



Diversity and Equity Standing Committee

Regular Meeting Agenda

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***Meeting ID: 999 9517 2194
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+12532158782,,99995172194# US (Tacoma)***

Meeting ID: 999 9517 2194

February 23, 2022 - 6:00 PM

1 ROLL CALL

2 INTENTIONS

Inspirational, spiritual, encouraging words, short reading, or prayer that sets the tone for our work: to inspire, acknowledge our collective purpose, and focus our energies as many working as one.

3 INTRODUCTIONS/PRESENTATIONS

3.a. City of Ukiah Utility Services and Billing Presentation

Recommended Action: Receive presentation.

Attachments: None

3.b. Persons Whose Primary Language is Not English Presentation

Recommended Action: Receive presentation.

Attachments: None

4 AUDIENCE COMMENTS ON NON-AGENDA ITEMS

The City Council welcomes input from the audience. If there is a matter of business on the agenda that you are interested in, you may address the Council when this matter is considered. If you wish to speak on a matter that is not on this agenda, you may do so at this time. In order for everyone to be heard, please limit your comments to three (3) minutes per person and not more than ten (10) minutes per subject. The Brown Act regulations do not allow action to be taken on audience comments in which the subject is not listed on the agenda.

5 APPROVAL OF MINUTES

5.a. Approval of the Minutes for the January 26, 2022, Regular Meeting.

Recommended Action: Approve minutes for the January 26, 2022, regular meeting.

Attachments:

1. DRAFT Minutes

6 UNFINISHED BUSINESS

6.a. Approval of the Diversity, Equity, and Inclusion Statement for the City of Ukiah.

Recommended Action: Approve the Diversity, Equity, and Inclusion statement for the City of Ukiah.

Attachments:

1. 22-02-02 Purpose Statement

7 COMMITTEE REPORTS

- 7.a. General Plan Ad Hoc Report

Recommended Action: Receive report.

Attachments: None

- 7.b. Equity Action Plan Ad Hoc Report

Recommended Action: Receive report.

Attachments: None

8 NEW BUSINESS

9 ADJOURNMENT

Please be advised that the City needs to be notified 72 hours in advance of a meeting if any specific accommodations or interpreter services are needed in order for you to attend. The City complies with ADA requirements and will attempt to reasonably accommodate individuals with disabilities upon request. Materials related to an item on this Agenda submitted to the Equity & Diversity Committee after distribution of the agenda packet are available for public inspection at the front counter at the Ukiah Civic Center, 300 Seminary Avenue, Ukiah, CA 95482, during normal business hours, Monday through Friday, 8:00 am to 5:00 pm.

Kristine Lawler, CMC/City Clerk

Dated: 2/17/22



Equity & Diversity Committee
 (Virtual Meeting)
 Regular Meeting
MINUTES

January 26th - 6:00 PM

1. ROLL CALL

Present: Orozco, Duenas, Martinez, Gorny, Jackson, Stern, Upadhyay, Jones
 Marston attended in listen-only mode. Tognoli joined at 6:15

2. INTENTIONS

3. INTRODUCTIONS/PRESENTATIONS

a. Youth 21 Years and Younger
 Presentation Received.

4. AUDIENCE COMMENTS ON NON-AGENDA ITEMS

None

5. APPROVAL OF MINUTES

a. Approval of the Minutes for the December 1, 2021, Special Meeting.

Motion/Second: Gorny/Xochilt to approve the minutes of the December 1, 2021 Equity and Diversity Committee special meeting as submitted. Motion carried by the following roll call votes:

AYES: Orozco, Duenes, Martinez, Gorny, Stern, Upadhyay

NOES: None

ABSENT: Marston (attended in listen-only mode)

ABSTAIN: Jackson, Marston, Jones

6. UNFINISHED BUSINESS

None

7. NEW BUSINESS

a. Elect Vice-Chair

Motion/Second: Gorny/Orozco to elect Committee Member Xochilt Morales de Martinez as vice-chair of the Diversity and Equity Committee. Motion carried by the following roll call votes:

AYES: Orozco, Duenes, Martinez, Gorny, Jackson, Stern, Upadhyay, Tognoli, Jones

NOES: None

ABSENT: Marston (attended in listen-only mode)

ABSTAIN: None

b. Approval of Letter of Support for City of Ukiah's CalTrans' Clean California Local Grant Program Grant Application

Committee discussed the letter. Additional input was received from guests Sarah Marshall and Lydia Lopez with requests for the City to consider adding bi-lingual language to the wayfinding signs, "Welcome to Ukiah" signs, and require that the community engagement coordinator be bilingual. Additionally, Committee members requested that the grant application include a cultural flags project.

Motion/Second: Gorny/Orozco to approve the letter of support for the City of Ukiah's CalTrans' Clean California Local Grant Program Grant Application as submitted. Motion carried by the following roll call votes:

AYES: Orozco, Duenes, Martinez, Gorny, Jackson, Stern, Upadhyay, Tognoli, Jones

NOES: None

ABSENT: Marston (attended in listen-only mode)

ABSTAIN: None

c. Discussion Regarding Equity Workshop/Training

The Committee participated in a discussion regarding an Equity Workshop/Training to be scheduled in the summer of 2022. Staff will provide a suggested agenda and input at a future meeting.

8. COMMITTEE REPORTS

a. Equity Action Plan

Report Received.

8. ADJOURNMENT

The meeting was adjourned at 8:14 pm.

Traci Boyl, Management Analyst to the City Manager's Office

Feb. 9. 2022

Purpose Statement: (adopted by the Committee to guide our work on the Equity Action Plan)

Work purposefully and with perseverance to promote equity, transparency, and justice through practices, policies, and procedures. Affect change by raising self-reflection, education, and collaboration by lifting others and consciously maintaining an environment that reflects and celebrates the diversity of our community. Promote inclusiveness by ensuring that everyone has a seat at the table.

Do we want to make any edits to this statement?

Should we create a more readable/concise statement for City communication materials? If so, below are some suggestions. Additional resources can be found here [taglines](#).

suggested “tagline” version

1. Purposefully and with perseverance - equity, transparency, and justice.
2. DEI – Purposefully and with Perseverance
3. Purposefully and with perseverance, promote equity, transparency, and justice to reflect, value, and celebrate the diverse community we serve.

Equity Action Plan – Aspirational Goals and Expected Outcomes

Create and sustain a diverse, equitable, and inclusive workplace and workforce that reflects, values, and celebrates the diverse community we serve.

Eliminate internal and external barriers to diversity, equity, and inclusion within the systems of our organization.

Recruit, retain, and advance a community of staff that reflects, values, and celebrates the diversity of the community we serve.

Identify and engage underrepresented communities in which to retain, expand, develop, and implement programs.

Instill diversity, equity, and inclusion as essential core elements of policy-making, accountability, and delivery of City services.

Ensure accountability in the implementation of goals and assessment of progress toward outcomes.