

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

Thursday, March 10, 2022 at 4:30 p.m.

Presiding: Committee Chair Christine Bader

Recording Secretary: Kylie Bayer, Human Resources Manager

Committee Members: <u>Present</u>	<u>Excused Absence</u>
Karina Alcantara	Myrna Khoury
Efrain Arredondo	
Christine Bader	
David Cano	
Zack Geary	
Tiffany Henness	
Tony Lai	
Larry Miller	
Sarah Schwartz	
Abby Thomas	

Also in attendance were Rich Leipfert, Fire Chief;
Amy Hanifan, Assistant Chief of Operations; and
Miriam Vargas Corona, Executive Director of
UNIDOS

- 1) CALL TO ORDER: Committee Chair Christine Bader called the meeting to order at 4:32 p.m. and welcomed all in attendance.
- 2) APPROVAL OF MINUTES: Efrain Arredondo MOVED to approve the February 10, 2022, minutes. Tony Lai SECONDED. Motion PASSED unanimously.
- 3) WELCOME NEW MEMBERS: Karina Alcantara, David Cano, and Abby Thomas were welcomed by the committee. The Committee requested Kylie document the recruitment process that resulted in the new committee appointments to share with other committees at the City of McMinnville. The committee reviewed the DEIAC Expectations and Ground Rules.
- 4) PUBLIC COMMENT: There were no public comments.
- 5) DEPARTMENT HEAD INTRODUCTION: Fire Chief Rich Leipfert and Assistant Chief of Operations Amy Hanifan provided an overview of the Fire Department and the services McMinnville Fire provides to McMinnville and the surrounding areas. Amy shared information about her role in Women in Fire, a professional association for women in the fire service. They described the testing process used in Fire recruitments, which is conducted through a national testing service and was developed with a DEI lens. They also shared information about paid

and volunteer opportunities in the department. Miriam Vargas Corona shared opportunities for the Fire Department to engage with the Latinx community through UNIDOS.

- 6) GUEST PRESENTATION: Miriam Vargas Corona shared information about UNIDOS and the services the organization provides to the community. UNIDOS is a 501(c)3 nonprofit organization based in McMinnville that has served the Latinx community since 2012. UNIDOS programming shifted during the pandemic because a disproportionate rate of Latinx community members were impacted by COVID-19. UNIDOS provides the following services to the community:
- a) COVID-19 vaccination clinics and PPE
 - b) Connections to health insurance through OHP and other resources
 - c) Citizenship classes, provided three times a year
 - d) Oregon Worker Relief Fund, a coalition that provides benefits to workers who were excluded from federal benefits available during the pandemic due to their immigration status
 - e) Latinx Advocacy Coalition, a collaborative organization designed to share resources within the Latinx community

Miriam shared ways to get involved with UNIDOS (financial contributions, volunteer opportunities, and serving on their board of directors.) She also answered questions from the committee regarding the needs of the Latinx community in McMinnville.

- 7) CITY COUNCIL ENGAGEMENT: Zack shared updates about the classification/compensation project, upcoming presentation from Recology about the transfer station, revenue generating strategies including an upcoming work session about System Development Charges, and changes to wastewater rates and the new City Services Charge, the upcoming recruitment for McMinnville's next Municipal Court Judge, a proactive rental inspection program, and the 3-Mile Lane comprehensive plan. Tony thanked the City for publishing a bilingual ad in the News Register.
- 8) TRAINING: The DEIAC will work with Dion C. Jordan for an upcoming training. Committee members will indicate their availability for upcoming training dates.
- 9) OTHER BUSINESS: DEIAC staff liaison Kylie Bayer shared updates about a potential DEI summit in partnership with the International City/County Management Association and Linfield University. She also shared information about the Mayor's proclamations and will work with the Government-Facing Subcommittee to establish a list of proclamations related to DEI. She shared information about the upcoming Municipal Court Judge recruitment. The DEIAC also explored the idea of meeting in person moving forward.
- 10) ADJOURNMENT: Meeting adjourned at 6:00 pm.

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