



City of McMinnville

**City of McMinnville Organizational Assessment Initiative (CMAI)
Advisory Committee Meeting #3
Thursday, May 9, 2024
3:00 - 4:00 PM**

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

Zoom:

<https://mcminnvilleoregon.zoom.us/j/85187967814?pwd=bkITcHFoT1hscW5obXBZ0tyT29lZz09>

Meeting ID: 851 8796 7814

Zoom Password: 064202

Phone: +1 253 215 8782 (US)

Meeting ID: 817 1459 4776

AGENDA

1. Welcome and Introductions (including public members) - Co-Chairs
2. Unified Working Definition of D, E, I, and A (Accessibility) – Talitha Consults
3. Level Setting: The Danger of a Single Story? – Talitha Consults
4. Equity Lens – Interview Preparation
 - a. Overview and Context – Efran, Christine, and Tony (3 minutes each)
 - b. Review of Past Questions – Talitha (10 minutes)
5. Next Steps
6. Adjourn

UPCOMING

- CMAI AC MEETING #3: Thursday, June 13, 2024, 3-4 PM

Please submit requests for accommodations, including interpretation for people who are deaf or hard of hearing, at least 48 hours before the meeting to Noelle Amaya, Communications & Engagement Manager (503) 883-3727.

CMAI ADVISORY COMMITTEE (AC)	
Representing	Name
Diversity, Equity, and Inclusion Advisory Committee	Larry Miller (he/him) – Co-Chair Caitlin Nemeth (they/them) – Co-Chair Tony Lai (he/him) Efrain Arrendondo (he/him) Christine Bader (she/her) Abby Thomas (she/her) Vivana Garibay (she/her) Katherine Lee Martin (she/her) Nancy Macias (she/her/ella) Councilor Zack Geary - Liaison
Talitha Consults (Consultant)	Charis May Hnin Carol Rozumalski Eugene Marmaziuk
Committee Staff (City)	Noelle Amaya (she/her) Jody Christensen (she/her)

Questions, comments, or more information, contact Jody Christensen at jody.christensen@mcminnvilleoregon.gov or Noelle Amaya at noelle.amaya@mcminnvilleoregon.gov

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City of McMinnville Working Definitions for Diversity, Equity, Inclusion and Accessibility

Defining terms like "diversity," "equity," "inclusion," and "accessibility" (DEIA) is crucial for McMinnville because it offers clarity and common understanding for effective communication and action. Clear definitions empower city officials and community partners to develop policies and initiatives that lead to more vibrant, just, and thriving communities. The following definitions describe the conditions the City of McMinnville and the Diversity Equity and Inclusion Advisory Committee (DEIAC) work toward to create an environment where all can be safe and thrive.

Proposed Definitions

Accessibility

Accessibility, rooted in disability rights, means ensuring that everyone, regardless of ability, can fully participate in all aspects of community life. When cities prioritize accessibility, it benefits not only people with disabilities but also older adults, parents with strollers, and anyone facing temporary mobility challenges. Accessible transportation options like wheelchair ramps on buses benefits not only people with disabilities but also people with walkers, and travelers with luggage. Similarly, offering closed captioning in public meetings not only assists individuals who are deaf or hard of hearing but also benefits non-native speakers and people in noisy environments.ⁱ

Belonging

A sense of belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place. It's the basic human need to be accepted and valued by others.

At the same time, through the lens of social and racial justice, belonging is much more than a felt personal experience that is intertwined with the structural systems that shape our lives. While a "sense of belonging" is felt within us as individuals, that feeling's ability to arise is heavily influenced by the societal systems we utilize and are a part of. To nurture belonging, we must address both its personal and the structural contributors.ⁱⁱ

Diversity

Diversity refers to the wide variety of people living in a community, including their different backgrounds such as race, ethnicity, gender, age, ability, sexual orientation, religion, and socioeconomic status. It also includes the range of perspectives, opinions, and beliefs that individuals bring to the table. For a city government, diversity means recognizing and valuing these differences among its residents and ensuring that policies and services are inclusive and equitable for all members of the community. In a collective setting, diversity describes communities and groups – not individual people.

Demographic Diversity

Human differences, such as ethnicity, gender, sexual orientation, age, socio-economic status, (dis)ability, religious or spiritual identity, national origin, political belief, etc.ⁱⁱⁱ

Equity

Equity means ensuring that everyone has a fair opportunity to achieve positive outcomes. Equity involves actively working to address disparities and barriers that prevent certain groups from reaching the same level of success as



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others. For example, providing affordable housing options in all neighborhoods helps ensure that people from different income levels have equal access to safe and stable housing, leading to more equitable outcomes in terms of living standards, safety, and community well-being.

Inclusion

Inclusion means creating welcoming environments and experiences where everyone feels valued and respected, and where everyone has the opportunity to contribute to and participate in community life. Inclusion is authentic and curious, and involves actively seeking input from all members of the community, regardless of their background or circumstances, and ensuring that their voices are heard and considered in decision-making processes.



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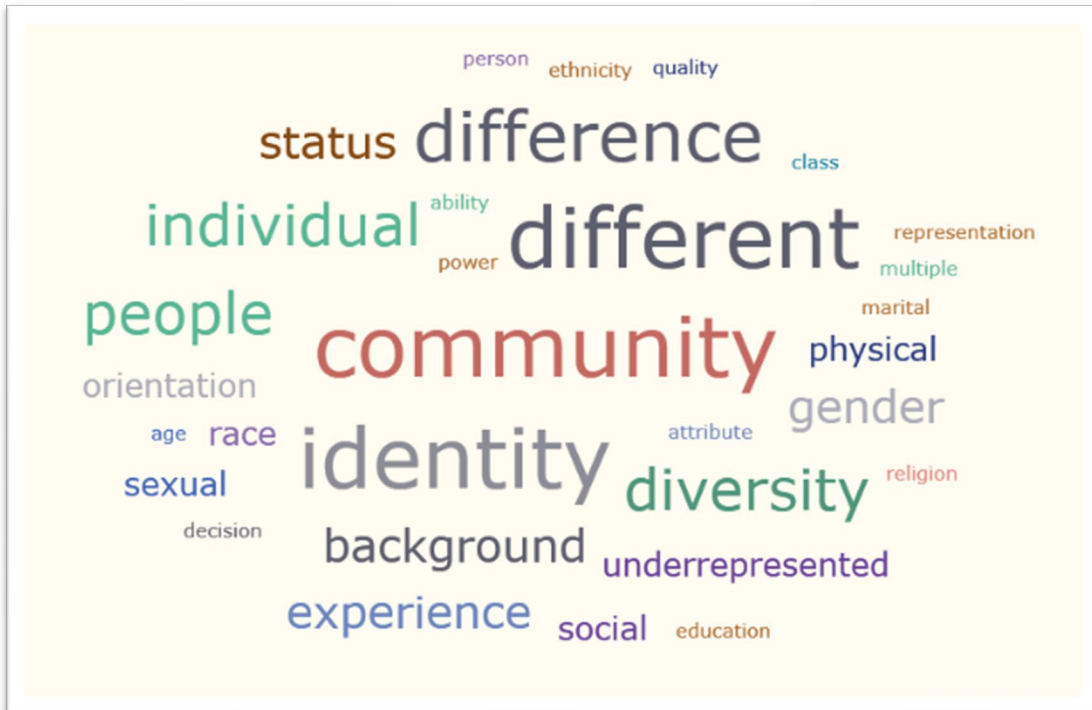
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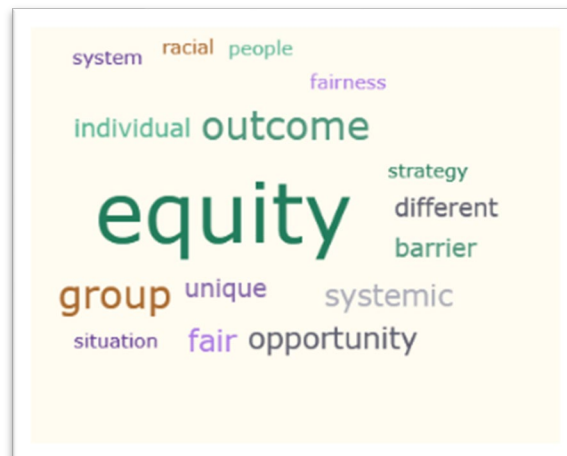
Numerous sources contributed to these word clouds. To see the sources, [click HERE](#).

The following world clouds for DEI were presented and discussed among DEIAC members on April 11, 2024, at a monthly meeting.

Diversity:



Equity

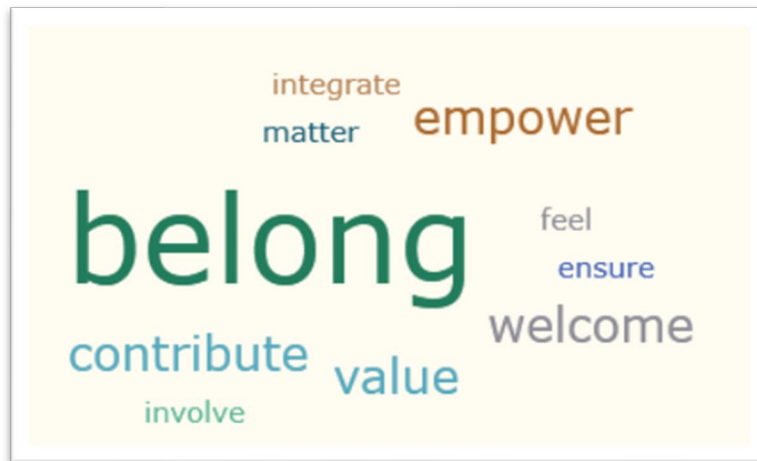




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Inclusion



ⁱ Adapted from National Center on Accessible Education Materials by Carol Rozumalski, Associate Principal at Talitha Consults, April 2024

ⁱⁱ <https://belonging.berkeley.edu/bridging-belonging>

ⁱⁱⁱ <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>