



Diversity, Equity & Inclusion Advisory Committee Meeting
Thursday, July 8, 2021
4:30 p.m. – Regular Meeting

Location: Civic Hall (200 NE 2nd St, McMinnville OR 97128)

Public Comments: If you wish to address the Diversity, Equity & Inclusion Advisory Committee on any item not on the agenda, you may respond as the Committee Chair calls for “Public Comment.” You may also submit written comment via email at any time up to 12:00 pm the day of the meeting to kylie.bayer@mcminnvilleoregon.gov, that email will be provided to Committee members and entered into the record at the meeting.

1. CALL TO ORDER (Committee Chair Christine Bader) [4:30]
2. PRIDE MONTH REPORT (City Council President Remy Drabkin) [4:30]
3. APPROVAL OF MINUTES (Committee Chair Christine Bader) [4:30]
 - a. Exhibit 1 – June 10, 2021, Meeting Minutes
4. PUBLIC COMMENT (Committee Chair Christine Bader) [4:35]
 - a. The Chair will announce that any interested audience members are invited to provide comments. The Chair will read comments emailed to the HR Manager and then invite any person attending to speak. The Chair may limit comments to 3 minutes per person

Please submit requests for accommodations, including interpretation for people who are deaf or hard of hearing, at least 48 hours before the meeting to:
Kylie Bayer, HR Manager (503) 434-7405.

for a total of 30 minutes. If there are no public comments the Chair may opt to continue discussion of topics in item #5.

5. DEPARTMENT HEAD PRESENTATION (Library Director Jenny Berg) [4:40]
 - a. Library Director Jenny Berg will present on the Library's services, programs, and DEI initiatives.
 - b. Exhibit 2 – Library Information

6. DEIAC WORKPLAN/SUBCOMMITTEE UPDATES (Committee Chair, Christine Bader) [5:10]
 - a. DEI Resources Subcommittee (Exhibit 3—Email Introduction Template)
 - b. Government Subcommittee
 - c. Community Outreach Subcommittee
 - d. Mapping activities to ordinance establishing DEIAC (Exhibit 4)

7. NEXT STEPS (Committee Chair Christine Bader) [5:45]
 - a. City Council Work Session
 - b. DEIAC Work Session/Retreat
 - c. Fair Housing Council of Oregon Training
 - d. Other training opportunities

8. ADJOURNMENT [6:00]

Please submit requests for accommodations, including interpretation for people who are deaf or hard of hearing, at least 48 hours before the meeting to:
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CITY OF McMinnville
 MINUTES OF DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE
 Held online via Zoom, McMinnville, Oregon

Thursday, June 10, 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	Cecilia Flores
Efrain Arredondo	
Christine Bader	
Remy Drabkin, Council President	
Tiffany Henness	
Tony Lai	
Larry Miller	
Sarah Schwartz	

Also present were Mayor Scott Hill; City Attorney Amanda Guile-Hinman; Public Affairs Specialist Noelle Amaya.

- 1) CALL TO ORDER: Committee Chair Christine Bader called the meeting to order at 4:31 p.m. and welcomed all in attendance.
- 2) APPROVAL OF MINUTES: Efrain Arredondo MOVED to approved with one correction on the attendance section. Kylie Bayer offered the correction, showing that Sarah Schwartz was in attendance. Remy Drabkin SECONDED. Motion PASSED unanimously.
- 3) PUBLIC COMMENT: There were no public comments.
- 4) SUBCOMMITTEES: Committee members shared which subcommittee interested them the most. Subcommittee members will begin connecting to determine their priorities.
 - a) DEIAC Subcommittee Assignments

Maged	1) Community Outreach/2) Government Facing
Efrain	Government-Facing
Christine	Government-Facing
Tiffany	1) DEI Resources/2) Community Outreach
Tony	Community Outreach
Larry	DEI Resources
Sarah	DEI Resources or Community Outreach
Ceci	Community Outreach
Remy	Government-Facing

- 5) CITY DEPARTMENT ENGAGEMENT QUESTIONS: Efrain shared his draft questions for City department heads.
- 6) PRESENTATION: City Attorney Amanda Guile-Hinman gave a presentation how her department is tackling DEI initiatives. She responded to the questions in Item #5 and shared 3 specific projects: Municipal Code Update, Contracting/Procurement Business Oregon Certification Assistance, ADA Compliance.
- 7) DISCUSSION:
 - a. Proclamations and Public Statements: Community Outreach Subcommittee will take this on.
 - b. Update on Local Community Events: Tiffany shared about the AAPI event at the Chehalem Cultural Center in Newberg. 7/24/21 Mac Market will host a BIPOC/LGBT Block Party Market.
 - c. Sample Action Plans/Work Plans: Sample plans were shared.
- 8) DEI TRAINING & RESOURCES: Larry shared about training resources he found during her research. Larry and Sarah will make a recommendation to the DEIAC.
- 9) SCHEDULE:
 - a. City Council Presentation August 18, 2021.
 - b. Possible DEIAC Work Session, not scheduled
 - a. Committee will meet in person at July meeting
 - c. Fair Housing Council of Oregon Training, not scheduled
 - a. Council President Drabkin proposed a joint training with the DEIAC and Affordable Housing Committee
- 10) ADJOURNMENT

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

Code of Ethics of the American Library Association

As members of the American Library Association, we recognize the importance of codifying and making known to the profession and to the general public the ethical principles that guide the work of librarians, other professionals providing information services, library trustees and library staffs.

Ethical dilemmas occur when values are in conflict. The American Library Association Code of Ethics states the values to which we are committed, and embodies the ethical responsibilities of the profession in this changing information environment.

We significantly influence or control the selection, organization, preservation, and dissemination of information. In a political system grounded in an informed citizenry, we are members of a profession explicitly committed to intellectual freedom and the freedom of access to information. We have a special obligation to ensure the free flow of information and ideas to present and future generations.

The principles of this Code are expressed in broad statements to guide ethical decision making. These statements provide a framework; they cannot and do not dictate conduct to cover particular situations.

- I. We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.
- II. We uphold the principles of intellectual freedom and resist all efforts to censor library resources.
- III. We protect each library user's right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired or transmitted.
- IV. We respect intellectual property rights and advocate balance between the interests of information users and rights holders.
- V. We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institutions.
- VI. We do not advance private interests at the expense of library users, colleagues, or our employing institutions.
- VII. We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of the aims of our institutions or the provision of access to their information resources.
- VIII. We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of coworkers, and by fostering the aspirations of potential members of the profession.

Adopted at the 1939 Midwinter Meeting by the ALA Council; amended June 30, 1981; June 28, 1995; and January 22, 2008.

The previous version of this file has long held the **incorrect amendment date of June 28, 1997**; the [Office for Intellectual Freedom](#) regrets and apologizes for the error.



STAFF REPORT

DATE: June 25, 2021

TO: Diversity, Equity, and Inclusion Advisory Committee (DEIAC)

FROM: Jenny Berg, Library Director

SUBJECT: Department report on DEI based on questions from the DEIAC

How does diversity, equity, and inclusion fit into the work your department is doing?

- Provide diverse information to all
- Focus on equitable access and service

What is your department doing well in terms of building a diverse, equitable, and inclusive workforce?

- Working to create a welcoming environment through staff diversity training
- Creating and following the Staff Ground Rules (separate attachment)

What does your department do to encourage, promote, and support a workforce that resembles the population we serve?

- Advertise most positions for bilingual English/Spanish preferred
- Take language skills into consideration when hiring

Does your staff feel comfortable talking about diversity, equity, and inclusion?

I believe that staff feels fairly comfortable talking about DEI. We are not all at the same level of understanding of what it entails, but there is a level of trust that allows us to have some harder conversations about DEI. That said, there is always room for improvement and growth.

Does your department provide opportunities to staff who seek to gain more knowledge on diversity, equity, and inclusion?

The most recent Oregon Library Association conference focused specifically on DEI and Antiracism. All staff were able to attend this virtual conference. All staff have the opportunity to fill out a simple staff proposal for training requests, which have included DEI training.

What data does your department collect about the racial or other diversity of staff, contractors, and patrons?

The Library does not collect data about staff, contractors, or patrons.

Would your department feel comfortable adopting an equity lens if one were provided by the city?

Yes

Does your department have a process for gaining feedback from residents who may feel they do not have an equal voice?

- In person, written, phone, and other digital communication is always welcomed and addressed
- An outreach mailer in English and Spanish is planned for late summer to get community feedback about newly emerging plans for a new library and recreation center

Does your department have the resources it needs to provide services to those who need more equitable access?

- Yes, within the parameters of resources available through the General Fund Budget overall

Additional DEI information

- Code of Conduct focuses on behavior, not a type of person or situation they might be in currently
- A bilingual (English/Spanish) staff person is available all hours the Library is open.
- Library Facebook page in Spanish
- Bookmobile serves high LatinX population neighborhoods
- Most marketing materials and signage are bilingual (English/Spanish)
- Partnerships with Unidos, groups serving the underhoused
- Host to vehicular camping participants
- Pride month displays highlighting diversity materials for borrowing
- Spanish language materials available for borrowing
- Spanish language computer and keyboard available for use in the library

Equity, Diversity, Inclusion: An Interpretation of the Library Bill of Rights

The American Library Association affirms that equity, diversity, and inclusion are central to the promotion and practice of intellectual freedom. Libraries are essential to democracy and self-government, to personal development and social progress, and to every individual's inalienable right to life, liberty, and the pursuit of happiness. To that end, libraries and library workers should embrace equity, diversity, and inclusion in everything that they do.

"Equity" takes difference into account to ensure a fair process and, ultimately, a fair outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.

"Diversity" can be defined as the sum of the ways that people are both alike and different. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

"Inclusion" means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.

To ensure that every individual will feel truly welcomed and included, library staff and administrators should reflect the origins, age, background, and views of their community. Governing bodies should also reflect the community. Library spaces, programs, and collections should accommodate the needs of every user.

I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.

Library collections, in a variety of material formats, should include a full range of viewpoints and experiences, serving the needs of all members of the community. Historically, diverse authors and viewpoints have not been equitably represented in the output of many mainstream publishers and other producers. It may require extra effort to locate, review, and acquire those materials.

Therefore, libraries should seek out alternative, small press, independent, and self-published content in a variety of formats. Libraries may benefit from cooperative arrangements and other partnerships to share in the work of locating and acquiring diverse materials. Interlibrary loan may complement but not substitute for the development of diverse local collections.

All materials, including databases and other electronic content, should be made accessible for people who use adaptive or assistive technology.

To provide equitable and inclusive access, libraries must work closely with diverse communities to understand their needs and aspirations, so that the library can respond appropriately with collections and services to meet those needs. All community members will feel truly welcomed and included when they see

themselves reflected in collections that speak to their cultures and life experiences.

II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.

Beyond merely avoiding the exclusion of materials representing unorthodox or unpopular ideas, libraries should proactively seek to include an abundance of resources and programming representing the greatest possible diversity of genres, ideas, and expressions. A full commitment to equity, diversity, and inclusion requires that library collections and programming reflect the broad range of viewpoints and cultures that exist in our world. Socially excluded, marginalized, and underrepresented people, not just the mainstream majority, should be able to see themselves reflected in the resources and programs that libraries offer.¹

III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.

By challenging censorship, libraries foster an inclusive environment where all voices have the opportunity to be heard. Inclusive materials, programs, and services may not be universally popular, but it is the library's responsibility to provide access to all points of view, not just prevailing opinions. Libraries should prepare themselves to deal with challenges by adopting appropriate policies and procedures. Libraries should respectfully consider community objections and complaints, but should not allow controversy alone to dictate policy.

Governing bodies, administrators, and library workers must discourage self-censorship. Fears and biases may suppress diverse voices in collections, programming, and all aspects of library services.² Libraries should counter censorship by practicing inclusion.

IV. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.

American society has always encompassed people of diverse origin, age, background, and views. The constitutional principles of free expression and free access to ideas recognize and affirm this diversity. Any attempt to limit free expression or restrict access to ideas threatens the core American values of equity, diversity, and inclusion.

Libraries should establish and maintain strong ties to organizations that advocate for the rights of socially excluded, marginalized, and underrepresented people. Libraries should act in solidarity with all groups or individuals resisting attempts to abridge the rights of free expression and free access to ideas.

V. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.

In the Library Bill of Rights and all of its Interpretations and supporting documents, the principle of inclusion is clear and unambiguous.

“Origin” encompasses all of the characteristics of individuals that are inherent in the circumstances of their birth.

“Age” encompasses all of the characteristics of individuals that are inherent in their levels of development and maturity.

“Background” encompasses all of the characteristics of individuals that are a result of their life experiences.

“Views” encompass all of the opinions and beliefs held and expressed by individuals.

Libraries should regularly review their policies with the goal of advancing equity of access to the library’s collections and services. Identification requirements, overdue charges and fees, or deposits for service are examples of traditional approaches that may exclude some members of the community.³

VI. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Libraries should not merely be neutral places for people to share information, but should actively encourage socially excluded, marginalized, and underrepresented people to fully participate in community debates and discussions.

Libraries should welcome diverse content in their exhibit spaces and diverse ideas, individuals, and groups in their meeting rooms, even if some members of the community may object or be offended.⁴

Conclusion

To uphold the Library Bill of Rights and serve the entire community, governing bodies, administrators, and library workers should embrace equity, diversity, and inclusion.

¹ “Library-Initiated Programs and Displays as a Resource: An Interpretation of the *Library Bill of Rights* (<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/programsdisplays>),” Adopted January 27, 1982, by the ALA Council; amended June 26, 1990; July 12, 2000; June 26, 2018 *under previous name* “Library-Initiated Programs as a Resource”; and June 24, 2019.

² “Diverse Collections: An Interpretation of the *Library Bill of Rights* (<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/diversecollections>),” Adopted July 14, 1982, by the ALA Council; amended January 10, 1990; July 2, 2008; July 1, 2014 *under previous name* “Diversity in Collection Development”; and June 25, 2019.

³ “Economic Barriers to Information Access: An Interpretation to the *Library Bill of Rights* (<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/economicbarriers>),” Adopted June 30, 1993 by the ALA Council and amended June 25, 2019.

⁴ “Meeting Rooms: An Interpretation of the *Library Bill of Rights* (<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/meetingrooms>),” Adopted July 2, 1991, by the ALA Council; amended June 26, 2018; amended version rescinded August 16, 2018; amended January 29, 2019.

Adopted June 27, 2017 by the ALA Council.

Staff Ground Rules

We Are Responsible

- We maintain good attendance
- We are on time and prepared
- We respect confidential information
- We do what we say we'll do
- We communicate expectations
- We ask for clarification when needed

We Are Positive

- We assume the best intentions
- We take responsibility for our actions and move toward solutions
- We look for solutions, not fault
- We support the final decision
- We remember QTIP ("Quit Taking It Personally")

We Are Courteous

- We greet others with a smile
- We show respect for others
- We say please and thank you
- We are kindly, respectfully honest and straightforward
- We relate to each other positively
- We are mindful of work-appropriate conversations and surroundings

We Participate

- We contribute ideas and solutions
- We encourage new ideas
- We are supportive of library activities
- We share the work
- We listen to understand

We Acknowledge and Celebrate

- We look for and recognize the good
- We enjoy our successes and those of others
- We spread good news and positive energy
- We do fun things as a group



Customer Service Standards

We are Courteous

- We greet customers with a smile and words
- We listen to ensure customers are heard
- We assume the best intentions of customers
- We put customer needs ahead of routine duties
- We demonstrate a patient demeanor

We are Engaged

- We seek out interactions with customers
- We focus on customers over all else
- We explain what we are doing
- We follow up with customers
- We accompany customers to their destination

We are Service Oriented

- We create options that make it easy for customers to use the library
- We anticipate and identify the needs of our customers
- We minimize or remove barriers to success
- We start with the solution then explain
- We use language people understand
- We collaborate for the benefit of our customers
- We answer the phone and respond promptly to messages

We are Responsible

- We ask for help when needed
- We work with efficiency and accuracy
- We create a safe environment for our customers
- We are good stewards of public resources
- We respond in a timely manner
- We apologize when something goes wrong
- We use our knowledge of policies to make decisions

Public Service Drives Decision-Making

Patron Code of Conduct

McMinnville Public Library – 9/11/2018

The library is supported by the community. The community has a right to expect the library and its surroundings be a clean, pleasant, and safe space to utilize its resources.

This code of conduct is intended to encourage behavior that supports the library's mission and values of creating authentic and meaningful connections between individuals, ideas, and the community. The library supports all individuals' freedom to read, learn, grow, and inquire. Behavior becomes unacceptable when it interferes with this mission, impinges on the rights of others, causes damage to building or equipment, or is dangerous to self or others.

Those willing to modify unacceptable behavior are always welcome at the library. If they are required to leave for a specified period of time due to violations of this code of conduct they should know they will always be welcomed back and treated in a fair, reasonable, and courteous manner.

The following behaviors are prohibited at the library:

1. Engaging in physical altercations including assault, fighting, threatening, or harassing behavior that creates a hostile environment on library premises or remote communication.
2. Possessing, selling, distributing, consuming, or being under the influence of a controlled substance, alcohol, or marijuana.
3. Deliberately destroying, damaging, or defacing library facilities, materials, or property.
4. Displaying firearms or other deadly weapons on library property in a manner calculated to alarm.
5. Engaging in acts of a sexual nature with self or others that include, but are not limited to, indecent exposure, sexual contact, sexual intercourse, and sexually harassing comments or behaviors.
6. Engaging in or committing any activity that would be a violation of any federal, state, or local criminal law, statute, or ordinance.
7. Refusing to comply with the direction of library staff.

Consequences for violating Rules 1-7:

Persons violating rules 1-7 while in or on library premises will be asked to leave immediately and excluded from all library premises without prior warning. Any person so excluded shall lose all library privileges for a period of up to one year. The incident may also be reported to the appropriate law enforcement agency.

8. Entering or remaining upon the library premises without wearing shoes or clothing that covers both the upper and lower torso.

9. Improper use of library grounds (camping, overnight parking, etc.)
10. Improper use of library restrooms (bathing, shaving, loitering, washing clothes, etc.)
11. Monopolizing library spaces in a manner that interferes with other patrons use of the library.
12. Leaving personal belongings unattended or placing/using personal belongings in a manner that interferes with the use of library facilities.
13. Operating bicycles, skateboards, kick scooters or similar equipment on library property whereby a hazard, property damage, or personal injury could be created by their use.
14. Bringing animals into the library other than trained service animals (as defined by law), except as approved by authorized library programs.
15. Violating the library computer use policy.
16. Engaging in loud, disruptive, destructive, or unsafe behavior that interferes with others' use of the library or with the ability of the staff to perform their job duties.
17. Inhibiting others use of library facilities because of obnoxious odor.
18. Consuming or possessing food or drink on library premises that creates a nuisance.
19. Smoking, chewing, any use or preparation of tobacco products, or vaping on library property.

Consequences for violating rules 8-19

Persons violating rules 8-19 while in or on library premises will be given up to two warnings at the discretion of library staff. If behavior is not altered, then the person(s) will be asked to leave library premises. Any person so excluded shall lose all library privileges for a period of up to 90 days. Consequences for repeated behavioral infractions of the same or similar nature may result in cumulative exclusions (i.e. one day, one week, one month, multiple months). If necessary library staff will contact law enforcement to trespass repeat offenders.

A note on minor children (under 18) at the library

Children under the age of 18 are welcome at the library at all times. Parents and caregivers are responsible for the safety, comfort, and behavior of their children while in the library. Children under the age of 10 must be at the library with a responsible caregiver. Leaving children unsupervised or unattended anywhere on library premises is not acceptable when the behavior becomes an issue to their own or other's comfort, well-being, and/or safety. Young children under the age of 7 must have a responsible caregiver with them at all times. A person or persons violating these guidelines may be asked to leave library premises until the behavior can be corrected.

Right of Appeal

All library staff are expected to apply library policies in a fair, reasonable, and courteous manner. Individual patrons who question the way that library policies have been applied or why a rule exists may inquire or appeal the consequences of incidents to either the library director or the city manager.

My name is ----- and I am a member of McMinnville's Diversity, Equity, and Inclusion Advisory Committee. This committee is responsible for making policy recommendations to City Council related to DEI, advising City staff on culturally responsive services, and overseeing the progress of McMinnville's DEI Plan. In short, the committee exists to help McMinnville become a place where everyone can thrive.

Ordinance	Mac DEIAC Actions
2.35.010 Purpose. To create a culture of acceptance and mutual respect that acknowledges differences and strives for equity by:	
A. Advising the Council on policy decisions related to diversity, equity, and inclusion;	<ul style="list-style-type: none"> - Full committee (esp. Govt subcommittee?): Regular communication with Legal Dept, City Council, and all departments on current and potential policy decisions
B. Making recommendations to the Council on public engagement strategies and methods by which McMinnville residents can better participate in the decision-making process;	<ul style="list-style-type: none"> - Govt subcommittee: Learn from each department needs and opportunities for public engagement - Community Outreach: Identify feedback opportunities and communication mechanisms
C. Advising the City on culturally responsive service delivery, programming, and communication strategies;	<ul style="list-style-type: none"> - DEI Resources: Find training for cultural responsive service delivery - Govt: Learn from each dept about services and communications, and ways to infuse DEI - Community outreach: Identify feedback opportunities and communication mechanisms
D. Updating and overseeing progress on the City's Diversity, Equity and Inclusion Plan;	<ul style="list-style-type: none"> - Full committee (esp. Govt): Support Kylie in developing
E. Overseeing progress on applicable goals and objectives in the 2019 Mac-Town 2032 Strategic Plan;	<p>Applicable Mac-Town 2032 Actions:</p> <ul style="list-style-type: none"> - Employee training - DEI Resources - Identify opportunities to celebrate diversity (e.g. existing events) - Community Outreach - Describe and communicate Mac's diversity - Community Outreach - Customer service delivery training for cultural responsive provision (all subcommittees - C above) - Educate staff & officials on demographics - DEI Resources - Develop recruitment & retention strategies - Govt
F. Identifying local leaders and building leadership capacity in McMinnville's communities of color.	<ul style="list-style-type: none"> - Community Outreach: How to spread the word about opportunities; understanding current barriers to participation; training and capacity-building among local leaders
2.35.020 Responsibilities and Power.	

<p>A. Serve as an advisory body to the Council for matters concerning City diversity, equity, and inclusion policies and general City policies through a diversity, equity, and inclusion lens.</p>	<ul style="list-style-type: none"> - Full committee: Share with Council all work in progress; available for ad hoc requests from Council
<p>B. Evaluate City policies and make recommendations to the Council regarding public engagement strategies to ensure all interested persons have an avenue to participate in the Council's decision-making process.</p>	<ul style="list-style-type: none"> - Govt subcommittee: Learn from all City departments; partner with Legal - Community outreach (same as B above)
<p>C. Supervise the implementation of the Goals and Objectives in the 2019 Mac-Town 2032 Strategic Plan related to diversity, equity, and inclusion and advise the Council on implementation of other Goals and Objectives in the 2019 Mac-Town 2032 Strategic Plan through a diversity, equity, and inclusion lens.</p>	<ul style="list-style-type: none"> - E above - Govt subcommittee: Learn from City Council appropriate times and ways in Mac-Town 2032 process to be involved
<p>D. Perform such other duties relating to issues of racism, sexism, or ableism as the McMinnville city council or city manager may request.</p>	<ul style="list-style-type: none"> - Available for ad hoc requests from City Council and staff
<p>E. Have the authority to coordinate its activities with other city, county, state or federal agencies.</p>	<ul style="list-style-type: none"> - DEI Resources: develop awareness of other relevant activities