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AGENDA
MOUNTLAKE TERRACE
DIVERSITY, EQUITY & INCLUSION COMMISSION

Wednesday, February 16, 2022
7:00 p.m.

Remote Meeting Via
Telephone or Teleconference

1. CALL TO ORDER
2. Attendance Roll Call
3. Land Acknowledgement
4. Approval of January 19, 2022 Meeting Minutes
5. Public Comments
6. Building Roots
 - a. Discussion of DEI Logo
7. Equity Suggestions
8. Sub-Committee Update: a. Education and Resources; b. Public Outreach; and c. Policy
9. DEI Wins & Tributes
10. City Council Liaison Report
11. Commissioners Corner
12. ADJOURNMENT

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MINUTES

MOUNTLAKE TERRACE DIVERSITY EQUITY AND INCLUSION COMMISSION MEETING

January 19, 2022
7:00 p.m.

Remote Meeting Via
Telephone and Teleconference

COMMISSIONERS PRESENT

Chair Richards (Via Teleconference)
Vice Chair Deen (Via Teleconference)
Commissioner Doyle (Via Teleconference)
Commissioner Guillen (Via Teleconference)
Commissioner Meier (Via Teleconference)
Commissioner Mojumder (Via Teleconference)
Commissioner Paige Jr. (Via Teleconference)

STAFF MEMBERS PRESENT

Steve Woodard, City Council Liaison (Via Teleconference)
Rikki Fruichantie, Community Relations Specialist (Via Teleconference)
Scott Hugill, City Manager (Via Teleconference)

CALL TO ORDER

The meeting was called to order at 7:10 p.m.

Attendance Roll Call

City Manager Scott Hugill took roll via teleconference.

Land Acknowledgement

Chair Richards read the land acknowledgement statement into the record.

Approval of September 15, October 20, and November 17, 2021 Meeting Minutes

MOTION

Commissioner Paige	Move to approve the September 15, October 20,
Commissioner Guillen	and November 17, 2021 meeting minutes.

Motion carried 7-0.

Public Comments

There was no public comment.

Building Roots

a. Discussion of DEI Logo

Five logos developed with input from Chair Richards and Vice Chair Deen were shown. Chair Richards described the elements of the logos, including the “mountain” from the city logo. The

logos include:

- Letters Filled Option
- Rainbow Option
- Simple Option 1
- Simple Option 2
- Teal/Pink Option.

Following discussion by Commission members, Chair Richards asked if there was consensus on the “Letter Filled Option,” with some options to include the “mountain.” Vice Chair Deen suggested options to also include contrast. Ms. Fruichantie asked about the smaller text of the logo, if it should be changed to “DEIC.”

Chair Richards asked about how the logo could be used.

- Businesses
- Cars
- Table cloths at events
- Banners.

Commissioner Paige suggested developing a strategic plan to share with the Council as part of a budget request could fund logos, etc. Mr. Hugill noted the Council and City Manager programs have budget for smaller items, such as getting some logo stickers made for momentum, and also going to Council for approval of a DEIC program budget.

Commissioner Paige suggested identifying how many business cards to order based on use. The Commission’s workplan will help determine the number. Chair Richards added this is not a one-time order, and that more cards can be ordered over time.

Chair Richards asked Commissioners to consider what they would like to see: car stickers, banners, etc. Commissioner Mojumder recommended using the logo as an opportunity to drive people to the website.

Equity Suggestions

Commissioner Paige suggested using the logo of, “Together. We Are.” as how the Commission can make the together better.

Chair Richards asked about city funds or programs to help people during the snow storm get out of their homes or be checked on. Commissioner Paige suggested that Commissioners need to ask questions of the city from an equitable standpoint because they might not be thinking that way (e.g., “What is the city doing to help those without air conditioning during the heat wave?”).

Sub-Committee Update: a. Education and Resources; b. Public Outreach; and c. Policy

Commissioner Paige reviewed his LFRE Strategy Chart pursuing the goal of increasing diversity within the Mountlake Terrace Police Department. Items include:

- How does it look?
- What can improve?
- Who can help?

- Updating website
- Targeted recruitment.

Commissioner Guillen noted the committee had developed a calendar with multi-cultural holidays for the city to use on social media to raise awareness of others in the community.

Commissioner Paige asked if the Commission was supportive of the “Together. We are.” Statement, and if so, to include it on the webpage. The Commission concurred.

DEI Wins & Tributes

Chair Richards noted the permits for the Keystone Pipeline had been revoked, and Beto O’Rourke’s campaign had made 151,000 calls to senior citizens in one night to check on them in a storm. Also, the first Native American was selected to serve on a Cabinet seat, and Josh Bida was elected to the Lynnwood City Council.

City Council Liaison Report

Councilmember Woodard discussed the following:

- Council selection of Mayor and Mayor Pro Tem; approval of an agreement with the Housing Authority of Snohomish County (HASCO); and review of department performance measures.
- Over 80 people of color were elected to positions in Washington in the November election.

Commissioners Corner

Commissioner Paige shared he attended the diversity storytelling workshop.

The Concern for Neighbors Foodbank was recognized at the Lift Every Voice Legacy (LEVL) event on January 18.

ADJOURNMENT

The meeting adjourned at 9:00 p.m.

These minutes are subject to approval at the February 16, 2022 Meeting.