



City of Twin Falls Diversity and Inclusion Committee
Agenda

Wednesday, May 1, 2019, 4:00 PM

City Hall
203 Main Avenue East – Twin Falls, Idaho

**SPECIAL MEETING NOTICE AND AGENDA
FOR THE
DIVERSITY AND INCLUSION COMMITTEE**

A QUORUM OF THE CITY COUNCIL MAY BE IN ATTENDANCE

Committee Members:

Richard Aldama, Liyah Babayan, Daniel Gardner, Cole Kraut, Stephanie Nevarez,
Alejandra Hernandez, Kevin Williams

City Staff: Travis Rothweiler, City Manager

Mandi Thomson, Grant & Community Relations Manager

1) Confirmation of Quorum/Call Meeting to Order

2) Consent Calendar

3) Items of Consideration

- a) Introduction of Committee Members and City staff.
- b) Review of the City of Twin Falls Diversity and Inclusion Committee Charter.
- c) Select a permanent day and time for the monthly meeting.
- d) Review Open Meeting Laws.
- e) Connection to the City of Twin Falls Strategic Plan.
- f) Next steps

4) Adjournment

City of Twin Falls Diversity and Inclusion Committee Charter

Background:

In July 2018, a group of concerned community members and organizations requested the City Council consider the adoption of a resolution condemning the separation of families at the US-Mexican border. While the Council declined to adopt the resolution, they requested that the City Manager and staff engage with this group and work to find and develop opportunities to accomplish shared goals.

Included in the City's Strategic Plan is Focus Area 7 – Responsible Community. The 2030 vision for this focus area states, "The Twin Falls community has retained its human face as it has grown over time. New residents are welcomed and made to feel part of the tightly knit community. A vital aging population is an active segment of the population. The community is actively engaged in the various public, private, civic, arts and religious institutions serving the area through volunteerism and involvement in neighborhood and local government activities." One of the goals of Focus Area 7 is that the City will seek the community's involvement in carrying out its responsibilities.

Additionally, the City Council set a goal for the City Manager to "explore and identify specific needs within the immigrant communities in Twin Falls, as well as other marginalized groups, seeking to meet and/or enhance meeting these needs within existing City services, and potentially establishing a Diversity Council, Commission or Committee."

A group of interested citizens met with the Mayor and City Manager on September 4, 2018. This one conversation led to several additional meetings in which both sides have worked to develop a dialogue of understanding, sharing a common interest in ensuring all residents have access to and receive the highest level of services possible from the city.

Research was completed on the work being done in other communities on the topics of inclusion, equity, and diversity. Information from communities in Idaho, Oregon, Utah, and Washington have been used to inform conversations and provide examples of ways to create opportunities for greater participation in local government.

The plan is to create a group, much like the Economic Development Ready Team, that will advise the City Manager and City staff on issues related to diversity and inclusion and help further the goals of the City's strategic plan. This group will also work to identify challenges and remove barriers to accessing local government for all residents, including but not limited to: Hispanics/Latinos, refugees, immigrants, African Americans, senior citizens, those who are physically and mentally disabled, LGBTQ+, and the broad spectrum of religious faiths within the Twin Falls community.

Purpose:

The purpose of the Twin Falls Diversity and Inclusion Committee, hereinafter referred to as the “Committee,” is to:

- Provide advice and assistance on topics related to inclusion and diversity;
- Serve as advocates by building, engaging, and mobilizing positive strategies of inclusion and increased civic engagement;
- Serve as a conduit of communication between community members and City administration and staff, highlighting challenges as well as opportunities;
- Build trust, relationships, and partnerships with various communities to better understand and identify barriers and further the goals of the strategic plan.

Roles and Responsibilities:

The role of the Committee includes:

- Focus on promoting and fostering a neighborly community in which all individuals are treated equally, constructive ideas and opinions are valued and work is done in the spirit of cooperation and respect;
- Work to increase community awareness and education related to issues of diversity and inclusion;
- Assist in improving communication among members of the community and city leaders by serving as a resource on matter related to diversity and inclusion;
- Develop and recommend ongoing events and opportunities to engage with marginalized groups within Twin Falls;
- Work to create collaborative partnerships with community organizations that are already doing work on diversity and inclusion in Twin Falls and engage in existing and ongoing events and opportunities through these partnership.

Objectives:

- Lead and participate in community listening sessions throughout Twin Falls designed to encourage constructive dialogue among city leaders and staff and members of historically underrepresented and marginalized communities;
- Create an informed, responsive, and inclusive relationship in order to encourage engagement in volunteer and service opportunities for members of marginalized communities;

- Strengthen and coordinate responses to requests and concerns within the community regarding issues of diversity and inclusion.

Committee Meetings

It is anticipated that the Committee will meet twice per month. One meeting will be held at City Hall, publicly noticed, and streamed on the city website. Official meeting minutes will be kept and publicly posted. This will be considered the business meeting of the month and will take place at a regularly scheduled date and time determined to be convenient for the majority of the members, ensuring maximum participation.

Additional meetings may be held at the discretion of the Committee members.

The City Council will be kept abreast of the work of the Committee through regular reports from the City Manager. The City Manager and members of the Committee will make an annual report of the Committee's accomplishments and annual work plan to City Council and the community.

Membership:

The Committee shall consist of no less than five (5) and no more than nine (9) volunteers who are passionate and reflect the diversity of Twin Falls and provide representation from a reasonably broad spectrum of the community, including but not limited to diversity of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, and other ideologies. Members will be selected by the City Manager. Members must live, work, volunteer, worship or be enrolled in school within the City of Twin Falls. The Committee will also include members of City staff, who will serve in an ex-officio, non-voting capacity.

Term:

Each Committee member will serve a 3-year term to coincide with the City's fiscal year (October 1 – September 30). Memberships will be staggered so that no more than one-half of the members will be newly appointed each term. The first members will be appointed as follows: three (3) will be appointed for a one-year term, three (3) will be appointed for a two-year term and three (3) will be appointed for a three-year term. No member may serve more than two (2) full terms or six (6) consecutive years on the Committee.

This document may be modified or amended as needed or recommended.