



Diversity and Equity Standing Committee
Regular Meeting Agenda

(to be held both at the physical and virtual locations below)
Ukiah Valley Conference Center (UVCC)
200 S School Street, Ukiah, CA 95482

To participate or view the virtual meeting, go to the following link:
<https://us06web.zoom.us/j/99995172194>
September 24, 2025 - 5:30 PM

1 ROLL CALL

2 AUDIENCE COMMENTS ON NON-AGENDA ITEMS

The Diversity and Equity Committee (DEC) welcomes input from the audience that is within the subject matter jurisdiction of the DEC. If there is a matter of business on the agenda that you are interested in, you may address the Committee 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.

3 APPROVAL OF MINUTES

3.a. Approval of the Minutes for the July 23, 2025, Regular Meeting. (Action item; not to exceed five (5) min.)

Recommended Action: Approval of the Minutes for the July 23, 2025, Regular Meeting. (Action item; not to exceed five (5) minutes.)

Attachments:

1. July Regular Minutes

4 INTRODUCTIONS/PRESENTATIONS

4.a. Introductions of Committee Members. (Non-action item; not to exceed fifteen 15 min.)

Recommended Action: Introductions of Committee Members. (Non-action item; not to exceed fifteen 15 min.)

Attachments: None

4.b. Presentation from Committee Member Lieberman on The Plight of Seniors in our Community. (Non-action item; not to exceed fifteen (15) min.)

Recommended Action: Receive presentation. (Non-action item; not to exceed fifteen (15) min.)

Attachments:

1. Presentation Outline - The Plight of Seniors in our Community

5 UNFINISHED BUSINESS

6 NEW BUSINESS

6.a. Discussion and Take Possible Action Regarding the Regular Meeting on November 26, 2025. (Action item; not to exceed five (5) min.)

Recommended Action: The Committee will discuss the possibility of an action for the scheduled Diversity and Equity Committee meeting on November 25, 2025. (Action item; not to exceed five (5) min.)

Attachments: None

- 6.b. Discussion on a Resource Fair for 2026 and Possible Creation of Related Ad Hoc Committees to Assist with the Event. (Action item; not to exceed twenty (20) min.)

Recommended Action: The Committee will discuss the Committee hosting a community resource fair in 2026 and create Ad Hoc Committees. (Action item; not to exceed twenty (20) min.)

Attachments: None

7 COMMITTEE MEMBER REPORTS AND ANNOUNCEMENTS

8 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 and 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.



AGENDA SUMMARY REPORT

SUBJECT: Approval of the Minutes for the July 23, 2025, Regular Meeting. (Action item; not to exceed five (5) min.)

DEPARTMENT: City Manager / Admin

PREPARED BY: Maria Ceja, Administrative Analyst

PRESENTER: _____

ATTACHMENTS:

1. July Regular Minutes

Summary: Committee Advocate Ceja to present the Minutes for the July 23, 2025, Regular Meeting for approval (attached).

Background:

Discussion:

Recommended Action: Approval of the Minutes for the July 23, 2025, Regular Meeting. (Action item; not to exceed five (5) minutes.)



City of Ukiah

**Diversity and Equity Standing Committee
Regular Meeting**

**UKIAH VALLEY CONFERENCE CENTER
200 School St., Ukiah, CA 95482**

Virtual Meeting Link: <https://us06web.zoom.us/j/99995172194>

**July 23, 2025
5:30 p.m.**

1. ROLL CALL

The Diversity and Equity Committee met at a Regular Meeting on July 23, 2025, having been legally noticed on July 18, 2025. The meeting was held in person and virtually at the following link: <https://us06web.zoom.us/j/99995172194>.

Committee Chair Morales de Martinez called the meeting to order at 5:35 p.m. Roll was taken with the following

Committee Members Present:

Orozco, Criss, Morales de Martinez, Williams, and Lieberman.

Committee Member Arrived After Roll Call: Gorny at 6:12 p.m.

Staff Present:

Traci Boyl, Committee Liaison

Marianne Aranda, Sr. Recreation Coordinator, Community Services

Maria Conchita Ceja, Committee Advocate

COMMITTEE CHAIR MORALES DE MARTINEZ PRESIDING.

2. AUDIENCE COMMENTS ON NON-AGENDA ITEMS

No public comments were received.

Public Comment:

3. APPROVAL OF MINUTES

a. Approval of the Minutes for the March 26, 2025, Regular Meeting.

Motion/Second: Lieberman/Williams to approve Minutes of March 26, 2025, a regular meeting, as submitted. Motion **carried** by the following roll call votes:

AYES: Orozco, Criss, Morales de Martinez, Williams, and Lieberman.

NOES: None.

ABSENT: Kirsch.

ABSTAIN: None.

b. Approval of the Notice of Cancellation for the May 28, 2025, Regular Meeting.

Motion/Second: Criss/Orozco to approve the Notice of Cancellation for May 28, 2025, a regular meeting, as submitted. Motion **carried** by the following roll call votes:

AYES: Orozco, Criss, Morales de Martinez, Williams, and Lieberman.

NOES: None.

ABSENT: Kirsch.

ABSTAIN: None.

4. REPORTS

a. Receive a Report on the Ukiah City Council’s Adoption of a Resolution Amending Resolution 2024-09 to Revise the Diversity and Equity Committee Membership Composition.

Presenter: Committee Liaison Boyl

Public Comment:

No public comment was received.

5. INTRODUCTIONS/PRESENTATIONS

None.

6. NEW BUSINESS

a. Appointment of Chair and Vice Chair of the Diversity and Equity Committee.

Motion/Second: Morales de Martinez/Lieberman to appoint Committee Member Orozco as the Chair of the Diversity and Equity Committee. Motion **carried** by the following roll call votes:

AYES: Orozco, Criss, Morales de Martinez, Williams, and Lieberman.

NOES: None.

ABSENT: Kirsch.

ABSTAIN: None

Motion/Second: Morales de Martinez/Criss to appoint Committee Member Williams as the Vice Chair of the Diversity and Equity Committee. Motion **carried** by the following roll call votes:

AYES: Orozco, Criss, Morales de Martinez, Williams, and Lieberman.

NOES: None.

ABSENT: Kirsch.

ABSTAIN: None

b. Discuss and Take Possible Action to Identify Goals and Establish Strategies to Mitigate Communication Gaps Between City Officials and the Community.

No public comments were received.

Public Comment:

7. **UNFINISHED BUSINESS**

None.

8. **COMMITTEE MEMBER UPDATES AND REPORTS**

Presenter:

Reports were received from the following Committee Members: Lieberman, Orozco, Williams, and Gorny.

9. **ADJOURNMENT**

There being no further business, the meeting adjourned at 6:59 p.m.

Maria C. Ceja, Committee Advocate

DRAFT

JULY 22, 2025

The Plight of Seniors in Our Community

I. CRITICAL ISSUES

A. Social Issues

1. Loneliness and isolation:
 - a. National Institute on Aging: *Linked to negative outcomes including feelings of sadness, hopelessness, and low self-esteem. Loneliness leads to higher levels of inflammation, cognitive decline and chronic diseases such as heart disease and diabetes.*
 - b. 45%-76% are homeowners
 - i. Nationally, 30% live alone
 - (A) Many could be homebound
2. Loss of loved ones, physical limitations, and social changes
3. Discrimination based on age can affect seniors' access to resources, services, and social interactions.
4. Changing social climate:
 - a. Adjusting to technological advancements and evolving social attitudes
5. Ageism:
 - a. Stereotyping
 - b. Prejudice
 - c. Discrimination
 - i. Lead to social exclusion and feelings of helplessness.
 - ii. Negatively affects physical and mental health and can even cause premature death.
 - iii. Excludes care and concern among the young

II. DEMOGRAPHICS

- A. In today's evolving social structure, a more accurate classification should be 60 and over
- B. Ukiah's percentage of Seniors is greater than the national and state averages
 1. The national average is 22%
 2. CA 65-and-over is 15.8%
 3. Ukiah's 60-and-over population is 23% and growing
 - a. CA projects 25% by 2040
 - i. ~18,000 individuals within City limits
 - (A) Excludes "local area" individuals who use City services
- C. See Tables from Area Agency on Aging (AAA)

III. DEI STRATEGY

- A. *Goal 4: Identify and actively engage underrepresented communities in which to retain, expand, develop, and implement programs*
- B. *Goal 5: Instill diversity, equity and inclusion as essential core elements of policy making, accountability and delivery of City services*
 1. Is the Committee meeting them for Seniors?

IV. CONUNDRUM

A. Funding Issues and Missing the Mark

1. *The City does not receive any dedicated funding for health and human services – those funds (collected from various forms of taxes) for Adult and Aging Services and other Social Services go directly to the County of Mendocino.*
2. County, State and Federal funds are decreasing
3. County programs do not adequately address Seniors' most critical issues
 - a. Area Agency on Aging (AAA)
 - i. The charter/goal vs. action
 - (A) Services are limited
 - (1) Legal
 - (2) Alzheimer's Day Care
 - (3) Family Caregiver Support
 - (4) Health Promotion
 - ii. Distribution of funds does not cover most needed challenges
 - iii. Both financial and human capital are often spread thin
 - (A) Only 1 person acting as Information And Assistance Coordinator
 - (1) Disseminates information on services
 - b. In-Home Supportive Services (IHSS)
 - (A) Medi-Cal-based living assistance
 - c. Community Care
 - (A) Targeted to people with disabilities and illnesses
 - d. Adult day care Programs
 - (A) Serves the County's North Coast

V. THE UKIAH SENIOR CENTER

A. The only source of Senior Services that address the most critical issues

1. List of essential services
2. Funded by low-cost membership fees, revenue from the Thrift Store and events, donations, and limited grants
 - a. Facing unfunded critical needs for maintenance and repairs
 - b. Often facing insufficient working capital

VI. RECOMMENDED ACTION

- A. Deliver this presentation to the City Council
 1. Request adding discussion to the agenda of an upcoming meeting
- B. Convene a symposium on Senior needs and programs
 1. Include City, County, area Agencies, and the Ukiah Senior Center
- C. Review and renegotiate City/County tax revenue sharing
- D. Assist the Ukiah Senior Center with applications for CDBG Grants
- E. Proactively engage with the Senior Center to present the City's Disaster Preparedness Presentation
- F. Obtain a grant for the purchase of Disaster Preparedness Kits to be distributed by the Senior Center



AGENDA SUMMARY REPORT

SUBJECT: Discussion and Take Possible Action Regarding the Regular Meeting on November 26, 2025.
(Action item; not to exceed five (5) min.)

DEPARTMENT: City Manager /
Admin

PREPARED BY: Maria Ceja, Administrative Analyst

PRESENTER: _____

ATTACHMENTS:

None

Summary: The Committee will discuss and take possible action regarding the Regular Meeting on November 25, 2025.

Background:

Discussion:

Recommended Action: The Committee will discuss the possibility of an action for the scheduled Diversity and Equity Committee meeting on November 25, 2025. (Action item; not to exceed five (5) min.)