



*Incorporated July 1, 2000*

# **City of Elk Grove**

## **Diversity and Inclusion Commission**

### **REGULAR MEETING AGENDA**

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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**

**2. APPROVAL OF AGENDA**

**3. APPROVAL OF PAST MEETING MINUTES**

**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.

**5. GENERAL ADMINISTRATIVE UPDATE**

- 5.1. Meeting Norms
- 5.2. New Member Introduction, Kelly Le
- 5.3. Member Departure and Appreciation

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

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

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

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

7.3 SUBJECT: Diwali Event Recap  
COMMITTEE DISCUSSION/ACTION:

7.4 SUBJECT: 2023 Goals Review  
COMMITTEE DISCUSSION/ACTION:

7.5 SUBJECT: 2024 Proclamations and Event Collaborations  
COMMITTEE DISCUSSION/ACTION:

7.6 SUBJECT: Commission Subcommittee Assignments/Updates  
7.6.1 Accessibility: *Baulwin*  
7.6.2 Cultural Connections: *Carter/Lee-Vogt/Parikh/Tarango*  
7.6.3 Equity Engagement: *Baulwin/ Dolar/Tarango*  
7.6.4 Multicultural Festival: *Dolar /Parikh/Hill/Thomas*  
7.6.5 Sister Cities: *Lee-Vogt/Randhawa/Hill/Carter*  
7.6.6 City Code of Ethics: *Lee-Vogt/Hill/Carter/Dolar*  
COMMITTEE DISCUSSION/ACTION:

## **8 ADJOURNMENT**

### **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.