

**Equity and Inclusion Commission  
Meeting Minutes  
DECEMBER 18, 2024**

**Commissioners Present:** Amanda LaGrange, Alfred Chan, Gabrielle Filip-Crawford

**Youth Commissioners:** Anica Barze, Gwen Goedken

**Commissioners Absent:** Prajwal Vemireddy (excused)

**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 6:35 p.m.

**Receive Public Comment**

None.

Commissioner Filip-Crawford moved and Commissioner LaGrange seconded a motion to close the public comment. Motion passed unanimously.

**Approval of Meeting Minutes**

**a. Approval of November 20, 2024, Meeting Minutes**

Commissioner LaGrange moved and Commissioner Filip-Crawford seconded a motion to approve the November 20, 2024, Equity and Inclusion Commission meeting minutes as presented. Motion passed unanimously.

**Business Items**

**a. 2025 Meeting Schedule Review and Approval**

Equity and Inclusion Manager Montez presented the 2025 meeting schedule and noted the February and August meetings need to be rescheduled as they conflict with City Council meetings. The Commission decided to move the regularly scheduled meetings to Wednesday, February 12, 2025, and Thursday, August 21, 2025.

Equity and Inclusion Manager Montez added that most Commissions typically take a month off at some point during the year and asked the Commission to think about if there is a month they would like that to be.

Equity and Inclusion Manager Montez also noted that the City will declare vacancies on all the City Commissions, including 3 vacancies on the EIC and applications will open. Commissioner LaGrange asked if the City Council vets new applicants. Equity and Inclusion Manager Montez stated that the City Council would take care of interviews and appointments.

**b. SREAP Definitions**

Equity and Inclusion Manager Montez presented the definitions of the Strategic Racial Equity Action Plan (SREAP) and asked the Commission to review, discuss, and ask questions.

The Commissioners reviewed the SREAP definitions for Diversity, Equity, and Inclusion. The Commissioners asked questions regarding clarity for certain terms within the definitions.

**c. Organizational Departmental and Commission Review**

Equity and Inclusion Manager Montez presented the Departments and Commission's roles and responsibilities and asked the Commission to review, discuss, and ask questions.

Chair Barze asked if the Fire Department cadet positions are only open to people who have graduated high school.

Equity and Inclusion Manager Montez stated that it is typically people who have graduated and are pursuing a career in firefighting.

Commissioner Chan stated that the fire safety training is also offered by the Fire Department to teach people how to perform CPR.

Commissioner LaGrange stated that one of the differences she has noticed between the EIC and other Commissions is that items are not brought to the EIC, but rather, they discuss what they want to work on.

Equity and Inclusion Manager Montez explained that the EIC work is not as rules-based as other Commissions are.

Commissioner Filip-Crawford stated that she can see clear connections between the work of the EIC and other Commissions.

Equity and Inclusion Manager Montez stated that he has planted a seed to get department heads into future EIC meetings to share their work and what opportunities there are to partner with them. He stated he wants things to be more about doing work across the other departments in the city.

Equity and Inclusion Manager Montez stated that they are working on strategic planning, and it will come forward to the City Council in January. He noted that, hopefully, they can discuss some of the work that has been happening at their February EIC meeting.

Chair Barze asked what the term variance meant.

Equity and Inclusion Manager Montez explained what variance meant. Commissioner Chan gave an example of what a variance could look like.

**d. Long-Range Equity Plan Review and Discussion**

Equity and Inclusion Manager Montez presented the Long-Range Equity Plan and asked the Commission to review, discuss, and ask questions.

Chair Barze asked what the GARE group was.

Equity and Inclusion Manager Montez stated that it stands for Government Alliance for Racial Equity and explained what they do.

Commissioner LaGrange asked how many people Montez would like on the Equity and Inclusion Action Team.

Equity and Inclusion Manager Montez stated that he would like to see it at about 12-15 people to start with and expand from there if need be to make a second team.

Vice-Chair Goedken asked what TOP stood for.

Equity and Inclusion Manager Montez stated that it stands for Technology of Participation and is a way to facilitate conversations.

**Other Business**

None.

**Adjournment**

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

Chair Barze adjourned the meeting at 8:05 p.m.

Respectfully submitted,

Lilian Rokosz

*TimeSaver Off Site Secretarial, Inc.*