



DIVERSITY, EQUITY AND INCLUSION COMMITTEE MINUTES

November 14, 2023 at 6:00 PM

Wilsonville City Hall & <https://us02web.zoom.us/j/83159324538>

CALL TO ORDER – Meeting was called to order at 6:02 pm

1. PRESENT

- Chair Erika Pham
- Vice-Chair Karla Brashear
- Member Jay Edwards
- Member Fay Gyapong-Porter (arrived 6:13 pm)
- Member Imran Haider
- Member Diane Imel
- Member George Luo
- Member Aasha Patel
- Member David Siha

ABSENT

- Member Luis Gonzalez
- Member Tracy Hester

STAFF

- Bill Evans
- Amanda Guile-Hinman
- Zoe Mombert

Public comment - Karla Brashear made a motion to add public comment to the agenda. Diane Imel seconded the motion. Motion passed. Chair noted that comments were to be limited to 3 minutes.

- Kristin Thylen re: Edge Fitness. No proper ADA access to bathrooms provided. Petitioned customers for improvements. Showed video tour (52 stairs / very dark and hard to see)
- Georgia Bushman, regarding the same concern. From exercise class on second floor, to basement, 104 steps (average age is 70+)

CONSENT AGENDA

2. **DEI Minutes – October 10, 2023** – Karla Brashear made a motion to approve the October 10, 2023 Minutes. Diane Imel seconded the motion. Motion passed.
3. **DEI Lecture Series Minutes – September 10, 2023** - Karla Brashear made a motion to approve the September 12, 2023 Minutes. Diane Imel seconded the motion. Motion passed.

COMMITTEE DISCUSSION & RECOMMENDATION

4. **West Linn-Wilsonville School District Presentation**, Andrew Kilstrom, Director of Communications, shared goals relating to equitable outcomes and eliminating achievement gaps. Equity is at the forefront of the decision making.
- Shared tenets of Equity Action Plan and discussed District 'Equity Teams' and committees that bring administrators and educators together regularly to advance equity goals.
 - Discussed student Affinity Groups as safe spaces for students.
 - Discussed 'full inclusion' and allowing people of all abilities to learn together in the general education classroom. Very rare, and people from around the country move here to attend WLWV schools.
 - Family Empowerment Center – Maria Horton / Resource Center to provide extra help for families, including free adult classes and other tools. Noted that more than 60 languages are spoken in 16 WLWV schools.
 - Erika asked about the Action Plan goals.
 - Diane Imel noted the quality of the schools, and the equity work undertaken, noting her own participation in the equity summit.
 - Bill Evans noted the previous collaborations between City and WLWV as a catalyst for future work together.
 - Andrew spoke about progress toward equity goals. Discussed performance gap data, and willingness to share it. Andrew notes 80 percent graduate rate among those with disabilities.
 - Equity Summit will return in 2024 to bring community leaders together in partnership and collaboration.

Ways to support or ask from the committee:

- Attend or partner at the school level.
 - Create a District Equity Committee.
 - Equity Summit. The committee is in initial communications.
 - 2016 Equity Plan progress. The pandemic resulted in some decline.
 - Bill Evans noted 2 youth seats on the DEI Committee and BSU participation in the Juneteenth event.
5. **Street Naming Convention Project**
- Miranda expressed desire to prioritize themes/schemes that could be used in Town Center.
 - Amy suggested that about two dozen street names would likely be utilized; choices sought, but no pre-existing names already in queue for consideration.
 - Discussed flexibility and options for developers.
 - Need to provide number of letters.
 - Reach out to indigenous leaders and visionaries from the community.

- Each committee member to come up with two naming ideas: 1) important names and 2) cultures that are significant to the area. Send to Zoe by December 1.
6. **Attendance** – Erika recommended a draft amendment to alter the Charter to mandate regular attendance. Language to say that a fifth absence within a calendar year results in automatic removal. *Motion made by Karla Brashear, seconded by Diane Imel. Motion passed.*
7. **Latino Outreach**
- Karla Brashear attended the Dia de los Muertos celebration.
 - There were several suggestions:
 - Teach our youth about the culture and traditions.
 - Celebrate those cultures and traditions.
 - List of resources. Latino Recreation Network, churches, International Night celebrating Latin-American cultures.
 - Las Posadas Event. Three Kings bringing gifts to Jesus. This is a big part of the Latino culture. December 19 from 4:00 – 6:00 pm.

ADMINISTRATIVE BUSINESS

There will be a training at the December 12 meeting, which will be closed to the public.

ADJOURN – Meeting adjourned at 7:42 pm

NEXT MEETING - December 12, 2023 5:30 PM