



Incorporated July 1, 2000

City of Elk Grove

Diversity and Inclusion Commission SPECIAL MEETING MINUTES

COMMISSIONERS

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

Tuesday, September 12, 2023

The Center at District56 Conference Room

**8230 Civic Center Drive
Elk Grove, CA 95757 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 6:07PM

Present: Chair Tina Lee-Vogt, Vice Chair Jessica Carter, Recorder Michael Hill,
Communications Lead Michael Thomas, Delia Baulwin, Jinky Dolar, Bhavin Parikh,
Gurjatinder Randhawa, Reina Tarango

ALL MEMBERS PRESENT

2. APPROVAL OF AGENDA

Bhavin motioned to Approve, Michael T. seconded the motion, all members in favor.

3. APPROVAL OF PAST MEETING MINUTES

Delia motioned to Approve, Bhavin 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.

- A member of the public, Nichole, who is a resident of Elk Grove, has applied to join the commission. She is attending this meeting to gain a better understanding of our direction and goals. Delia noted that Nichole works as the CalHR Division Chief and would bring added value to the commission.

5. GENERAL ADMINISTRATIVE UPDATE

- Jason is covering for Citizen Academy.
- Open recruitment for a commission vacancy, which closes on September 20th.
- September 27th meeting to observe Indigenous Peoples Day.
- Proposed the acknowledgment of Indigenous land.
- Annual update rescheduled to a tentative date of November 8th, involving the proclamation of Native American Heritage Month and Sikh Appreciation Heritage Month.
- Cultural Connections: California Tribal Showcase media cards are available. The event is scheduled for Thursday, October 5th, at District 56.

6. COMMISSIONER COMMENTS/REPORTS/FUTURE AGENDA ITEMS

- Jinky and Bhavin are organizing a mental health forum on World Mental Health Day. The event will feature speakers, including a therapist and a psychiatrist, aiming to reduce stigma. It will take place at Rancho Cordova Campus from 6 to 8 PM, with the participation of about 15 non-profit organizations.
- Jinky briefly mentioned Autumn Lantern Festival ongoing and will send information to Krystyn to disperse to members.
- Bhavin announced an upcoming Diwali event on November 9th, expected to host 800 attendees. Local non-profits are collaborating for this celebration.
- Assembly Member Nguyen is organizing a movie day at Pocket Road in collaboration with three organizations: Laguna Town Hall (40-50 booths), City of Elk Grove (sponsorship), and OCA (Jap Chamber of Commerce) with a contribution of \$1500.
- Delia mentioned that EG Speaks is open to creating more sensory rooms.
- Reina will forward information about the Breast Cancer Walk in October.
- There is also a domestic violence event hosted by the tribe, and Jason suggested having EGPD make a presentation on it.

7. REGULAR AGENDA ACTION ITEMS/RECOMMENDATIONS

7.1 SUBJECT: Review draft proclamation honoring Indigenous Peoples' Day COMMITTEE DISCUSSION/ACTION:

- The discussion surrounding the draft proclamation was comprehensive, leading to the examination of several key aspects of the proclamation drafting process. It was noted that the Chair has been diligently working on this matter and has updated the commission on their efforts over the past two months. Concerns were raised about the limited participation of other members, particularly those directly involved in the community being honored. Commissioners also expressed their support for the Chair's commitment to meeting the city's strict deadline to ensure the recognition of the community this year.
- Several updates were identified as necessary for the proclamation, as pointed out by Reina, Michael T., Jessica, and Delia. Among the notable discussions was the proposal to change the wording from 'tolerance' to 'acceptance,' as it was deemed more appropriate. This change was successfully amended.
- Jessica motioned to approve the revised draft proclamation, and Bhavin seconded the motion.

Voting Results:

All in favor.

Michael T opposed, emphasizing the importance of a thorough consideration process and caution against rushing through it.

7.2 SUBJECT: Receive an update on the creation of a Land Acknowledgement COMMITTEE DISCUSSION/ACTION:

- The mayor conducted a test run of a Land Acknowledgment at the Multicultural Festival, and the reception was overwhelmingly positive.
- The Chair provided an update on the progress of the official Land Acknowledgment, which has been mutually agreed upon by both the City and the Tribe.
- The Chair inquired whether the commission would be open to expressing its support for the updated version in the form of an email statement and through our work on the land acknowledgment during the process. The commission reached a consensus to include language that conveys their support.

7.3 SUBJECT: Recap the 2023 Elk Grove Multicultural Festival COMMITTEE DISCUSSION/ACTION:

Jodie Moreno provided an update to the commission regarding the 2023 Elk Grove Multicultural Festival:

Jodie expressed that the festival was fantastic and highlighted the favorable weather conditions.

Notable Achievements:

- Two TV appearances on FOX40 and ABC10.
- Featuring seven bands and eight dance groups.
- Seventeen food vendors participated.
- A total of 94 booths were set up.
- Approximately 8,000 attendees enjoyed the festival.
- Sponsorships amounted to \$22,000.
- The event saw significant volunteer support.

New Additions and Initiatives:

- Introduced a community painting activity.
- Closed off a road section with the assistance of the Police Department and Public Works.
- Set up a sensory room, which accommodated over 450 participants.

Discussion Points:

- Exploring ways to enhance parking facilities for future festivals.
- Considering shortening the Interfaith segment of the festival.

The next *Elk Grove Multicultural Festival* is scheduled for September 14, 2024.

7.4. SUBJECT: Communications Lead Update
COMMITTEE DISCUSSION/ACTION:

- Communications Lead Michael Thomas provided an update during the meeting. He emphasized the need for all upcoming events to be submitted to Kristyn Laurence promptly. This submission is essential as it enables the events to be added to the commission's calendar, along with any associated proclamations.

7.5. SUBJECT: Commission Subcommittee Assignments/Updates

7.5.1. Accessibility: *Baulwin* – **No update**

7.5.2. Cultural Connections: *Carter/Lee-Vogt/Parikh/Tarango* – **CA Tribal Showcase on Thursday October 5**

7.5.3. Equity Engagement: *Baulwin/ Dolar/Tarango* – **Meeting tentative in next couple weeks; EG Speaks looking to connect with commission.**

7.5.4. Land Acknowledgement: *Baulwin/Carter/Tarango* – **Covered in meeting.**

7.5.5. Multicultural Festival: *Dolar /Parikh/Hill/Thomas* – **Covered in meeting.**

7.5.6. Sister Cities: *Lee-Vogt/Randhawa/Hill/Carter* – **No update**

7.5.7. City Code of Ethics: *Lee-Vogt/Hill/Carter/Dolar*
COMMITTEE DISCUSSION/ACTION: **No update**

End of Meeting Statements:

- Michael Thomas emphasized the critical role of meaningful and intentional conversations in our ongoing efforts to enhance support for the diverse communities we serve. He underscored the need for these conversations to be characterized by authenticity and depth, encouraging members to engage in dialogues that extend beyond the surface level. Michael particularly emphasized the importance of addressing current issues within the broader context of historical events, acknowledging that an understanding of historical perspectives is integral to effectively serving our communities in the present.
- Michael spoke passionately about the imperative to speak the truth, particularly when discussing sensitive or challenging topics. He encouraged commission members to be forthright and honest in their exchanges, highlighting that doing so fosters a more empathetic and inclusive atmosphere that can ultimately lead to more equitable solutions and support for those we serve.
- Members recognized that, despite shared goals and objectives, there have been instances of unspoken personal tensions and differing positions among members that, if unaddressed, could hinder the commission's effectiveness.
- The conversation delved into exploring strategies and initiatives that could help address these tensions and promote greater cohesion and collaboration. Members openly discussed the importance of creating a safe space for dialogue where any concerns or differences could be acknowledged and addressed constructively.
- Several commissioners shared their perspectives on the need for team-building activities, training in conflict resolution, and the establishment of clear communication channels to ensure that all voices are heard and valued. They recognized that fostering unity within the commission was not only essential for its internal dynamics but also crucial for the commission's ability to effectively serve the community it represents.
- Given time constraints, the discussion was temporarily tabled, with members requesting its inclusion as a future agenda item to continue the broader discourse.

8. ADJOURNMENT

Jessica motioned to Adjourn, Jinky seconded the motion, all members in favor.

Meeting adjourned at 7:57PM

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

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.