



*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, Bhavin Parikh,  
Gurjatinder Randhawa, Reina Tarango

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**Tuesday, October 17, 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 presenters 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**

- Agenda Item 7.1 Presentation by Elk Grove Speaks postponed to November meeting.
- Bhavin motioned to Approve agenda as amended, Reina seconded the motion, all members in favor.

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

- Jessica motioned to Approve, Jinky 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.

- None.

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

- Kristyn out for today's meeting, all updates given by *Sergeant Jimenez*.
- Our Commission's Annual Update is November 8<sup>th</sup>.
- Vacancy for Commission is to be filled on October 25 Council Meeting
- October 14 Badges VS Axes Basketball Game was fun, with EG Fire Department winning in the last four seconds with a two-point lead. Over \$3,000.00 USD Raised for Special Olympics
- EGPD also participated in FAITH in BLUE by visiting 14 different houses of worship for community engagement.

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

- Bhavin provided a comprehensive recap of the Mental Health Forum held on October 10th, emphasizing our commitment to extending support to the community. Highlighted establishment of a community resource list encompassing addiction, gambling, and domestic violence resources, underscoring our commitment to sharing these vital assets with those in need.
- "My Sister's House - Run for Safe Haven," which will take place on October 28th at William Land Park. This event is a significant opportunity to support those affected by domestic violence.

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

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

This item has been rescheduled and will be addressed during the November meeting.

**7.2 SUBJECT: Presentation from the Sacramento Valley Manufacturing Association  
COMMITTEE DISCUSSION/ACTION:**

*Dean Peckum* came to discuss the formation of a manufacturing training program in the area, developed in collaboration with the City of Elk Grove.

Partnered with Charles A. Jones Career and Education Center, a Manufacturing and Training Center was established in 2020.

An agreement with the City of Elk Grove was secured to support non-profits in submitting workforce development programs.

The program, free to Elk Grove residents, covers various training aspects, including a 1-day forklift class, a 1-week material handling class, welding, machining, and more, spanning a full 9-month period.

There are currently 13 enrollees, eight from Elk Grove. Two participants graduated in June, and two more are expected to graduate in November.

Enrollment into the program operates on a quarterly basis.

Efforts are being made to promote the program through social media, the CSD, Chamber of Commerce, Elk Grove Unified, local job centers, and neighborhood markets.

The program aims to be more diverse and attract more women.

Numerous businesses in the area have been engaged, and discussions are ongoing with employers in Elk Grove and the wider region.

Collaborations with organizations like the Sacramento Urban League and the Regional Workforce Investment Board have been established.

The program offers job placement for residents, along with a bonus for those employed for 90 days.

Requirements for participation include being 18 or older, having a high school diploma or equivalent, and passing basic math and English tests.

The target capacity for the program is between 15 and 30 participants.

The toughest aspect of community engagement was discussed.

**7.3 SUBJECT: Review Draft Proclamation for Native American Heritage Month  
COMMITTEE DISCUSSION/ACTION:**

A brief discussion occurred regarding the mentioning of specific names, with Reina providing additional context and acknowledging the significant contribution of Chairman Jesus Tarango.

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

**7.4 SUBJECT: Cultural Connections Recap  
COMMITTEE DISCUSSION/ACTION:**

The Cultural Connections event was described as a significant and meaningful occasion. Reina expressed her appreciation for everyone's support at the event.

There's a desire to for more partnerships in the future.

Notable attendees at the event included the Elk Grove Mayor, Police Chief, City Manager, and members of the Elk Grove School Board.

**7.5 SUBJECT: Planning Update for Diwali Festival of Lights  
COMMITTEE DISCUSSION/ACTION:**

The Diwali Festival of Lights event was initiated five years ago, starting at City Hall with 500 attendees. In the second year, it moved to Laguna Town Hall and drew 1,200 participants. The event was put on hold during the pandemic, and it was emphasized that volunteers play a crucial role.

Monica Patel delivered a presentation, highlighting how the Diwali event at Cultural Connections is celebrated by Hindus, Sikhs, and Buddhists. It signifies the start of the holiday season.

The event is scheduled for **November 7th, from 6 PM to 9 PM.**

An update on logistics was provided, which included the involvement of 12 companies, 80 volunteers, portable photobooths, cultural performances, a fashion show, and food and refreshments.

The event successfully raised \$3,000 in one day and collected 5,000 lbs. of food to benefit 250 families and local food pantries.

The primary goal of the event is to promote diversity, understanding, and support through various activities.

**7.6 SUBJECT: Prepare for Annual Update to Council  
COMMITTEE DISCUSSION/ACTION:**

The annual update to the Council is scheduled for **November 8th**.

The chair expressed a desire to showcase the organization's activities comprehensively, emphasizing the importance of highlighting their initiatives. It was noted that the Council is already well acquainted with the organization's work, so a focus on the visual aspect, including photos, was encouraged.

Key areas to highlight include LGBTQ+ events and flag raisings, multicultural endeavors, Cultural Connections, the sensory room, land acknowledgment, and proclamations. The availability of photos, especially in the following week, was preferred to support the presentation.

**7.7 SUBJECT: Commission Subcommittee Assignments/Updates**

<b>7.7.1</b>	<b>Accessibility</b>	Baulwin	N/A
<b>7.7.2</b>	<b>Cultural Connections</b>	Carter, Lee-Vogt, Parikh, Tarango	N/A Recapped in Item 7.4, Jinky interested in planning for Lunar New Year
<b>7.7.3</b>	<b>Equity Engagement</b>	Baulwin, Dolar, Tarango	<b>November 20<sup>th</sup>, 5pm - 8pm</b> Transgender Day of Remembrance event
<b>7.7.4</b>	<b>Land Acknowledgement</b>	Baulwin, Carter, Tarango	Completed.
<b>7.7.5</b>	<b>Multicultural Festival</b>	Dolar, Parikh, Hill, Thomas	N/A
<b>7.7.6</b>	<b>Sister Cities</b>	Lee-Vogt, Randhawa, Hill, Carter	N/A
<b>7.7.7</b>	<b>City Code of Ethics</b>	Lee-Vogt, Hill, Carter, Dolar	Will set up discussion date within next month before next meeting

**COMMITTEE DISCUSSION/ACTION:**

The Youth Commission Representative, *Ohm Shah*, provided an update on their activities, including plans for the May Heritage Festival. They discussed their annual food drive scheduled during the holiday season, aiming to increase participation by incorporating it into the Heritage Event to reach a broader audience.

## **8 ADJOURNMENTS**

- Jessica motioned to adjourn, Jinky seconded the motion, all members in favor. Meeting adjourned at **7:29PM**.

### **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

Diversity & Inclusion Commission

- 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.