

CITY OF McMinnville
MINUTES OF DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE
Held online via Zoom, McMinnville, Oregon

Thursday, July 8, 2021 at 4:30 p.m.

Presiding: Committee Chair Christine Bader

Recording Secretary: Kylie Bayer, Human Resources Manager

Committee Members: Present

Excused Absence

Maged Abo-Hebeish
Efrain Arredondo
Christine Bader
Remy Drabkin, Council President
Cecilia Flores
Tiffany Henness
Tony Lai
Larry Miller
Sarah Schwartz

Also present was Library Director, Jenny Berg.

- 1) CALL TO ORDER: Committee Chair Christine Bader called the meeting to order at 4:31 p.m. and welcomed all in attendance.
- 2) PRIDE MONTH REPORT: Council President Remy Drabkin shared information from Wine Country PRIDE. Notable highlights include:
 - a) 250 PRIDE flags were distributed
 - b) Shared stories of people feeling safe and welcome in the community
 - c) Rainbow Quest had a significant economic impact
 - d) Representative Bonamici visited for the day to tour downtown businesses and meet with the Wine Country PRIDE Steering Committee
 - e) Bigger and better things are in the works for 2022
- 3) APPROVAL OF MINUTES: Maged Abo-Hebeish MOVED to approve the June 10, 2021, minutes. Larry Miller SECONDED. Motion PASSED unanimously.
- 4) PUBLIC COMMENT: There were no public comments.
- 5) DEPARTMENT HEAD PRESENTATION: Library Director Jenny Berg presented information about the Library's services, programs, and DEI initiatives.
 - a) Maged asked how the make up of library materials are determined. Jenny shared that all staff share in process to recommend and purchase materials. She mentioned there are not specific queer/Latinx/etc. sections and that materials are divided by age audience and some

- genres.
- b) Ceci recommended that the Library consider displaying materials with cultural artifacts. Christine suggested a cultural display could link to a month/day tied to a Mayoral proclamation.
 - c) Larry asked about anti-racism training. Jenny shared that some training has been done at the staff-level through the Oregon Library Association with City of McMinnville employee, Marci Jenkins. Jenny acknowledged the need to balance Marci's workload between typical Library duties and DEI training while using her expertise in an appropriate way.
 - d) Tiffany suggested updating the database to include search options for queer authors and other culturally specific groups.
 - e) Tony expressed his appreciation for the home delivery program.
 - f) Maged suggested a Library field trip for the committee and asked if the Library hosts Book Fairs. Jenny shared that the Friends of the Library has a book sale every other month and could possibly increase the frequency with some planning.
 - g) Christine suggested a method for community feedback to come to the Library. Jenny suggested working with other organizations to help facilitate this feedback.
- 6) DEIAC WORKPLAN/ SUBCOMMITTEE UPDATES: Council President Remy Drabkin suggested the committee put together an action plan in a format similar to the exhibits in the packet with short, mid, and long-term time periods
- a) DEI Resources Subcommittee:
 - i) Discussed methods to make McMinnville visually inclusive of multiple cultures.
 - ii) Consider working with Library to discover more history about diverse groups in McMinnville and find places where the community can showcase the history of BIPOC/diverse people in McMinnville.
 - iii) Mac Market BIPOC Business Fair.
 - iv) Larry emphasized the need for committee training.
 - v) Sarah described her email introduction template that committee members can use.
 - vi) Tiffany discussed the City posting DEI information on the City website including historical and inclusive information.
 - b) Government Subcommittee:
 - i) Reviewed the Protocol tool. Offered to help the City by facilitating the process to take workload off of staff.
 - c) Community Outreach Subcommittee:
 - i) Will have more to present at next meeting.
- 7) NEXT STEPS: No action taken.
- 8) ADJOURNMENT: Meeting adjourned at 6:14 pm.

s/s Kylie Bayer
Kylie Bayer, Human Resources Manager
Recorder