



City of McMinnville

**Diversity, Equity & Inclusion Advisory Committee
Zoom Online Meeting
Thursday, March 10, 2022
4:30 p.m. – Regular Meeting**

You may join online via Zoom Meeting:

<https://mcminnvilleoregon.zoom.us/j/93562400538?pwd=ZTBFeXRKUkpEWTY0MlUxdkdkxrcVQ0UT09>

Meeting ID: 935 6240 0538

Zoom Password: 609454

Or you can call in and listen via Zoom: +1 253 215 8782 (US)
Meeting ID: 935 6240 0538

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. APPROVAL OF MINUTES (Committee Chair Christine Bader) [4:30]
 - a. Exhibit 1 – February 10, 2022, Meeting Minutes
 3. WELCOME NEW MEMBERS! (Committee Chair Christine Bader) [4:32]
 - a. Introductions
 - b. Exhibit 2 – New Member Applications
 - c. Exhibit 3 – DEIAC Expectations and Ground Rules
 4. PUBLIC COMMENT (Committee Chair Christine Bader) [4:42]

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.

- 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 participating via Zoom to speak. The Chair may limit comments to 3 minutes per person for a total of 30 minutes.
5. DEPARTMENT HEAD INTRODUCTION (Rich Leipfert, Fire Chief; Amy Hanifan, Assistant Chief - Operations) [4:50]
 - a. Discussion with Rich Leipfert about how DEI relates to the department's work.
 - b. Exhibit 4 – Powerpoint Presentation
6. GUEST PRESENTATION (Miriam Vargas Corona, Executive Director UNIDOS) [5:10]
 - a. Exhibit 5 – Powerpoint Presentation
7. CITY COUNCIL ENGAGEMENT (Councilor Zack Geary) [5:30]
 - a. Recent and upcoming agenda items
8. TRAINING (Committee Members, Larry Miller and Sarah Schwartz) [5:40]
 - a. Schedule DEIAC trainings
 - b. Exhibit 6 – Trainer proposal
9. OTHER BUSINESS (Committee Chair Christine Bader) [5:50]
 - a. ~~Draft Public Engagement Charter (Noelle Amaya, Communications & Engagement Manager)~~
 - i. ~~Exhibit 7 – Draft Public Engagement Charter~~
 - b. Subcommittee updates
 - c. Other business
 - i. International City/County Management Association (ICMA) potential summit (Kylie Bayer, HR Manager)
 - ii. Upcoming city holidays/proclamations (Kylie Bayer, HR Manager)
 - iii. Municipal Court Judge recruitment (Kylie Bayer, HR Manager)
 - iv. Potential in person meetings (Kylie Bayer, HR Manager)
 - v. Roundtable
10. Adjournment [6:00]

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

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

Presiding: Committee Chair Christine Bader

Recording Secretary: Kylie Bayer, Human Resources Manager

Committee Members: Present	Excused Absence
Efrain Arredondo	
Christine Bader	
Zack Geary	
Tiffany Henness	
Tony Lai	
Larry Miller	
Sarah Schwartz	

- 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: Sarah Schwartz MOVED to approve the January 13, 2021, minutes. Efrain Arredondo SECONDED. Motion PASSED unanimously.
- 3) PUBLIC COMMENT: There were no public comments.
- 4) DEPARTMENT HEAD INTRODUCTION: Human Resources Manager Kylie Bayer described how DEI relates to the department's work. She spoke about various HR functions including wage/salary administration, benefits administration, labor relations, recruitment, employment risk management, leave administration, workers' compensation, and compliance with employment law. She described how DEI shows up in HR and responded to questions from the committee.
- 5) NEW COMMITTEE MEMBERS: Tiffany, Larry, and Zack shared how the interviews went and outlined the interview committee's discussion and decision-making process. Christine recommended the DEIAC review expectations for members and consider adding expectations ex officio members.
 - a) Tiffany Henness MOVED to recommend the City Council approve David Cano and Karina Alcantara as DEIAC members. Tony Lai SECONDED. Motion PASSED unanimously.
 - b) Tiffany Henness MOVED to recommend the City Manager appoint Myrna Khoury and Abby Thomas as ex officio members. Larry Miller SECONDED. Motion PASSED unanimously.
- 6) CITY COUNCIL ENGAGEMENT: Zack shared updates about classification/compensation presentation, Black History Month proclamation, working agreement/ground rules for City

Councilors, clarified code language relative to towing and abandoned vehicles, financial audit, upcoming work session for the City Service Charge (utility fee,) upcoming MACPAC presentation, upcoming City Manager performance evaluation, upcoming rental inspection program, and upcoming 3 Mile Lane comprehensive plan. Kylie will ask Mayor how the DEIAC can best engage with the proclamation process. Christine recommended that a subcommittee get involved with proclamations.

7) SUBCOMMITTEE UPDATES:

- a) Community Outreach – No updates.
- b) DEI Resources – Sarah and Larry shared information about Dion C. Jordan and how he can help give the DEIAC tools to be effective advisors to the City Council. Of note, Dion has significant experience working with local governments.
 - i) Larry Miller MOVED to recommend Dion C. Jordan as a trainer for the DEIAC. Sarah Schwartz SECONDED. Motion PASSED unanimously.
- c) Government Facing – No updates.

8) OTHER BUSINESS: No updates.

9) ADJOURNMENT: Meeting adjourned at 6:00 pm.

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

Diversity, Equity & Inclusion Advisory Committee Application - Contact Information

Thank you for your interest in joining the City of McMinnville's Diversity, Equity & Inclusion Advisory Committee (DEIAC!) Please provide your contact information so we can connect with you.

What is your full name? *

David Cano

What is your address? *

[REDACTED]

What is your email address? *

[REDACTED]

What is your phone number? *

[REDACTED]

How did you hear of this Advisory Committee opening? *

Thru an active committee member.

City of McMinnville Diversity, Equity & Inclusion Advisory Committee Application

interest in serving on the DEIAC.

Which position are you interested in filling? *

- The general committee position, term expiring 12/31/2022 (no age requirement)
- The youth liaison committee position, term expiring 12/31/2023 (must be 21 years old or under at time of appointment, scheduled for 2/22/2022)

Why are you interested in serving on this committee? *

The main reason I am interested in being a part of this committee is due to past personal experience that helps me understand and relate to most people who have immigrated to the United States. I immigrated to America at age 17 all on my own not having one single family member who I could relate to or depend on it, on top of all that, not knowing the language and the laws it made it hard for me to understand how the judicial, school, medical system worked. I will say that is one of the main reasons I am interested in such an important committee. I think it will give me the opportunity to help other immigrants to understand how they can access services with less barriers in addition to make my community better for all.

Briefly describe your professional and personal background, including any experience relevant to this committee: *

For the last several years I have worked with Yamhill County as a youth counselor. One of the main reasons I chose this job was to be able to share my past experiences, and knowledge with the people of my community. Working as a counselor has given me the opportunity to work with several families from diverse ethnic backgrounds. Especially the Hispanic community. My job consists of working with youths from all the schools in the county. From Willamina to Newberg and Amity to Yamhill Carlton High School. Part of my job is to engage youths and their families in services and help them navigate different programs and processes. For example the school system, probation, housing, food stamps, OHP and food boxes when necessary. In the past I have also been part of the Equity, Diversity, and Inclusion Committee Meeting with my local union. Being a part of this committee gave me the opportunity to advocate for some of my fellow employees. Another committee I have been part of in the past was the Multicultural Advisory Committee meeting that was held in Salem once a month. In this committee I was part of advocating for dignified services for Latinos who were facing drug, alcohol or mental health issues and connecting them with appropriate services all over the state. We preferred connecting them with services in their native language. The committee was also responsible for gathering funds by looking for donations with local organizations or local Latino businesses.

Share an example of when you have expanded your understanding of and/or built relationships with people of different backgrounds than your own; and/or advocated for diversity, equity, and/or inclusion: *

As a youth counselor I have worked with a diverse population, and I was not only limited to Hispanics or Caucasians. But in this case a few years ago I was working with a Native American student from Willamina who was struggling not only at school or home but socially as well. The student was on probation for theft at a local store, vandalizing cars, drinking and consuming cannabis. I remember when I first met the family they were very clear with me, and told me that it was going to be really hard for me to help him and to get the whole family to trust me. One major barrier was that they were convinced that the system failed them in so many ways. I asked them for only one opportunity to at least try to help the youth overcome the difficulties he was facing. It took a few months of a lot of work with the family in order to see changes in the youth but eventually he was able to complete all probation requirements and enrolled in school and graduated with the honors degree. There are many examples I can talk about, but this is one of my favorite and most impactful stories that I have been a part of in my professional career. Said youth is now a productive member of society and just graduated with a masters degree in counseling and he plans to continue to work on a doctorate.

What needs, challenges, and opportunities do you see for DEI in McMinnville? *

I would say that one of the major needs in the community is more Latino government representation. I also think police inclusion will be a great benefit to the city. For example having police reaching out to the community and teaching the community that it's ok to talk to the police and not be afraid of reporting a crime. I will say that if we work together we can develop a stronger, and more united community. As we are more alike than different. In addition, I also see affordable housing and acces to health care are some of the other major needs in our community.

Is there anything else you would like to share with the DEIAC?

I'm a husband of 23 years and father to three kids, a recent Lindfield University graduate, a senior in high school and a freshman in high school. When I came to the United States as a young man I was seeking better opportunities and willing to work hard and learn the language. I experienced many obstacles along the way as well as many failures. My journey has not been easy. I continue to work on my education and goals that one day I hope to accomplish.

Check all that apply: *

I live in McMinnville

I work or own a business in McMinnville

I attend school in McMinnville

Other:

List any languages you speak other than English:

Spanish

Diversity, Equity & Inclusion Advisory Committee Application - Demographic Information

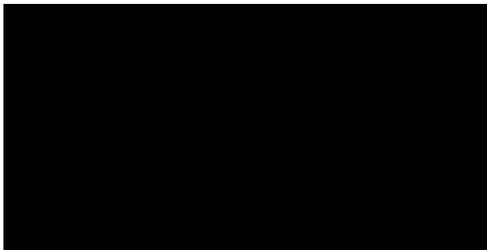
This information is used to ensure the City of McMinnville is reaching a diverse pool of applicants. Your responses to the following questions are private and confidential and will not be used when making a decision to invite you to the DEIAC. Please note the categories listed are not all-inclusive and were chosen to align with U.S. census data.

What is your race? (check all that apply) *

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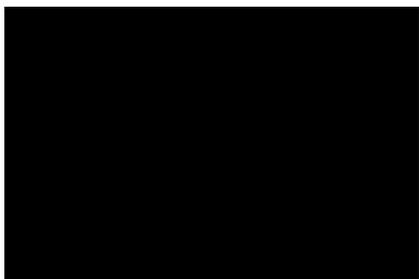
Other:

What is your gender? *

A black rectangular redaction box covering the content area of the second question.

Other:

Do you identify as LGBTQIA+? *

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Do you identify as having a disability? *

What is your age? *

Diversity, Equity & Inclusion Advisory Committee Logistical Questions

These questions help us accommodate your needs as a potential committee member. Your responses will NOT factor into the selection process; they will only be used if you are selected to determine logistics going forward.

The DEIAC currently meets the second Thursday of each month from 4:30 - 6:00 pm. Currently the meetings are held virtually, using Zoom. Would this meeting time work for you? *

Yes

No

Though we currently meet virtually we will likely return to in-person meetings in the future. If selected, would you need childcare to participate in this committee? *

Yes

No

If selected, would you need language interpretation services? *

Yes

No

Are there any other needs you may have to fully participate in this committee? If yes, please describe:

.....

This content is neither created nor endorsed by Google.

Google Forms

Diversity, Equity & Inclusion Advisory Committee Application - Contact Information

Thank you for your interest in joining the City of McMinnville's Diversity, Equity & Inclusion Advisory Committee (DEIAC!) Please provide your contact information so we can connect with you.

What is your full name? *

Karina Alcantara

What is your address? *

[REDACTED]

What is your email address? *

[REDACTED]

What is your phone number? *

[REDACTED]

How did you hear of this Advisory Committee opening? *

Linfield Diversity and Inclusion Coordinator

City of McMinnville Diversity, Equity & Inclusion Advisory Committee Application

interest in serving on the DEIAC.

Which position are you interested in filling? *

- The general committee position, term expiring 12/31/2022 (no age requirement)
- The youth liaison committee position, term expiring 12/31/2023 (must be 21 years old or under at time of appointment, scheduled for 2/22/2022)

Why are you interested in serving on this committee? *

I would like an opportunity to serve in this committee to introduce ideas that I believe would help towards the progress of diversity and inclusion in the McMinnville community. I believe that serving in this committee would allow me to connect with the McMinnville community and members who feel underrepresented and work towards fostering a more diverse, inclusive and equitable community for everyone. I would also use this opportunity to gain more leadership skills and learn how to work with smaller communities.

Briefly describe your professional and personal background, including any experience relevant to this committee: *

As a student in highschool I was involved in non-profit work that focused on diversity, inclusion and equity in schools and in the Portland community. I was able to work alongside other students and activists who have taught me the importance of fostering a diverse and inclusive community. Now at Linfield University I help lead the First Scholars program as a student coordinator in hopes of bringing awareness to the hidden identity of first generation students on our campus. As a student member of the Linfield Latinos Adelante club I work with other students in order to create events and programs that will educate other members of our community about the different cultures represented in our campus.

Advisory Committee on Safe and Effective Schools member: Collaborated to create a series of recommendations to the Director of the Oregon Department of Education that ensures every Oregon student experiences an inclusive, safe and welcoming learning environment.

Oregon Student Voice Member: Wrote letters to legislators as a student representing the Latinx community and students. Lobbied for a more inclusive sexual education curriculum for students in the LGBTQ+ community.

Share an example of when you have expanded your understanding of and/or built relationships with people of different backgrounds than your own; and/or advocated for diversity, equity, and/or inclusion: *

When I worked with black members of the community in Portland for Black history month, I needed to listen in order to help them as an ally and uplift their voices. I believe that it is important to be self aware of when I should actively participate and when I should be an ally and listen. I believe that working with people from different backgrounds has given me the ability to be a better ally and leader. It has allowed me to learn to make space for others where they feel welcome to share their experiences.

What needs, challenges, and opportunities do you see for DEI in McMinnville? *

I believe that there is an opportunity in DEI to present more ways in which the highschool in McMinnville could be more inclusive of other students' history by implementing a new history book. This would highlight America's multiculturalism and the stories of groups who have not been told. I do believe that this could face some challenges but I think this is important for the progress of diversity, inclusion and equity in McMinnville. I would also like to see how we can actively help groups who are impacted by the pandemic.

Is there anything else you would like to share with the DEIAC?

Check all that apply: *

- I live in McMinnville
- I work or own a business in McMinnville
- I attend school in McMinnville
- Other:

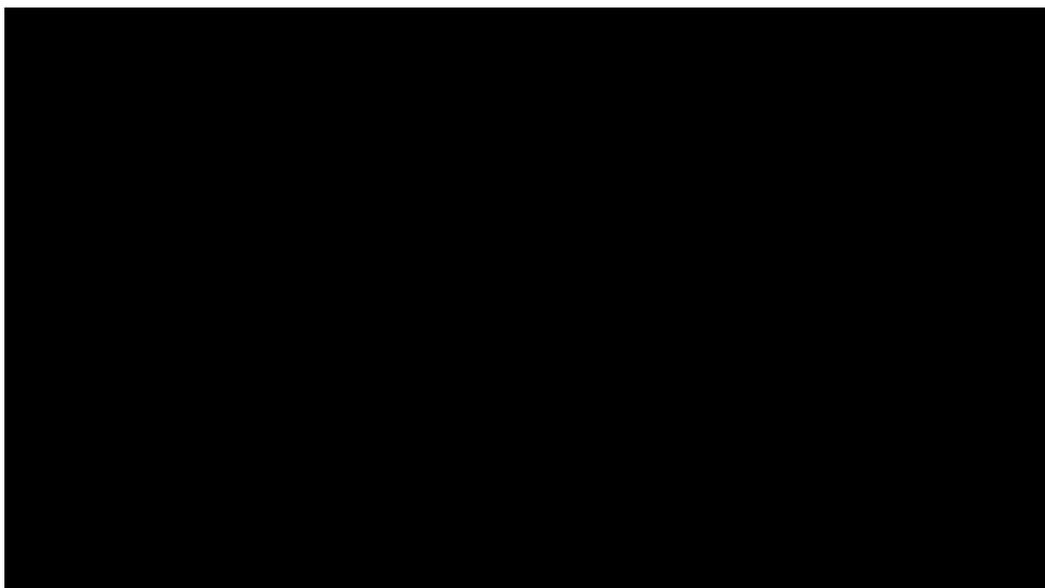
List any languages you speak other than English:

Spanish

Diversity, Equity & Inclusion Advisory Committee Application - Demographic Information

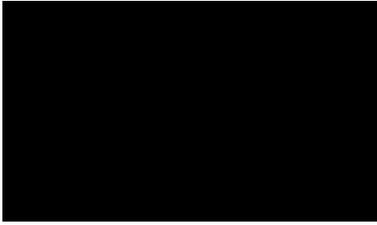
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What is your race? (check all that apply) *



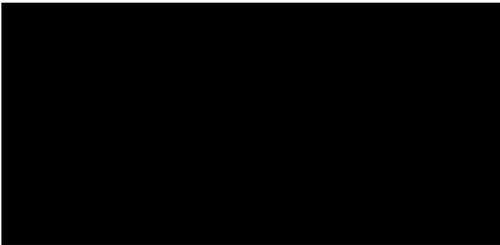
Other:

What is your gender? *

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Other:

Do you identify as LGBTQIA+? *

A large black rectangular redaction box covering the response area for the LGBTQIA+ question.

Do you identify as having a disability? *

A large black rectangular redaction box covering the response area for the disability question.

What is your age? *

A small black rectangular redaction box covering the response area for the age question.

These questions help us accommodate your needs as a potential committee member. Your responses will NOT factor into the selection process; they will only be used if you are selected to determine logistics going forward.

The DEIAC currently meets the second Thursday of each month from 4:30 - 6:00 pm. Currently the meetings are held virtually, using Zoom. Would this meeting time work for you? *

- Yes
- No

Though we currently meet virtually we will likely return to in-person meetings in the future. If selected, would you need childcare to participate in this committee? *

- Yes
- No

If selected, would you need language interpretation services? *

- Yes
- No

Are there any other needs you may have to fully participate in this committee? If yes, please describe:

.....

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Diversity, Equity & Inclusion Advisory Committee Application - Contact Information

Thank you for your interest in joining the City of McMinnville's Diversity, Equity & Inclusion Advisory Committee (DEIAC!) Please provide your contact information so we can connect with you.

What is your full name? *

Myrna Khoury

What is your address? *

[REDACTED]

What is your email address? *

[REDACTED]

What is your phone number? *

[REDACTED]

How did you hear of this Advisory Committee opening? *

Through a friend

City of McMinnville Diversity, Equity & Inclusion Advisory Committee Application

interest in serving on the DEIAC.

Which position are you interested in filling? *

- The general committee position, term expiring 12/31/2022 (no age requirement)
- The youth liaison committee position, term expiring 12/31/2023 (must be 21 years old or under at time of appointment, scheduled for 2/22/2022)

Why are you interested in serving on this committee? *

I feel it is my responsibility to give back to this great community. I always felt welcome here and wish for every person to have the same and even better experience than me. Also, it is a great opportunity for me to learn more about this community, the projects and the proposal that are available.

Briefly describe your professional and personal background, including any experience relevant to this committee: *

I'm originally from Syria. I moved with my family to USA in 2006 and to McMinnville in September of the same year. That's why I called this town my hometown. I have two kids Michael is 14 years old and Emma is 12 years old. Michael is freshman in McMinnville High School and Emma is 7th grader at Duniway. I work full time as a bookkeeper for Homeward Bound Pets Humane Society. Homeward Bound is Oregon's first no kill shelter. I previously worked for Champion Team also as a bookkeeper. Champion Team is drop in center for people with mental diversity. I have an associate's degree in Accounting from Chemeketa Community College.

Share an example of when you have expanded your understanding of and/or built relationships with people of different backgrounds than your own; and/or advocated for diversity, equity, and/or inclusion: *

My job at Champion Team opened my eyes and my soul to the people who has mental diversity and all the issues that comes along with it like Homelessness.

What needs, challenges, and opportunities do you see for DEI in McMinnville? *

The need for an advisory committee like DEI is greatly in this community. it represents the voice of all the minority groups, also it gathers local knowledge and input, tests ideas and proposals, and improves communications and relationships.

One big challenge is to be inclusive as much as possible.

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Is there anything else you would like to share with the DEIAC?

.....

Check all that apply: *

I live in McMinnville

I work or own a business in McMinnville

I attend school in McMinnville

Other:

List any languages you speak other than English:

Arabic, English, French.

.....

Diversity, Equity & Inclusion Advisory Committee Application - Demographic Information

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What is your race? (check all that apply) *

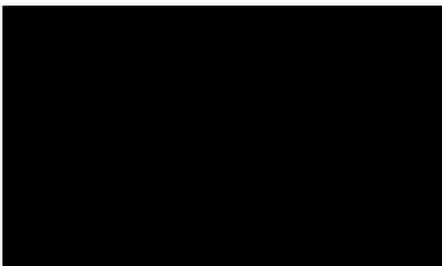


What is your gender? *



Other:

Do you identify as LGBTQIA+? *



Do you identify as having a disability? *

What is your age? *

Diversity, Equity & Inclusion Advisory Committee Logistical Questions

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Yes

No

Though we currently meet virtually we will likely return to in-person meetings in the future. If selected, would you need childcare to participate in this committee? *

Yes

No

If selected, would you need language interpretation services? *

Yes

No

Are there any other needs you may have to fully participate in this committee? If yes, please describe:

.....

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Diversity, Equity & Inclusion Advisory Committee Application - Contact Information

Thank you for your interest in joining the City of McMinnville's Diversity, Equity & Inclusion Advisory Committee (DEIAC!) Please provide your contact information so we can connect with you.

What is your full name? *

Abby Thomas

What is your address? *

[REDACTED]

What is your email address? *

[REDACTED]

What is your phone number? *

[REDACTED]

How did you hear of this Advisory Committee opening? *

Friend at Chemeketa YVC

City of McMinnville Diversity, Equity & Inclusion Advisory Committee Application

interest in serving on the DEIAC.

Which position are you interested in filling? *

- The general committee position, term expiring 12/31/2022 (no age requirement)
- The youth liaison committee position, term expiring 12/31/2023 (must be 21 years old or under at time of appointment, scheduled for 2/22/2022)

Why are you interested in serving on this committee? *

I am passionate about DEI work and the possibility of contributing to wider spread equity and inclusion in our community. I believe my current role at Linfield as Director of DEI programs will provide a unique opportunity to strengthen a partnership between Linfield and the city of McMinnville to collaborate around shared goals. As our city continues to grow and change, I wanted to ensure that continued and equitable access to resources remains for all residents. This includes access to housing, healthy foods, public transportation, clean environment, parks, activities, and more. I want to serve on this committee to partner with individuals who share a love for our city and a commitment to making sure it is welcoming to all.

Briefly describe your professional and personal background, including any experience relevant to this committee: *

I currently serve as the Interim Director of DEI programs at Linfield University. From my role, I supervise student clubs which represent non-majority cultures and identities, including Linfield University LatinX Adelante, Black Student Union, Linfield United in Pride and Hui O Lōkahi (formerly Hawai'i club). My background prior to this is in secondary education where I've worked in ethnically and linguistically diverse classrooms in Miami, FL. I completed my master's degree in Education and Social Change from the University of Miami. My program focused largely on social justice and examined how systems and structures, namely in education, have the potential to both facilitate and inhibit equity. I am passionate about this work and will continue to pursue opportunities to engage in it both personally and professionally.

Share an example of when you have expanded your understanding of and/or built relationships with people of different backgrounds than your own; and/or advocated for diversity, equity, and/or inclusion: *

In my role at Linfield, I help coordinate the First Scholars mentoring program for first generation college students. This includes working with first generation upperclassmen, faculty, and staff to develop a network of support and resources intended to help a traditionally under supported demographic of student. As a non-first generation student myself, I am continually expanding my understanding of their experiences and challenges. I work collaboratively to advocate and make sure their needs are met in structures throughout our campus.

What needs, challenges, and opportunities do you see for DEI in McMinnville? *

Housing access and affordability; equitable economic development; resources for houseless individuals; mental health resources; safety for BIPOC and LGBTQIA+ individuals.

Is there anything else you would like to share with the DEIAC?

Check all that apply: *

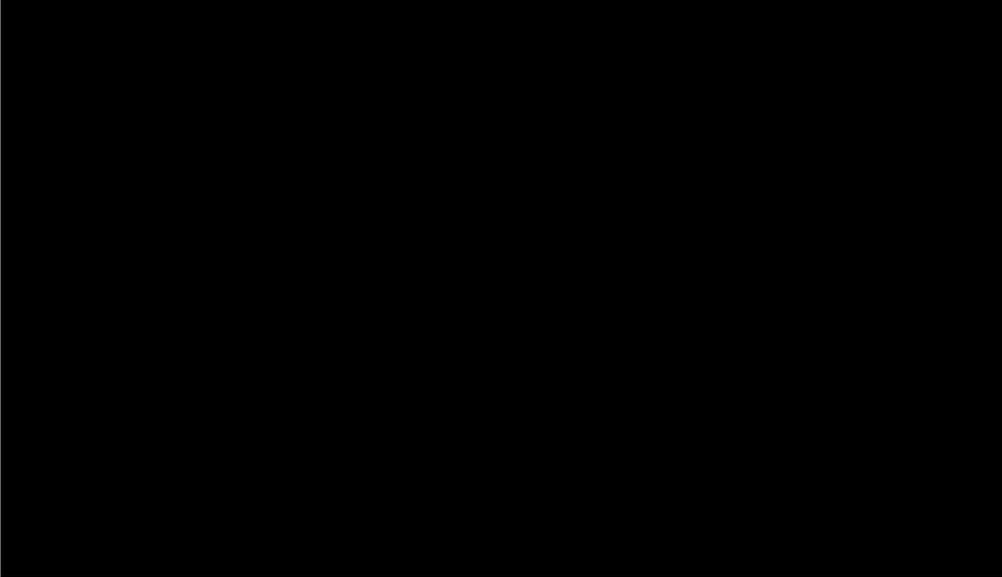
- I live in McMinnville
- I work or own a business in McMinnville
- I attend school in McMinnville
- Other:

List any languages you speak other than English:

Diversity, Equity & Inclusion Advisory Committee Application - Demographic Information

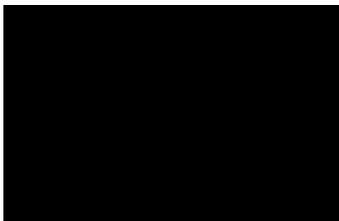
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What is your race? (check all that apply) *



Other:

What is your gender? *

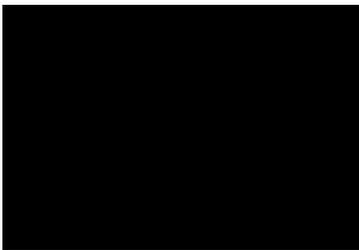


Other:

Do you identify as LGBTQIA+? *

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Do you identify as having a disability? *

A large black rectangular redaction box covering the response to the question.

What is your age? *

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Diversity, Equity & Inclusion Advisory Committee Logistical Questions

These questions help us accommodate your needs as a potential committee member. Your responses will NOT factor into the selection process; they will only be used if you are selected to determine logistics going forward.

The DEIAC currently meets the second Thursday of each month from 4:30 - 6:00 pm. Currently the meetings are held virtually, using Zoom. Would this meeting time work for you? *

Yes

No

Though we currently meet virtually we will likely return to in-person meetings in the future. If selected, would you need childcare to participate in this committee? *

Yes

No

If selected, would you need language interpretation services? *

Yes

No

Are there any other needs you may have to fully participate in this committee? If yes, please describe:

.....

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McMinnville Diversity, Equity and Inclusion Advisory Committee Expectations and Ground Rules

Below are current expectations of committee members. *Ex officio* members are encouraged but not required to meet all of the same expectations (with the exception of serving as Chair or Vice Chair).

- Actively participate in monthly meetings, in person or Zoom (currently the second Thursday of every month, 4:30-6pm)
- Attend at least one City Council meeting or working session per quarter and send summary notes to the committee afterwards
- Join at least one subcommittee and carry out its work
- Attend additional meetings as necessary
- During a four-year term, consider serving at least one year as Chair or Vice Chair
- Take the initiative to share perspectives and develop and implement ideas
- Keep abreast of developments in the City that could be relevant to the committee's work
- Participate in the development of the committee as an effective, impactful, sustainable, and fun entity to be part of.
- Honor our ground rules, below—and/or suggest ways to improve them.

Ground Rules

1. We respect each others' time by honoring the schedules that we develop: completing assignments, starting and ending meetings on time, distributing agendas and packets at least one week before each meeting, and coming to meetings having read the relevant materials.
2. We model the McMinnville we want to see by creating a [brave space](#), making sure we have heard from everyone and welcoming differing viewpoints.
3. We approach disagreements with curiosity, not to win an argument.
4. We give our undivided attention to one another, listening to understand and to move our collective discussion forward.
5. We give each other grace when unforeseen conflicts prevent us from fulfilling our duties on occasion. If we have to miss a meeting, we will give prior notice and catch up on what we missed.
6. We welcome correction and model taking ownership of our mistakes and righting our wrongs.
7. We honor our own lived experiences and the value we bring by speaking up even when it feels uncomfortable.
8. We honor the lived experiences of others by taking time to learn each other's histories, strengths and challenges.
9. We put the needs of the McMinnville communities we serve before our individual needs, striving not to make or take things personally.
10. We aim to represent McMinnville's marginalized groups and other people not represented on the committee by seeking input from their communities and aiming to

remove barriers for participation on the committee in the future, seeking diversity in our replacements.

McMinnville Fire Department



McMinnville Fire Department

■ History

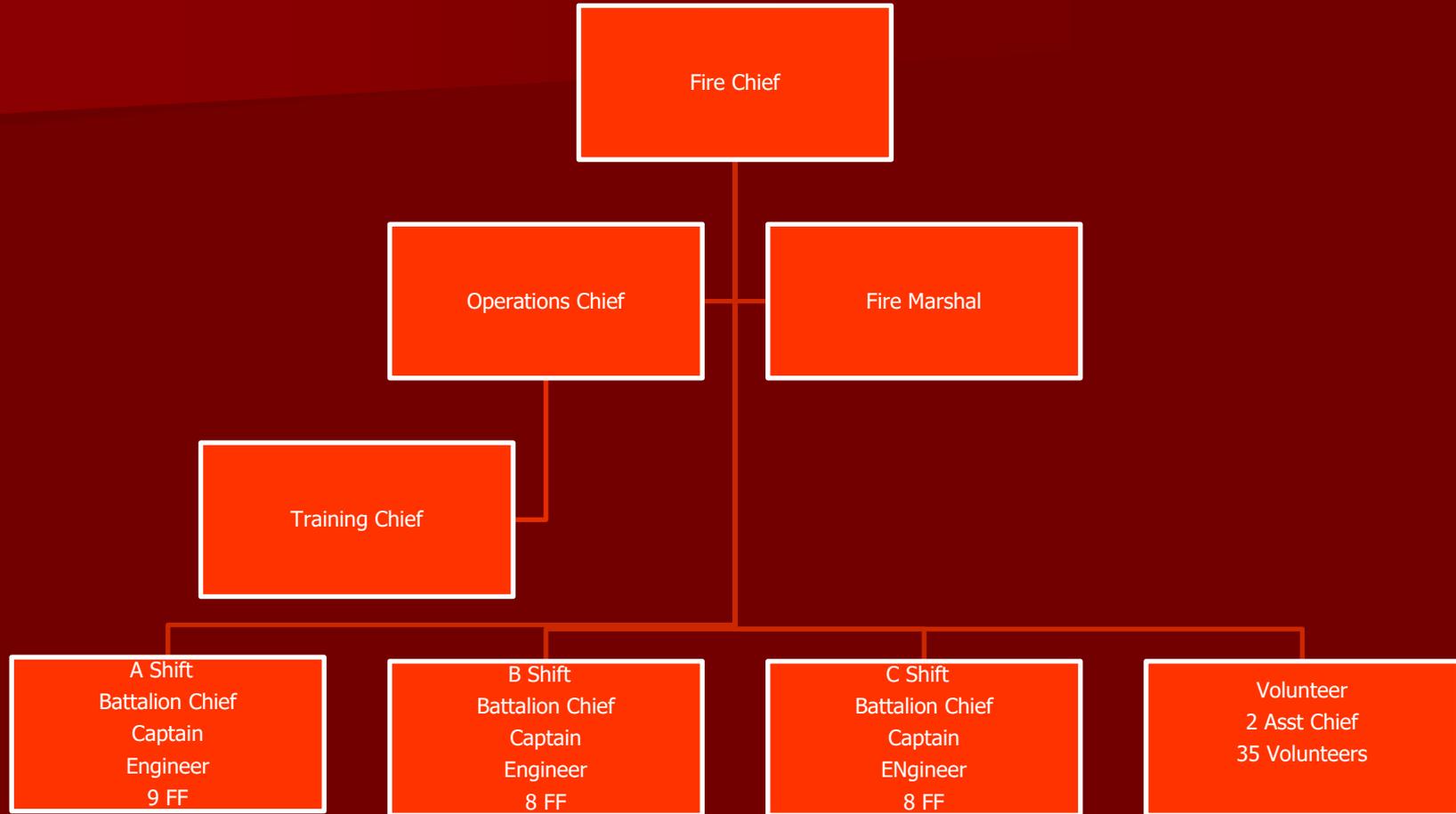
- Organized 1874 (Volunteer)
- Rural District contract established 1940
 - Rural District vs. City Department



McMinnville Fire Department Circa 1883



McMinnville Fire Department



McMinnville Fire Department

■ Response Area

– 98 square miles

- City response area (9.9 square miles)

- Rural District response area (88.1 square miles)

■ Mutual Aid Agreements

– Automatic response given & received

– 9 county fire agencies

– State and Interstate agreements

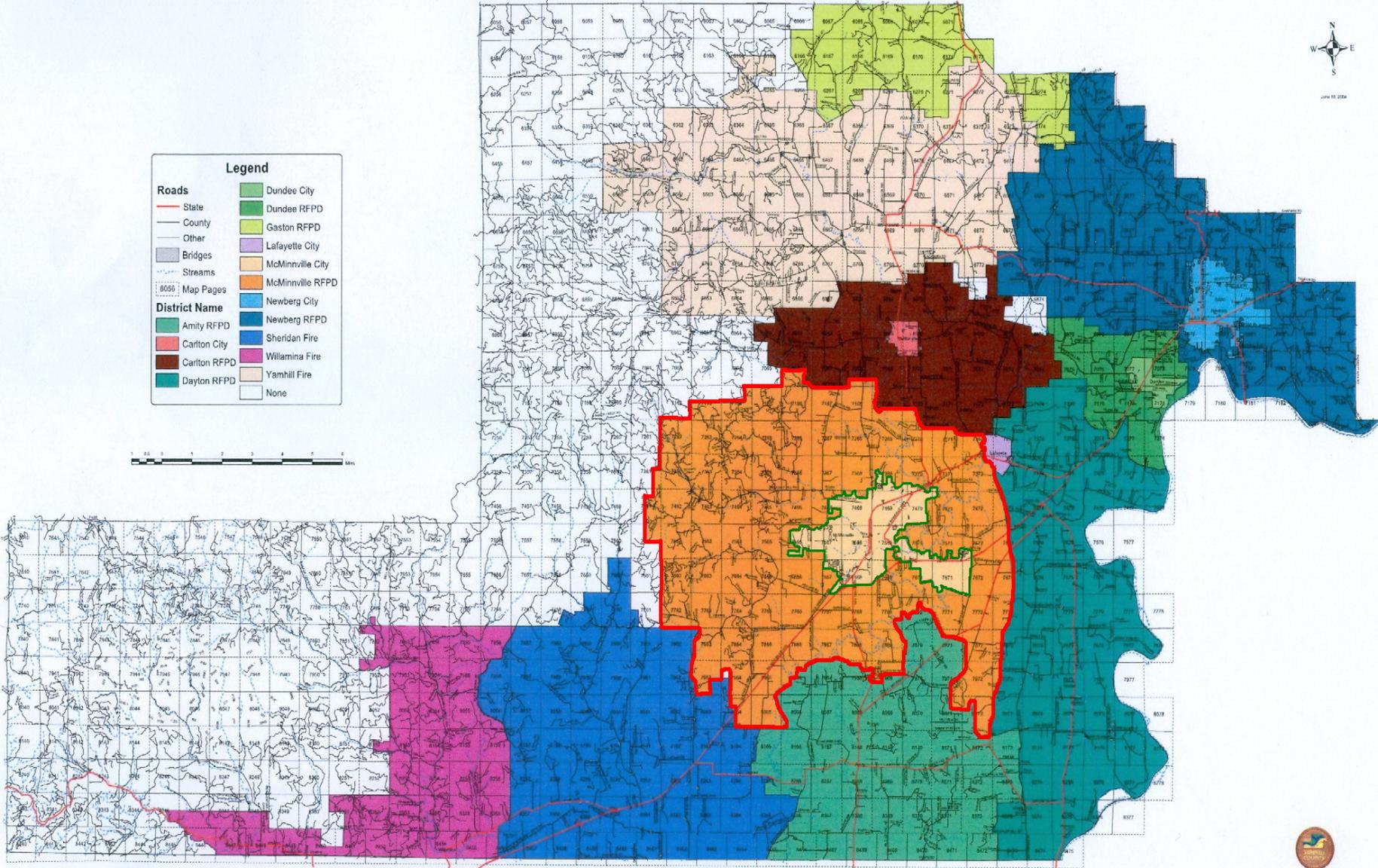


Yamhill County Fire District Map



Legend

Roads	Dundee City
State	Dundee RFPD
County	Gaston RFPD
Other	Lafayette City
Bridges	McMinnville City
Streams	McMinnville RFPD
8056 Map Pages	Newberg City
District Name	Newberg RFPD
Amity RFPD	Sheridan Fire
Carlton City	Willamina Fire
Carlton RFPD	Yamhill Fire
Dayton RFPD	None



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McMinnville Fire Department

– Number and Types of calls



- 14 - 6848 21- 9176
- Fire - 821 1405
- EMS – 6027 7771

– Response Time Changes



McMinnville Fire Department

- Fire Operations
 - Strategies
 - Offensive vs. Defensive
 - Philosophy
 - We will risk ourselves a lot to save a savable life.
 - We will risk ourselves a little to save savable property.
 - We will not risk ourselves at all to save lives or property that are already lost.



McMinnville Fire Department

- Fire & Life Safety

- Three E's

- Engineering

- Plan Review, Inspections, Driveways, etc.

- Education

- Schools, Fire Extinguishers, Car Seats, etc.

- Enforcement

- Fire Inspections, Burning, Complaints, etc.



McMinnville Fire Department

- Fire & Life Safety cont...
 - Fire Investigation
 - Yamhill County Team
 - Other Duties
 - Preplans
 - Juvenile Fire setters



McMinnville Fire Department

■ EMS

– Ambulance Service Area (ASA)

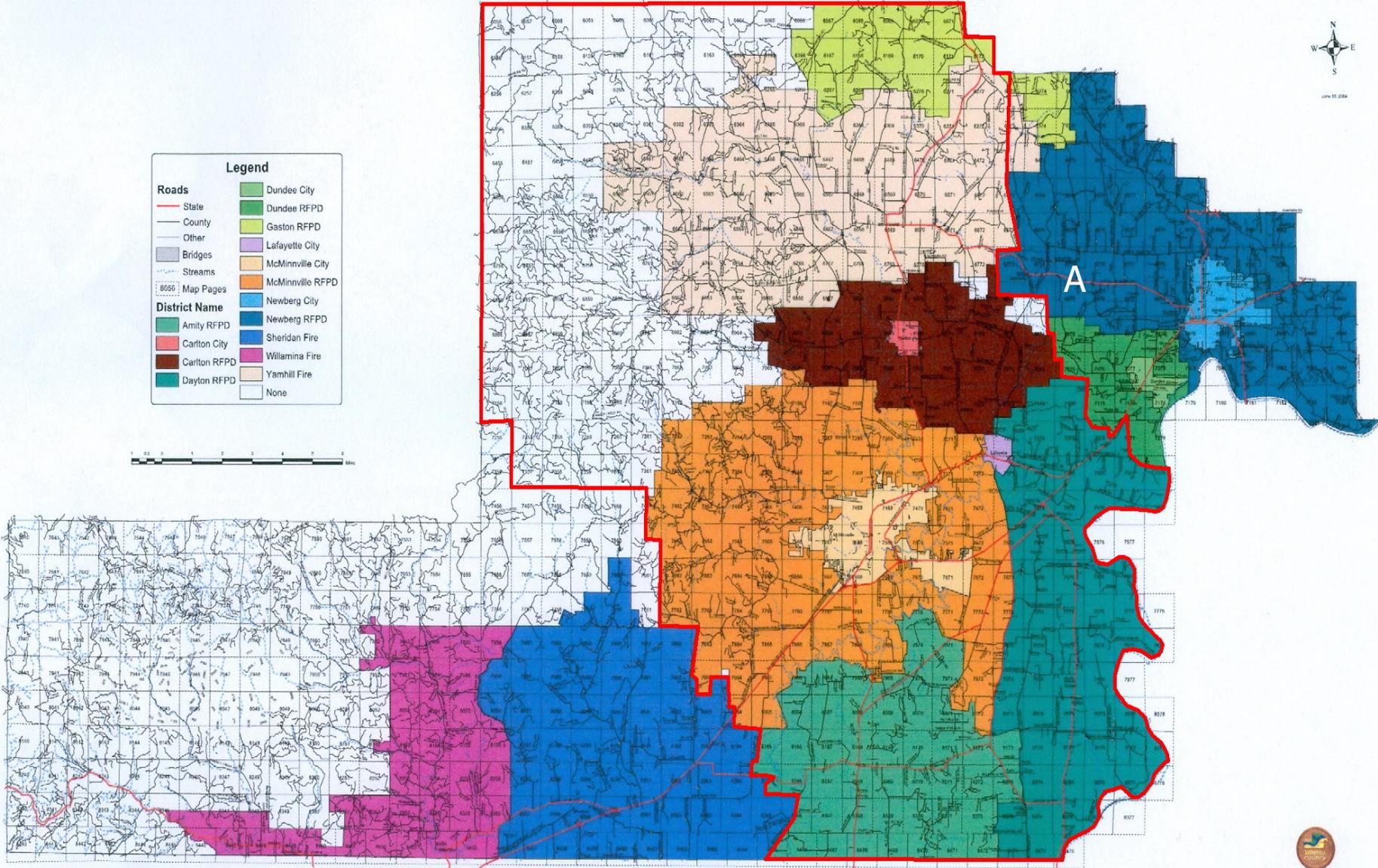
- Map
- Population over
 - 60,000 Served
- Triage Levels
 - A thru E
- System
 - Other agencies



Yamhill County Fire District Map



Legend	
Roads	
	State
	County
	Other
	Bridges
	Streams
	0650 Map Pages
District Name	
	Dundee City
	Dundee RFPD
	Gaston RFPD
	Lafayette City
	McMinnville City
	McMinnville RFPD
	Newberg City
	Newberg RFPD
	Carlton City
	Carlton Fire
	Dayton RFPD
	Williamina Fire
	Yamhill Fire
	None



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McMinnville Fire Department

■ Recent Service Upgrades

- Substation for Ambulance responses
- Battalion Chief on Shift
- Addition of Day Car / Peak ambulance
- 1 New 24-hour ambulance
- Training Chief



McMinnville Fire Department

■ Challenges

- Delayed response times
 - Increasing Call Volume
 - Short Staffed
- Lack of an Effective Fire Fighting Force
 - Short Staffed
 - Limited partner response availability
 - Volunteer numbers dwindling



McMinnville Fire Department

■ MFD's Planning

- Consolidation Feasibility Study
- Consolidation Implementation Planning
- Strategic Plan
 - Council – Community – Dept.
- Risk Assessment
- Standards of Cover
 - Response Criteria
- Station Needs Assessment





Miriam Vargas Corona (She/Her/Ella)

Executive Director

About Us

- 501(c)3 Nonprofit Organization
- Located in McMinnville
- Serving Yamhill County since 2012
- Latinx immigrants
- 7 staff persons



Mission:

- * To promote the integration, participation, representation, and success of Latinx individuals and families
- * To build bridges of support and understanding between Latinos and non-Latinos

Programming

- COVID-19 Outreach and Engagement
- Agriculture Worker Outreach and Education
- Oregon Health Plan Enrollment and System Navigation
- Oregon Worker Relief Fund Coalition
- Latino Advocacy Coalition
- Citizenship Classes

COVID-19 Community Outreach and Engagement



COVID-19 testing event - St. James Church, McMinnville



COVID-19 vaccination event - Dayton City Park

Community Outreach and Engagement



Low-income housing apartments and manufactured home parks

COVID-19 Agriculture Worker Outreach and Education



Resource and service navigations



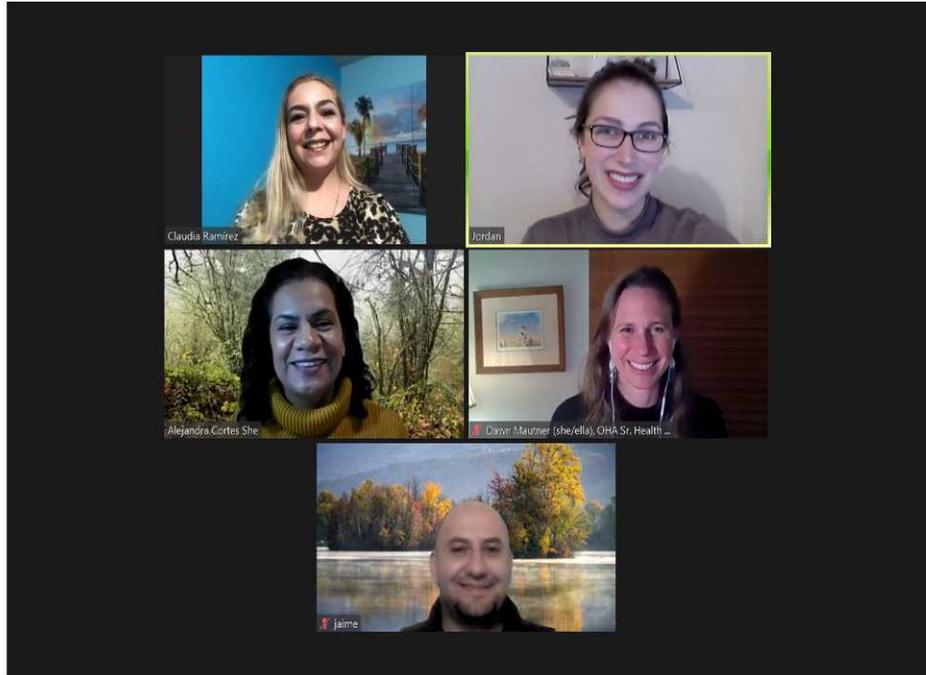
Educational presentations and PPE

Community Outreach and Engagement



Churches, schools, and culturally-specific stores

Community Outreach and Engagement



Facebook live video interviews and radio talk shows

Oregon Health Plan



- OHP benefits navigation support
- Navigations for social determinants of health
- Enrollment assistance
- Referrals

Virtual Citizenship Classes



Oregon Worker Relief Fund Coalition

OREGON WORKER RELIEF FUND (OWRF)

What is it?

The Oregon Worker Relief Fund (OWRF) provides a one-time temporary disaster relief to Oregonians with financial need due to the pandemic and who are excluded from the federal unemployment insurance program due to their immigration status.

Who is eligible?

- 18+ years of age.
- Oregon Resident.
- An Oregon Worker before or on January 8, 2021.
- Lost their wage due to the pandemic.
- Is experiencing a hardship on account of the Pandemic.

To apply, call

1-888-274-7292

Monday through Friday from 9:00 am - 6:00 pm



Visit workerrelief.org
for more information on how to apply.

This is a free program and will not count as a public charge. Every person in your household who is eligible is invited to apply.



OREGON WORKERS QUARANTINE FUND

You may be eligible to receive up to

\$1,290

depending on your particular situation.



Who is eligible to apply for this fund?

All Oregon agricultural workers who must remain in quarantine for 14 days due to any of the following reasons:

- Exposure to COVID-19 at work or at home.
- Testing positive for COVID-19.
- Seeking health care assistance during the period of self-quarantine.

Contact us today at or visit:

1-888-274-7292
workerrelief.org for more information

Remember, the application is completely free. If someone asks you for money, it's a scam!

Report it at: info@workerrelief.org



FONDO DE CUARENTENA DE OREGON

Latinx Advocacy Coalition



Get Involved!

- Donate
- Volunteer
- Connect with us
 - Bilingual healthcare providers, agricultural & manufacturing employers
- Serve on our Board



www.unidosyamhillcounty.org
info@unidosyamhillcounty.org

(503) 447-3408



COVID-19 Vaccination Event - St. Peter Church, Newberg

Sawubona

Dismantling The Systems of Oppression by Centering
Equity, Inclusion, and Racial Justice

Hi Larry,

It was great talking with you the other day. As promised I wanted to send you my recommendations for moving forward.

My recommendation is that we start with two 2-hour trainings to help the committee build trust, create a shared language, and grow in their personal journey of cultural responsiveness, access, and racial justice. Attached you will find what will be shared during these two trainings.

Following these two trainings, my recommendation is to host 1 training/meeting with the committee and one coaching/planning session with the committee leadership once a month. The training/meetings will be to educate and support the committee as they complete high-priority committee agenda items identified by committee leadership.

My final recommendation is to follow this format for 3 months and then revisit its effectiveness and make changes as needed.

Here is the breakdown of fees for this recommendation:

- 2-hour training Onsite \$2500 (per training) Virtual \$2000 (per training)
- Monthly training (90 minute) and coaching (training 30 mins) \$2000 per month

Please let me know if you have any questions or concerns.

Thanks

Dion C. Jordan

Equity and Inclusion Champion

Sawubona: Centering Equity, Inclusion and Racial Justice

www.Sawubona.us.com

www.DionJordan.com

When a flower doesn't bloom within its environment, you don't fix the flower, you fix the environment in which the flower grows. So let's build a place of safety, trust, and belonging for all; and watch people grow.

Inspired by Sawubona
Dion@sawubona.us.com

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Portland Oregon 97211
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Sawubona

Dismantling The Systems of Oppression by Centering
Equity, Inclusion, and Racial Justice

Title: Moving from the Awakening Stage to being Woke

Summary: These 2 two-hour trainings will promote diversity, inclusion, equity, and justice. Our goal is to help the DEI committee ensure access, equity, and inclusion in all services, policies, and procedures while helping both committee and council members, as well as employees lean into DEI objectives. We will begin by building trust and bravery around engaging in these courageous conversations and then progressing into bringing awareness around the implicit bias we all carry and then end the session by talking about what it takes to advance equity work within your committee, councils and workforce. This training provides useful tools that will help further incorporate core values into all work serving the community. Woven throughout this training are goals and action items. These are our irreplaceable ideals of being 1) people and mission-focused, 2) accountable and transparent, 3) racially just and trauma-informed, 4) focused where the need is the greatest, 5) dedicated to bringing a sense of well-being and belonging to all.

Objectives:

- Implicit Bias Training: How to override default thinking and assumptions
- Understand definitions, getting past defensiveness, and finding direction
- Introduce intersectionality: Where race, gender, disabilities, sexual orientation, age, and veteran status meet.
- Create new norms
- How to effectively and respectfully call out discrimination and Microaggressions
- How to get comfortable being uncomfortable
- How to facilitate difficult conversations

Outcomes:

- Build a shared DEI vocabulary
- Address disparities in the workplace
- Decrease microaggressions & discrimination
- Facilitate difficult conversations
- Recruit, retain, and onboard diverse candidates
- Develop equity leadership within your organization
- Help create a culture of trust, bravery, and belonging
- Strategies to help the resistant to be engaged
- Resources & tools to advance your equity efforts
- Mediation strategies and best practices
- Cultural competency
- Decenter white-dominant culture

To Learn More about our services and outcomes please visit us at www.Sawubona.us.com