

Diversity Board Agenda
November 16, 2020
4:00-5:00 pm
Virtual Meeting on TEAMS

Welcome and introductions	Michael Butler	4:00-4:05pm
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Update of current Equity Work	Kay Barnes	4:05-4:20pm
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- City of Everett GARE Membership First Steps
- Everett Employee Assessment- survey on “Engagement, Belonging and Inclusion” (to gain a better understanding of the experiences and needs of our employee groups).
- Review of our HR policies and practices (revisions to recruitment to reduce barriers and make application process more accessible).
- New content for our website highlighting the City’s work in inclusion, equity and diversity.
- Engage and Learn” sessions held with Engagement Team, Directors and Managers (reading or listening to the book “Stamped” by Ibrahim Kendi, and engaging in a facilitated conversation).

Work Plan - Discussion of focused items for 2021	All	4:20-4:45pm
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Items for consideration:

- Indigenous People Day Resolution (In progress)
- Tribal Land Acknowledgement Recommendation
- In partnership with Tulalip Tribes, topics related to tribal history, sovereignty, and connections to Everett.
- Revisit and advice regarding Juneteenth holiday
- Recommendations for LGBTQ+ recognition, safety and placemaking
- Others?

Good of the Order	All	4:45-5:00pm
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- Board and Commission Recruitment till end of November
- **Greater Everett Rev. Dr. Martin Luther King Jr. Community Celebration March**, January 18th To get involved or for more information contact DanVonique Reed at niqueybreed3@hotmail.com or call (425)583-7739
- Member updates
- No meeting in December: Next meeting January 25th, due to MLK holiday on Jan. 18

Adjourn	5:00pm
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About Diversity Board (taken from Board and Commission Handbook)

- Advisory: All boards, commissions and committees, unless indicated by either the City Charter or state law, are advisory only. Members of an advisory board create the link between community members and elected officials. Board members fill an imperative role by providing their experience and knowledge as it relates to the board on which they serve, as well as their insights regarding our community needs. The function of board members is to assist the Mayor and City Council in the performance of their duties. Board recommendations play a vital role in social and governmental issues affecting our community.

- The Diversity Advisory Board is responsible for encouraging constructive dialog and education regarding the diverse makeup of our community. The Diversity Board makes recommendations concerning City policies and programs. The board also strengthens and helps coordinate the City's responses to the requests and concerns of the community regarding diversity and inclusion issues.

Mayoral Directive 2020-02: Building unity, addressing racism and promoting equity for all.

Initiative 1: foster engagement and mutual understanding with the BIPOC community, as well as other marginalized communities.

Initiative 2: improve inclusion equity and diversity at the City and created a culture of anti-racism.

Initiative 3: identify and address inequities and bias in City systems, policies and data.

Board Member Norms:

- Listen Actively; Listen to Understand
- Stay Engaged, Stay in Relationship (Put Relationships First)
- Struggle Together
- Keep Focused On Our Common Goal
- Expect and Accept Non-Closure
- Trust Intent Acknowledge Impact
- Notice Power Dynamics In the Room/Group
- No Quick Fix
- Push Beyond Your Growing Edge
- Create a Space for Multiple Truths and Norms