



*Incorporated July 1, 2000*

## **City of Elk Grove Diversity and Inclusion Commission REGULAR MEETING MINUTES**

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### **COMMISSIONERS**

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

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**Tuesday, November 21, 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 **6:05PM**. All members present.

#### **2. APPROVAL OF AGENDA**

- Delia motioned to Approve, Reina seconded the motion, all members in favor.

#### **3. APPROVAL OF PAST MEETING MINUTES**

- Jinky motioned to Approve, Reina seconded the motion, all members in favor.

#### **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.

- N/A

#### **5. GENERAL ADMINISTRATIVE UPDATE**

##### 5.1. Meeting Norms

Update given by Staff Liaison, Krysten Laurence; Jason unable to join.

Circle Up Education is in talks for team building and training in 2024, along with setting additional meeting norms.

*Keep in mind:*

1. Talk but also and make space for others.
2. Create a safe and welcoming environment.
3. Speak up if you haven't participated.
4. Everyone should be respectful and kind to others.

December meeting to be canceled; last meeting of 2023.

Events:

Illuminations Holiday Fest on December 2nd at District 56 from 3 PM to 8 PM (Krysten's Birthday celebration) Lights Parade begins at 6 PM.

Chabad Elk Grove, Light Up Elk Grove, celebrating Hanukkah on December 10th (Sunday) from 2:30 PM to 4 PM at Old Town Plaza, featuring a 9-foot Menorah.

Next Meeting: **January 16th, 2024.**

##### 5.2. New Member Introduction, Kelly Le

Kelly Le is excited to join the DEI team, bringing a wealth of enthusiasm. As a devoted parent of four and happily married individual, Kelly was drawn to the Northern California Vietnamese Chamber of Commerce due to a shared passion for fostering diversity and inclusion. Kelly has a special appreciation for cultural celebrations, such as the Mid-

Autumn Festival. Eager to contribute, Kelly looks forward to bringing exciting events to the table and further enhancing the vibrant diversity within our community.

### 5.3. Member Departure and Appreciation

Gurjatinder Randhawa shared that he has been a dedicated member for more than 7 years. When he initially joined, there wasn't a Diversity and Inclusion (D&I) department; it was a Multicultural Committee. He took the initiative to request Mayor Ly to elevate it to a commission, and the Mayor agreed, leading to the establishment of the commission. Gurjatinder expressed gratitude to both mayors for their commitment. He extended thanks to the city and the commission.

Bhavin, Jinky and other commissioners all acknowledged Gurjatinder's achievements and his significant contributions in assisting various communities.

## **6. COMMISSIONER COMMENTS/REPORTS/FUTURE AGENDA ITEMS**

Tina expressed her gratitude to Jessica, Michael, and Kelly for participating in the Diversity and Inclusion (D&I) annual update. Councilmembers Robles, Suen, and Brewer commended the commission's work, acknowledging its significance.

Tina reported on the Transgender Day of Remembrance event, initiated at Seat at the Table. She praised the well-executed event, which highlighted the tragic loss of individuals killed senselessly for being themselves. The event featured poetry and an original song, and Mayor Singh Allen attended, emphasizing the city's welcoming nature to all.

Bhavin shared details about an Interfaith-organized vigil event attended by Vice Mayor Brewer, where prayers were offered for unity, peace, and love, maintaining an apolitical stance.

Jinky highlighted a movie night organized by the Filipino and Jewish communities, discussing World War II and the courageous act of saving 1300 Jewish lives by Filipinos. The Mayor was present, emphasizing collaboration and unity at the Crest Theater.

Michael Hill reported on his application for the Congressional Black Caucus Walmart Emerging Leaders Internship. He has been selected for an interview next week and anticipates a decision the following week. Michael also mentioned a potential move on January 13 and expressed the intention to meet with the Mayor to discuss retaining his position on the commission while he is in Washington D.C. until May 15.

The MLK Breakfast is scheduled for January 13, with collaboration from Councilmember Rod Brewer, Delia, Tina, Jessica, and Michael, to be held at District 56.

Reina acknowledged Native American Heritage Month, noting the placement of a statue of California Native Man at the State Capitol within three years. Chairman Tarango led the initiative, recognizing Captain William 'Bill' Franklin for his contributions to the state

of California. Tribal leaders and many family members attended the event, emphasizing the importance of recognizing the contributions of the rightful Natives to this land.

## **7. REGULAR AGENDA ACTION ITEMS/RECOMMENDATIONS**

### **7.1 SUBJECT: Presentation from Elk Grove Speaks COMMITTEE DISCUSSION/ACTION:**

Friends and colleagues of Commissioner Delia Baulwin, through Seat at the Table and Facebook, provide valuable assistance in navigating special education resources and regulations.

Dustin Nobles, President, began as a force on social media advocating for changes to special education in EGUSD. Facing challenges, families united to fight these changes and lost an essential liaison. They transformed their protest into effective advocacy for students and families, aiming to bridge gaps between families and the district.

Recognizing the emotional nature of these events, the goal is to empower parents to attend IEP meetings alone, making the process less daunting. The community is vital, with the group actively participating in events like Harvest Festivals. The district, initially skeptical, now has the support of an Associate Superintendent who issued an apology. The focus is on aiding special education and incorporating intersectionality.

Amanda Scott, a manager at Seat at the Table, expressed her support for EG Speaks as a person with multiple disabilities. She emphasized the challenges marginalized groups face in advocating while experiencing hardships.

The group recognizes the difficulty in fixing the system but believes it becomes easier when groups come together. They seek more partnership with the city, aspiring for inclusivity for disability groups. Their focus includes working on accessible and inclusive parks, ensuring safety for autistic children and increasing visibility.

Commissioner Michael Thomas, a coach who dealt with IEP, inquired about individual schools' engagement. He highlighted the difficulty in engaging parents when students are already demoralized by the time, they reach them. The Family Community Engagement Program and Caregiver Café aim to build community and facilitate open dialogue.

The Vice Chair of CAC of Elk Grove expressed the need to bring new content based on parents' desires, struggling with outreach due to a lack of communication or advertisement.

Reina shared negative experiences in the school district, initially unaware of IEP. She suggested that Mai Vang and Rick Jennings could assist in addressing the segregation towards disabilities.

The chair identified opportunities for collaboration between the commission and Elk Grove Speaks. The CSD, responsible for parks, is not under Elk Grove proper and handles landscape architecture.

Kelly observed that within her Asian community, there is a lack of awareness and acknowledgment regarding disabilities. Recognizing this gap, she sees an opportunity for EG Speaks to be present at community events. This presence could serve as an avenue to provide valuable education and resources, fostering greater understanding and support for the issue within her community.

7.2 SUBJECT: Staff Update on Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) COMMITTEE DISCUSSION/ACTION:

Femi Omotesho from the City presented the CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) due to the commission's request for resolutions to address issues concerning women and girls. The presentation is scheduled for the December 13 Council meeting.

Femi provided a comprehensive overview of discrimination against women and girls, emphasizing the importance of signing up for non-discrimination, substantive equality, and a state obligation to back up commitments with resources.

The CEDAW initiative is coming to Elk Grove, seeking approval and adoption of the resolution. While it has never reached the Senate floor, notable figures like Jimmy Carter have endorsed it. Several cities, including LA, LA County, SF, SJ, Berkeley, and others, have adopted it with ordinances. Additionally, cities such as Irvine, Oakland, Pittsburg, Richmond, and Santa Monica have embraced the resolution. Sacramento is actively working towards joining this initiative.

Femi encouraged other cities to adopt CEDAW, highlighting it as a major movement. President Joe Biden supports CEDAW and adopting it would be a significant step forward in promoting gender equality and human rights. It signifies a commitment to creating a more just and equitable society for all.

Femi provided an understanding of the resolution on CEDAW, citing examples from Mozambique, where CEDAW enabled women to gain land rights. In Tanzania and Nigeria, before ratification, women could not inherit anything from their parents. In Ukraine and Nepal, CEDAW has been instrumental in preventing sex trafficking.

A motion was made by Delia to endorse the adoption of CEDAW for Elk Grove City Council in collaboration with the Diversity and Inclusion Commission. Reina seconded the motion, and it received unanimous approval from all members present.

7.3 SUBJECT: Diwali Event Recap

COMMITTEE DISCUSSION/ACTION:

Bhavin provided a comprehensive recap of the Diwali event, highlighting an impressive attendance of 700-800 individuals, with others patiently waiting to join.

The event received positive feedback from the Interfaith Council and Council Members, indicating its success. Bhavin expressed gratitude to the city, police department, and representatives from various communities, including Punjabi, Jain, Buddhist, Sikh, and Muslim.

A notable achievement was the collection of 700 pounds of food, contributing to a total of 6,000 pounds for the food bank. Donations ranged from \$4,000 to \$6,000, with additional support from a city grant sponsor. The amount of \$1,500 was distributed to organizations. All commission members who attended expressed joy and appreciation for the camaraderie among communities.

Looking ahead, there is consideration for a larger venue next year if one can be secured.

Commissioner Reina conveyed her desire to attend but was committed to a prior obligation – the placement of a Native on the California State Capitol, where she supported her broader Native family and represented the commission.

Her absence was understood and valued as an opportunity to share the significance of the event and honoring Bill Franklin.

7.4 SUBJECT: 2023 Goals Review

COMMITTEE DISCUSSION/ACTION:

The commission engaged in review of the 2023 goals, acknowledging a diverse set of commission objectives for the year.

7.5 SUBJECT: 2024 Proclamations and Event Collaborations

COMMITTEE DISCUSSION/ACTION:

Jinky and Kelly will be looking into proclamations for the Vietnamese and Chinese communities.

Awareness for Missing and Murdered Indigenous People (MMIP) on May 5.

Clarification on Terminology:

Resolution – Legal/Actionable

Proclamation – Ceremonial

Upcoming Proclamations/Events:

MMIW (Missing and Murdered Indigenous Women)

Mexican Independence Day

MMIP (Missing and Murdered Indigenous People)

Kelly introduced information regarding the Lunar New Year Celebration in Elk Grove:

To be held at EG Park with a \$3,000 grant from the city for the parade.

Scheduled for February 10-11.

Inclusion of the city and diversity logo.

The chair ordered a motion to extend the meeting until **8:05 PM**. All members were in favor.

7.6 SUBJECT: Commission Subcommittee Assignments/Updates

7.6.1	<b>Accessibility</b>	Baulwin	N/A
7.6.2	<b>Cultural Connections</b>	Carter, Lee-Vogt, Parikh, Tarango	N/A
7.6.3	<b>Equity Engagement</b>	Baulwin, Dolar, Tarango	N/A
7.6.4	<b>Multicultural Festival</b>	Dolar, Parikh, Hill, Thomas	N/A
7.6.5	<b>Sister Cities</b>	Lee-Vogt, Randhawa, Hill, Carter	N/A
7.6.6	<b>City Code of Ethics</b>	Lee-Vogt, Hill, Carter, Dolar	The committee met, Jessica and Tina met with the city clerk. Looking at a more positive and broader revamp of the Code of Ethics. Will meet again and advise on next steps. A draft should be available by Jan. meeting.

**8 ADJOURNMENTS**

For his last meeting, **Commissioner Gurjatinder Randhawa** called for adjournment at **8:03 PM**. Jinky seconded the motion, and all members were in favor.

**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 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 Code of Ethics

#### Preamble

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.