**City of Lynnwood**

**Diversity, Equity and Inclusion Commission**

**Agenda**

**February 10, 2021- 6:30 pm**

**Via** <https://lynnwoodwa.zoom.us/j/81211951376>

**Zoom**

**10. Call to Order:**

**20. Roll Call:**

Present:

Naz Lashgari (Chair)

Daniela Altamirano-Crosby

Joshua Binda

Jared Bigelow (Co-chair)

Jennifer McLaughlin

Marcia Smith

CM Jim Smith (Council Liaison)

Evan Chinn (Staff Liaison)

Selam Habte (candidate for DEIC)

Absent : None

**30. Approval of Minutes:**

• January 13, 2021 DEIC minutes for review and approval

**40. Public Comments (3 minutes per person):**

Jeanne Crevier league of women voters.

**50. New Business**

1. Ice Breaker: Why you serve / hopes for the DEI Commission? – Jennifer led discussion:

Marcia Smith – liked her discussions with Naz, Jennifer, Daniela, Jim, Jared, not Josh yet. Mexican, originally from Mexico City. Has been in US since college. Since 1980. Loves it here in Lynnwood / family and husband. In PNW since 1997. Enjoys it want others to enjoy and feel welcome.

Jared- has served as chair/vice chair, hopes to do anti-racist work, anti-discrimination work, change an old ideas and behaviors and to include anti-racist work in that which city does. Wants to collaborate with city Departments, Commissions, City Council, fulfill function to be advisory body, to be able to interpret policies/procedures with racial equity lens.

Daniela – wants Lynnwood to be safe, welcoming, and equitable place and same for committee. We say all are welcome but – is Lynnwood truly welcoming? – wants to make it a fact, doesn’t feel like everyone is welcome. Daniela wants to be voice for latinx and bipoc communities a whole. This fits in with her education as a poli-sci major.

Joshua- has been city resident for 7 years. Vision of equity for all people. Wants to take action that brings community together. African American and all people of color and all walks of life. For all people, all races.

Naz- wants to have impact and wants to live in city where truly all are welcome. Dismantle institutional racism, voice for office or race and social equity meaningful action in city. Continue to advise.

Jennifer – hope is that each one of us would be advocating for visions that we have, hopes that Lynnwood is a place where people feel safe.

CM Smith – vision for DEIC – likes to see everyone looking thru lens of others, everyone giving people a chance, big believer that everyone should have equal opportunity, with certain people doing a great job in our community, like a non-profit organization, shout out to WAGRO . (Daniela is President of WAGRO)

1. Update/Introduction –Selam Habte, prospective Commissioner has met with Mayor and will likely be confirmed in time for March meeting.
2. Black History Month Proclamation – Naz accepted on behalf of committee, will be more inclusive and invite other commissioners to be present.
3. February 16 presentation to Council and commissioner input – Evan reports back city is putting together this presentation, Council wants input from DEIC as there has been significant push back against this position from CMs Smith and Altamirano-Crosby and request for more but unidentified “research” and the opinion of the DEIC.

CM Smith has the opinion that there is no problem in Lynnwood and if you show him the problem maybe he will consider the position.

CM Altamirano-Crosby presented a choice between a social worker and a Race & Social Justice coordinator to survey participants, results - claim a lack of community support.

Other council members appear to want specific outcomes and want to know job duties. Council members have been provided this information in detail and in a statement from the DEIC at least twice in the budget process and as a result of subsequent council discussion have requested more unspecified “research.”

The city also held a community listening session around the theme if truly “All Are Welcome” and whether they feel welcome. At that listening session with the public, there was widespread support for a position and work to promote race and social equity.

Daniela- suggested even more robust input from community – and a Congressional style hearing on the position.

In response, Evan stated that this is not typical for a single position in the budget, and the budget process should be used for such a thing. No other positions receive this type of scrutiny.

Naz wholly supports the position. She stated that this stems from at least 2017 where an office to support Equity was a goal and vision. This needs to happen, the time is now. She sees the inequities every day in her current job providing dental and medical services to mostly Latinx community members of modest means. She would be content scaling this work down to a RSJ Coordinaator.

Jared wholly supports the position. States it can serve advise, use to review, advise and recommend. DEIC can act as advisors only. He believes a position is important because of disparities the city can impact in - housing, covid, unemployment. Racism isn’t going away, people don’t feel safe as stated in listening session. He heard it and such content will not come to the city necessarily in letters. Opportunity to do more, than plan and make recommendations. Want to make changes, do government work with anti racist lens. Jared is Black, he wants POC to feel welcome and safe in Lynnwood.

We have a chance to make change.

Joshua –believes in input and activism and to stand up. Does want position as part of city, need to be right person. His caution is to pay one person to do the job, then others relax. It can not be one person to solve it all but rather a group effort.

Selam – surprised Lynnwood didn’t have person employed in this position yet. Shoreline, other cities already have. We don’t want any excuse to not get the job done, if everyone is welcome and we want to be equitable, we need even better budget. This role is very important. The position would collaborate with different departments, PRCA, LPD, and would be an advocate for equity.

Jennifer is an advocate for it, agrees when paid person, all can check out , and can be difficult to engage. This person has an important role to advance network and the commission.

Marcia – seems budget for position was deemed acceptable since it was approved by the City. Thus, it should be filled. The role includes other functions, such as training, outreach, initiatives, events, analyses, which may require additional budget. Agrees with Josh, Jennifer in that DEI Commission should still exist to support.

Doug Raiford- comment/question whether one position is enough.

Lu Jiang- operation/budget. Unclear what is budget for this work. Need to be intentional set up for success, engage with DEIC. Make position embed/interconnect with DEIC. How to bring position to engage with DEIC. More broadly and well rounded. How can others be involved in hiring, use DEIC, others can plug into interview process, this is volunteer, so lower lift activity, DEIC questions to ask in interview.

1. Annual Report – Review Document – Evan will send by email.
2. Participation Expectations - Naz/Jared reiterated that when a call for action, response or recommendation comes out, please respond. Several members seem to ignore emails. Consider being involved in leadership and look at charter for possible elections.

**60. Old Business**

**70. Staff Liaison** Comments, Announcements, and Invitations - none

**80. Council Liaison** Comments, Announcements, and Invitations - none

**90. Comments for the good of the order.** none

**100. Adjourn** 8:10 PM