



## Diversity and Equity Standing Committee

### Regular Meeting Minutes

January 24, 2024 - 6:00 PM

#### 1 **ROLL CALL**

Present: Orozco, Martínez, Jackson, Marston, Akin, Qiu, Tognoli

Absent:

Absent by prior Arrangement: Dueñas, Gorny, Lieberman

#### 2 **INTENTIONS**

Committee Member Akin shared an inspirational quote.

*"As we gear up for our committee meeting tonight, which coincidentally falls upon the birthday of my late grandfather, I'd like to share a principle that has always resonated with me and was often repeated by him: 'Wisdom sits on a listening ear and not a combative heart.' These words are particularly relevant nowadays, when it seems that very few in the world are willing to listen without judgment and kindness. In our pursuit of fostering diversity and equity, let's continue approaching our discussions with open hearts and attentive ears, truly hearing, and understanding each other's perspectives without the shield of preconceived notions or combative arguments.*

*As noted by Sir Karl Popper, a renowned philosopher, 'True ignorance is not the absence of knowledge, but the refusal to acquire it.' Through this, we can create a space where every voice is valued, embracing the diversity of our perspectives as a powerful source of strength to build a more inclusive and harmonious community that works towards the improvement of the city we live in and the quality of life for all of us that call Ukiah home."*

#### 3 **AUDIENCE COMMENTS ON NON-AGENDA ITEMS**

None

#### 4 **APPROVAL OF MINUTES**

4.a. Approval of the Minutes for the October 25, 2023, Regular Meeting.

**Motion/Second:** Marston/Orozco to approve the minutes of the October 25, 2023, Diversity and Equity Committee Regular meeting as submitted. Motion carried by the following roll call votes:

AYES: Orozco, Martínez, Jackson, Marston, Akin, Qiu, Tognoli

NOES: None

ABSTAIN: None

#### 5 **NEW BUSINESS**

5.a. Grace Hudson Museum Mission Statement Discussion

Museum Director David Burton and Staff Member Alyssa Boge presented the Grace Hudson Museum's mission statement and requested input for updating the statement from the Committee regarding inclusive language for consideration. Director Burton explained to the committee that once a draft statement had been created, the next steps of the process include presenting a draft statement to the Museum's boards then

receiving final approval from the City Council. Director Burton encouraged members to submit their input to Museum staff or through DEI Committee staff.

## 6 **MONITORING THE IMPLEMENTATION OF THE EQUITY ACTION PLAN BY OBJECTIVES AND PERFORMANCE MEASURES**

### 6.a. **Discuss and Take Possible Action on Committee Goals and Strategies and the City's Equity Action Plan.**

The Committee participated in an interactive discussion on the future of the Equity Action Plan and Committee goals. Considering the Equity Action Plan was a two-year plan that has been fully implemented and integrated across the City, the Committee recommended incorporating the goals/strategies of the plan into the City Council's Strategic Plan. Staff agreed to begin this work, present a draft to the Committee for input, and schedule this item for an upcoming City Council meeting.

- The Committee also discussed future goals and objectives including community engagement. A few points to come out of this discussion were suggestions for committee members to become more engaged in the community by attending events, and serving as ambassadors. Due to time constraints, this item was continued to the next meeting.
- Motion to merge the Equity Action Plan with the City Council's Strategic Plan.  
**Motion/Second:** Orozco/Tognoli to approve. Motion carried by the following roll call votes:  
AYES: Orozco, Martínez, Jackson, Akin, Tognoli  
NOES: Qiu  
ABSTAIN: Marston

## 7 **COMMITTEE MEMBER UPDATES AND REPORTS**

### 7.a. **LGBTQA Announcement and Report by Member Jackson.**

Committee Member Jackson provided a report on his new non-profit organization, the Ukiah Unity Coalition, aimed to promote the rights and well-being of the LGBTQ+ community.

The following are steps being taken by the Ukiah Unity Coalition:

- Conducted a survey to assess the needs of LGBTQ+ youth in the community
- Applying for grants to acquire a property to serve as LGBTQ+ research center
- With the help of other organizations, the Ukiah Unity Coalition is looking forward to providing scholarships in the future
- The Ukiah Unity Coalition is putting together a youth advisory board

## 8 **ADJOURNMENT**

Meeting adjourned at 8:19 p.m.



Minutes Submitted by Maria Ceja, Committee Advocate