission Review

This item was postponed.

Other Business

Equity and Inclusion Manager Montez asked if the Commission wanted to meet in December or wait until January.

The Commission thought there would be a meeting in December.

Adjournment

Commissioner LaGrange moved, and Vice-Chair Goedken seconded a motion to adjourn. The motion passed unanimously.

Chair Barze adjourned the meeting at 8:02 p.m.

Respectfully submitted,
Sue Osbeck

TimeSaver Off-Site Secretarial, Inc.