



Kent Taylor Civic Hall
200 NE Second Street
McMinnville, OR 97128

City Council Work Session Agenda
Wednesday, July 22, 2020
5:30 p.m. – Work Session

REVISED 07/21/2020

*Welcome! The public is welcome to attend, however if you are not feeling well, please stay home and take care of yourself. In accordance with Governor Kate Brown's Executive Order we are limiting the amount of people at Civic Hall and if we meet capacity we may ask you to leave. **With new face covering mandate all who wish to attend public meetings must wear a face mask or some kind of face covering is required.***

You can live broadcasts the City Council Meeting on cable channels Xfinity 11 and 331,
Frontier 29 or webstream here:
www.mcm11.org/live

You may join online via Zoom Meeting:
<https://mcminnvilleoregon.zoom.us/j/99904855816?pwd=clFZRlh2akVXRW1adHIRNkNWa216QT09>
Zoom ID: 999-0485-5816
Zoom Password: 723533

Or you can call in and listen via zoom: 1-253- 215- 8782
ID: 999-0485-5816

1. CALL TO ORDER
2. DISCUSSION – Diversity, Equity and Inclusion (DEI) Measures
(Added Staff Report and Attachments on 7/21/2020)
3. DISCUSSION – Urban Growth Boundary (UGB) Remand Response Update
4. ADJOURNMENT

Kent Taylor Civic Hall is accessible to persons with disabilities. A request for an interpreter for the having impaired or for other accommodations for persons with disabilities should be made a least 48 hours before the meeting to the Claudia Cisneros, City Recorder (503) 435-5702.



**City of McMinnville
Administration**
230 NE Second Street
McMinnville, OR 97128
(503) 435-5702
www.mcminnvilleoregon.gov

STAFF REPORT

DATE: July 21, 2020
TO: Mayor and City Councilors
FROM: Jeff Towery, City Manager
SUBJECT: Diversion, Equity & Inclusion Initiatives
STRATEGIC PRIORITY & GOAL:



ENGAGEMENT & INCLUSION

Create a culture of acceptance & mutual respect that acknowledges differences & strives for equity.

OBJECTIVE/S: Cultivate cultural competency and fluency throughout the community

Discussion:

City Council to review documents listed below and answer the following questions:

1. Are you comfortable with all the initiatives listed on the Diversity, Equity and Inclusion (DEI) Plan?
2. Are there any initiatives missing that should be added?
3. Are there any particular items that should be prioritized from the DEI plan?

Attachments:

1. City of McMinnville Diversity, Equity and Inclusion Plan FY20-21 – Draft
2. Resolution No. 2017-03
3. McMinnville Program Advisory Committee (MacPAC) Diversity, Equity, and Inclusion Lens

City of McMinnville
Diversity, Equity and Inclusion Plan
FY20-21

Justice will not be served until those who are unaffected are as outraged as those who are.

~Benjamin Franklin

CALL TO ACTION

The City of McMinnville is committed to identify and eliminate structural racism and bias in its service delivery and access to public process and to strive for equity in all it does.

OVERVIEW

The City of McMinnville recognizes the need to formalize its initiatives in equity and inclusion; this document provides a background of the work the City has done and outlines the path forward. The work being done at an individual and department level has created positive outcomes and now the City is prepared to implement changes across departments with a more focused equity and inclusion plan.

This work is essential not only because diversity, equity, and inclusion are a topic of current events but because the City called for it itself in the form of resolutions and in the strategic plan. In January, 2017, the City Council unanimously adopted Resolution No. 2017-03 (attached), declaring McMinnville to be an Inclusive City for all persons. In addition to recognizing the contributions to the health, well-being, and general welfare of the City, by all residents, the resolution prohibits the use of City funds, personnel or equipment for the enforcement of federal immigration law, and further requires that the provision of services or benefits by the City shall not be conditioned upon a resident's race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental, emotional, and physical ability, age, or economic status.

In 2018-19 the City of McMinnville engaged in a strategic planning process to develop Mac-Town 2032, the City's first community-informed strategic plan. The City underwent an extensive public engagement effort that included a diverse group of community members and key stakeholders. The planning process informed the development of the City's values: stewardship, equity, courage, and accountability. Our commitment to equity means that our City is a compassionate and welcoming community for all and that we strive to ensure equitable outcomes for all residents, employees and visitors regardless of their race or gender. We also recognize the traditional public process may be inaccessible for members of our community who experience barriers to participation and thus we commit ourselves to lowering those barriers and ensuring our decisions are well-informed by our diverse community.

Individual employees and departments have been making steady progress in their equity and inclusion initiatives. Progress is also being made at the policy level with commitments to assessing the future of recreation facilities, library, and programs and enrichment services through an equity lens. And while it is currently a trending topic, the City's Police Department

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has long been making positive changes to its public safety model including its work in a longstanding partnership with Unidos Community Engagement. In the near term the City will offer equity and inclusion training for staff and elected officials and reengage efforts to develop an equity and inclusion advisory committee.

The City's overall approach includes a possible formal partnership with Linfield University and the International City/County Management Association (ICMA), and possibly the Government Alliance on Race and Equity (GARE) to assist the City in this work and to identify opportunities for best practices and benchmarks that can be applied in small and medium sized communities. Engaging in diversity, equity, and inclusion is essential to our community and we are prepared to evaluate the City's current equity and inclusion initiatives and develop a more comprehensive strategy rooted in community engagement and local government best practices.

Attachments:

- Resolution 2017-03
- Equity Lens (DRAFT) being used in the MacPAC (Parks & Rec. Advisory Committee).
- List of current diversity, equity, and inclusion initiatives in City departments [to be attached upon completion]

INITIATIVES

- Diversity, Equity and Inclusion (DEI) training for Council members and employees (perhaps in collaboration with Newberg and others). Inquiries have been made to the Center for Equity & Inclusion and Resolutions NW.
- Conduct community listening sessions to hear from people of color and others who have experienced racism and bias in McMinnville or who have fears of such experiences. Engage partners in the effort, including: Linfield University, McMinnville School District, Unidos, Latino Advocacy Coalition, etc.
- Form a DEI Council made up of community members (already identified as a priority in our Strategic Plan) to evaluate issues and advise the City Council with an initial and primary focus on matters of race.
- Conduct a review of the City Charter, Municipal Code, rules, regulations, policies and processes to identify barriers to equity and develop a plan to remove those barriers.
- Proactively create policies and procedures to improve DEI efforts internally (i.e. recruitment, procurement).

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- Assess the organizational culture within the City of McMinnville to ensure it is a welcoming, accessible, and inclusive environment where employees of all backgrounds thrive.
- Examine the City's various fee structures and make recommendations to improve racial outcomes.
- Expand support of business through focused outreach and engagement of BIPOC (Black, Indigenous, and People of Color) owned and operated small businesses.
- Develop and implement a DEI focus on the City's Goal: Encourage a variety of leadership development opportunities to foster a culture of civic pride and involvement.
- Develop an equity and inclusion communication strategy to ensure the community is informed about our efforts.
- Ensure DEI initiatives are rooted in data so we can evaluate their effectiveness.
- Proactively engage in Legislative efforts to eliminate structural racism and bias, and to improve DEI for City services, including the evaluation of and implementation strategies in response to legislation that has already been approved.
- Be open to other initiatives that may emerge.

RESOLUTION NO. 2017-03

A Resolution to declare the City of McMinnville as an Inclusive City for all persons, regardless of race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental, emotional and physical ability, age, or economic status.

RECITALS:

Persons of all races, colors, national origins, immigration or refugee status, religions, sexes, gender identities (including gender expression), sexual orientations, disabilities, ages, or economic status have contributed to the health, well-being, and general welfare of the City as families, neighbors, workers and taxpayers.

Inclusion and integration of all residents is a vital concern for the general welfare of the City in all respects, and discrimination based on the race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental, emotional, and physical ability, age, or economic status of any person is against the public policy of the City.

Chronic discrimination against any group of persons can negatively impact the health, well-being and general welfare of the City by leading to community disengagement, diminished economic and educational opportunities, increased stigmatization, diminished physical, mental and emotional health.

Promotion of health, well-being, and general welfare are core obligations of the City, and the City's ongoing prosperity requires harnessing all available labor, skills, and ideas to grow the City's economy and expand opportunities.

The City recognizes the inherent worth and dignity of all persons, who should be treated with compassion and respect regardless of race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental, emotional, and physical ability, age, or economic status.

NOW THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF McMINNVILLE, OREGON as follows:

1. The City of McMinnville is an Inclusive City that embraces, celebrates, and welcomes the collective contributions to the prosperity of the City of all persons regardless of race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental, emotional and physical ability, age, or economic status.
2. Consistent with the laws of the State of Oregon and the Charter of the City of McMinnville, the use of City funds, personnel or equipment for the enforcement of federal immigration law is prohibited.
3. The provision of services or benefits by the City shall not be conditioned upon a resident's race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental, emotional, and physical ability, age, or economic status.
4. This Resolution will take effect immediately upon passage and shall continue in full force and effect until revoked or replaced.

Adopted by the Common Council of the City of McMinnville at a regular meeting held the 10th day of January, 2017 by the following votes:

Ayes: Drabkin, Garvin, Jeffries, Menke, Stassens, Ruden

Nays: _____

Approved this 10th day of January, 2017.



MAYOR

Approved as to form:



CITY ATTORNEY

McMinnville Program Advisory Committee (MacPAC)

Diversity, Equity, and Inclusion Lens

Who is positively and negatively affected by this issue or decision, particularly in regards to often marginalized or traumatized groups?

- Spiritually
- Emotionally
- Racially
- Physically
- Geographically
- Educationally
- Linguistically
- Economically
- In opportunity
- In power

Draft presented June 4, 2020