



Incorporated July 1, 2000

City of Elk Grove

Diversity and Inclusion Commission

REGULAR MEETING MINUTES

COMMISSIONERS

Tina Lee-Vogt, Chair; Jace Huggins, Vice-Chair; Michael Hill, Recorder Michael Thomas, Communication Lead, Delia Baulwin, Jessica Carter; Jinky Dolar, Bhavin Parikh, Gurjatinder Randhawa, Reina Tarango

Tuesday, April 18, 2023

**City Hall Council Chambers
8400 Laguna Palms Way
Elk Grove, CA 95758
6:00 P.M.**

The City of Elk Grove Diversity and Inclusion Commission welcomes, appreciates, and encourages participation in the Meetings. The Diversity and Inclusion Commission requests that you limit your presentation to three (3) minutes per person so that all present will have time to participate.

1. CALL TO ORDER/ROLL CALL

Meeting called to order at **6:06 PM**.

Present: Chair Tina Lee-Vogt, Vice Chair Jace Huggins, Recorder Michael Hill, Communications Lead Michael Thomas, Delia Baulwin, Jinky Dolar, Bhavin Parikh, Jessica Carter,

Absent: Reina Tarango and Gurjatinder Randhawa

2. APPROVAL OF AGENDA

Chair asked to move Item 7.3 to the May meeting to include Commissioner Tarango in the conversation on this item.

Commissioner Carter motioned to approve the agenda. Communications Lead Michael Thomas seconds. The motion carries.

3. APPROVAL OF PAST MEETING MINUTES

Commissioner Parikh noted misspelling of last name, in items 2 and 3

Commissioner Carter noted 'E' missing from 'shared' on item 5

Wished to change language of item 6 instead of 'investigate'

3-21-23 DNI Regular Meeting Notes Updated.

Commissioner Jessica Carter motioned to approve the minutes. Commissioner Jinky Dolar seconds. The motion carries.

4. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

Members of the audience may comment on matters that are not included on the agenda. No action may be taken on a matter raised under "Public Comment" until the matter has been specifically included on an agenda as an action item. If a member of the public wants a response to a specific question, they are encouraged to contact any member of the Diversity and Inclusion Commission or City staff.

Sergeant Jason Jacobo, Member of City Employees Diversity, Equity and Inclusion Committee. In last 6 months has joined the DEI Committee for the city and participated in meetings to gather additional information, wants to continue to partner and be resource for the commission.

5. GENERAL ADMINISTRATIVE UPDATE

Citizen Academy graduated 20 members

April is autism awareness month; EGPD made social media posts showing their support.

PD Visits; mobile crisis support, homeless outreach team and more. Asking the commission if they wished to continue doing these; some commissioners voiced interest, the City will begin to schedule.

6. COMMISSIONER COMMENTS/REPORTS/FUTURE AGENDA ITEMS

Commissioner Bhavin Parikh wanted to recognize city staff for reception, Tina voiced additional thanks for the appreciation dinner.

Jinky update on Filipino Independence Day to be held in May and recognized, next month is AAPI month

OCA Event discussed in March Meeting for anti-bullying month

7. REGULAR AGENDA ACTION ITEMS/RECOMMENDATIONS

7.1. SUBJECT: Presentation from the Chamber Economic Equity Task Force COMMITTEE DISCUSSION/ACTION: **Dr. Ed Bush, President of CRC and Co-Founder of Elk Grove Chamber of Commerce DEI Task Force.** Synergy exists between the Task Force and Commission. Spoke on goals:

After George Floyd murder, the Task Force took a step back to see what they could do through the Elk Grove Chamber of Commerce for ways to mitigate the wealth gap that exists through races. LatinX and African

American communities see social conditions that are less than suitable for economic growth;

The Task Force is focused on building up small businesses in POC communities to work on the wealth gap. Small business ownership in these communities is what leads to overall economic development.

- Listen to pain points and barriers of current business owners and those who are trying to break through.
- Trying to work with the city on how to work on a more seamless process to get into a small business.
- No demographic data, database is now being created due to a task force asking for additional information.
- Partnership program to connect seasoned business owners and up and comers; how to sustain and maintain
- Disconnect between communities and the information that is available to help these small businesses get their start and additional support throughout business career

Economic Equity Mixers

Looking into how to reach out to communities of color. Looking for additional people to join the Task Force. Work being done can be a model for other cities. Equitable outcomes for communities we serve.

Commissioner Comment:

Tina offered connection to Sacramento Office of Economic Equity

Jessica spoke on Equity Engagement Committee

Delia spoke on needing to link together multiple groups and not focus on single events; very important to network with other like-minded organizations to propel initiatives

September 12 - Economic Symposium

Committee Meets Via Zoom every Month 3:30PM - 5PM

7.2 SUBJECT: Consider a 2023 Hmong American Day Proclamation COMMITTEE DISCUSSION/ACTION: Two proposals with different formal language for proclamation.

- Sacramento Hmong Resources and Education Email read by Chair that does not support proclamation.
- Jace Huggins noted that a past commissioner requested this proclamation as a member from the Hmong community. EGUSD and past commissioners reviewed language presented by Delia.
- Delia worked with former Commissioner Mia Foster on the language of the proclamation presented, which originated from a member of the Hmong community (point of concern from SHRE).

Strong debate on how to move forward with proclamations

Chair suggested for debate that we present both proclamations, one from the commission and voice support for the organization's proclamation. Debated by Commissioners.

Chair formally recommended a motion of approval to recognize Hmong American Day, present two resolutions to the City, reach out to organizations to attend meetings and to present proclamations.

Motion by Chair Tina, Jessica Carter second, all in favor, Michael Hill abstains. Michael Thomas absent.

Hmong American News/Hmong Daily News in attendance

7.3 SUBJECT: Consider a City Land Acknowledgment
COMMITTEE DISCUSSION/ACTION: Chair requested to be moved to next meeting.

7.4 SUBJECT: Elk Grove Pride Update
COMMITTEE DISCUSSION/ACTION: Event planning on schedule, main partner is CSD, in need of volunteers, financial support and advertising. Discussed police presence; Brown Berets to provide security. Is being done Juneteenth weekend. Saturday June 17th - promote black queer businesses, vendors, educational resources. Possibly at Laguna Town Hall. Pending city approval for the logo to be sponsored.
Motion to use Commission Logo and be Official Partner
Delia motion, Jace second. All in favor. Michael Thomas Absent.

7.5. SUBJECT: Youth Commission Heritage Festival Update
COMMITTEE DISCUSSION/ACTION: Official Name "*HERITAGE PARADE*" May 11th, 2023, 5PM - 7PM. In contact with Reina, and High Temple, working with HS clubs, asking if we want to have a booth. Need help with a table, float etc.

BYLP to connect with Femi, Adrienne Lott

7.6. SUBJECT: Communications Lead Update
COMMITTEE DISCUSSION/ACTION: Michael Thomas had to leave early.

7.7. SUBJECT: Commission Subcommittee Assignments/Updates

7.7.1. Accessibility: *Baulwin/Carter/Huggins*: Nothing to report

7.7.2. Cultural Connections: *Carter/Lee-Vogt/Parikh/Tarango*: Met and decided Indigenous People's Day - October 9th, idea to partner NeighborGood Market on Oct. 5th.

7.7.3. Equity Engagement: *Baulwin/Huggins/Dolar/Tarango*: To look into partnership/sponsors for partners going forward

7.7.4. Land Acknowledgement: *Baulwin/Carter/Huggins/Tarango*: Staff had concerns, still meeting to review

7.7.5. Multicultural Festival: *Dolar /Parikh/Hill/Thomas*: Jinky to speak with Jodie

to get packages

7.7.6. Sister Cities: *Lee-Vogt/Randhawa/Hill*: Nothing to report

COMMITTEE DISCUSSION/ACTION:

8. ADJOURNMENT

Commissioner Jessica Carter motioned to adjourn the meeting. Commissioner Jace Huggins seconded the motion. Meeting adjourned at **7:46 PM**.

ADA COMPLIANCE STATEMENT

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City's ADA Coordinator, Jim Ramsey at (916) 683-7111. Notification prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

GOVERNMENT CODE 54957.5 et seq.

Public records, including writings relating to an agenda item for an open session of a regular meeting and distributed less than 72 hours prior to the meeting, are available for public inspection at the Office of the City Clerk, 8401 Laguna Palms Way, Elk Grove, CA.

COMMISSION SCOPE

The scope of the City of Elk Grove Diversity Commission will focus around the three tenants of Education/Promotion, being Ambassadors, and providing Council feedback. Diversity is defined as the entire range of human differences that includes, but is not limited to race, ethnicity, gender, gender identity and expression, sexual orientation, age, socioeconomic status, religious affiliation, national origin, etc.

EDUCATION / PROMOTION

- Serve as a resource for City government and the community by providing information, education, and communication that facilitates a better understanding and celebrates our differences
- Provide education regarding the community's overall diversity
- Periodically work with City departments to assist with existing events and activities

AMBASSADORS

- Engage the community as Diversity Ambassadors to solicit feedback and information, which in turn, will be provided back to the City
- Assist the City in supporting and working with all areas of government and the community to eliminate and prevent all forms of discrimination, hate or bias

COUNCIL FEEDBACK

- Provide recommendations and information to the City that would identify opportunities to address diversity issues, promote diversity programs, and/or provide guidance to create a more accessible, safe, welcoming and inclusive government and community
- Advise on best practices for conducting outreach to a diverse community • Make recommendations on new events and activities that are appropriate and relevant for the community
- Evaluate and provide recommendations regarding Sister City applications

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City of Elk Grove California City

Prepared by Citizens of Elk Grove

The citizens of the City of Elk Grove are entitled to responsible, fair and honest city government that operates in an atmosphere of respect and civility. Accordingly, the Elk Grove City Council, with citizen input, has adopted this code to:

1. Describe the standards of behavior to which its leaders and staff aspire.
2. Provide an ongoing source of guidance to elected leaders, city officials and staff in their day-to-day service to the city.
3. Promote and maintain a culture of ethics.

Pledge

On April 27, 2005, the City Council of the City of Elk Grove adopted this City Code of Ethics, which applies to all City employees, officers, commissions, and elected or appointed officials and requires the following pledge:

City Code of Ethics

Responsibility

- I understand that the community expects me to serve with dignity and respect, as well as be an agent of the democratic process.
- I avoid actions that might cause the public to question my independent judgment.
- I do not use my office or the resources of the city for personal or political gain.
- I am a prudent steward of public resources and actively consider the impact of my decisions on the financial and social stability of the city and its citizens.

Fairness

- I promote consistency, equity and non-discrimination in public agency decision-making.
- I make decisions based on the merits of an issue, including research and facts.
- I encourage diverse public engagement in our decision-making processes and support the public's right to have access to public information concerning the conduct of the City's business.

Respect

- I treat my fellow city officials, staff, commission members and the public with patience, courtesy, civility, and respect, even when we disagree on what is best for the community and its citizens.

Honesty

- I am honest with all elected officials, staff, commission members, boards, the public and others.
- I am prepared to make decisions when necessary for the public's best interest, whether those decisions are popular or not.
- I take responsibility for my actions, even when it is uncomfortable to do so.