



City of Twin Falls Diversity and Inclusion Committee Minutes

Wednesday, August 7, 2019, 4:00 PM

203 Main Avenue East

City Hall - City Council Overflow Room

1) CALL MEETING TO ORDER/CONFIRMATION OF QUORUM

Present: Richard Aldama, Liyah Babayan, Alejandra Hernandez, Stephanie Nevarez

Absent: Cole Kraut, Daniel Gardner

City Staff: Travis Rothweiler, City Manager; Mandi Thompson, Grant & Community Relations Manager; Craig Kingsbury, Police Chief; J.P. O'Donnell, Police Officer; Anthony Barnhart, Police Captain; Brian Pike, Deputy City Manager

Travis Rothweiler brought the meeting to order at 4:00 p.m. A quorum was present.

For the record, Mr. Kevin Williams resigned from the committee. Daniel Gardner was unable to attend today's meeting due to a scheduling conflict. Staff will contact Cole Kraut in regards to his absence.

2) CONSENT CALENDAR

- a) Request to approve the Wednesday, July 10, Diversity and Inclusion Minutes.

MOTION:

Stephanie Nevarez moved to approve the minutes. Liyah Babayan seconded the motion. Voice vote showed all members present voted in favor of the motion. Approved 4 to 0.

3) ITEMS OF CONSIDERATION

- a) Discussion of Charter

Alejandra Hernandez spoke on the following.

- Ready to take action and begin scheduling listening sessions
- The purpose of the committee is to serve the community
- Integration of those in new communities and integrate those communities within our own community
- Important to be intentional in staying on purpose and avoid personal agendas

She reviewed the following portion of the charter:

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.*

Travis Rothweiler explained the importance of moving forward and setting up listening sessions, and receiving community feedback.

Richard Aldama asked for the current status of the Latino Advisory Group that was formed in November 2015.

Travis Rothweiler explained the group dissolved for various reasons, primarily, it did not define a role and purpose. The group started out with approximately 30 people and overtime attendance dwindled to a handful of people, and eventually, people stopped attending meeting.

Team discussion followed.

- Building relationships and trust within the community
- Importance of presenting the charter to the community
- Listen to concerns and ideas and explain the committee's role and expectations

b) Review a contact list of civic groups, listening groups, and events.

Contact list of civic groups and listening groups

- Transgender community-discuss the lack of medical services for the process of transitioning
- Senior citizens - discuss housing
- El Milagro Housing Project - discuss housing, affordable childcare, and educational services for the Latino community.
- College of Southern Idaho Student Senate - Diversity Group and Latino in Action Group
- Optimist Youth Housing
- Transitional homes - discuss housing, employment and community support
- Civic Groups - Rotary
- Refugee Center
- La Posada
- The Community Council of Idaho
- Immigration attorneys (Salazar Law and Law Office of Brian Tanner).

Upcoming Events

Yvonne Ray invited the committee to attend the following events:

National Overdose Awareness Day to be held on August 31st, Downtown Commons. Presentations will begin at 11 am., and hosted by Recovery in Motion; and to the Citizenship Event for Hispanic and Latino people to be held in October.

Liyah Babayan reported on the Nepalese Festival to take place at the end of September at the First Presbyterian Church. In regards to creative outlets to reach people, she suggested having a community assessment survey to measure some of the experiences people have for services within this organization, how they feel about their safety in areas in which government covers in the space of public safety, and have contacts contacting the committee.

Team discussion followed.

Alejandra Hernandez explained her concern of the negative impact in developing surveys. The committee's purpose and goal is to listen and hear concerns and challenges living in Twin Falls.

Travis Rothweiler stated that the City's Citizen Survey is sent out on a bi-annual basis and may hold information on safety in our community. Mandi Thompson explained what questions are asked on the survey.

Mandi Thompson stated that she will start a Google document that will list civic groups, community groups, and community events that may be applicable to the work of this committee. Anyone can add to the document. Include times and dates that groups meet, contact names and information. Committee members can share input as to what meetings they can attend.

Alejandra Hernandez discussed her concerns in regards to individual time restraints in attending civic group meetings.

Liyah Babayan spoke on her concerns in regards to the total count of the census and suggested a meeting with the organization. Travis Rothweiler stated that the census bureau has made presentations at the City Council meeting and he will invite the local representative to an upcoming committee meeting. This would be part of the committee's learning and education. The Mayor, Shawn Barigar, has engaged in conversations with the census bureau.

c) Coordination of Listening Sessions

c) Discussion on Community Listening Training

Mandi Thompson explained that as part of another project, the city received a grant from the Blue Cross of Idaho Foundation on health called Community Transportation Grant. The purpose of the grant is to address childhood obesity and access to healthy food in Twin Falls. The City of Twin Falls is its fiscal agent and is a collaborative project with community partners. This comes with an eight to nine month process of learning about our community. The group the foundation has hired is Sparks Strategic Solutions, a consulting firm out of Boise. The chief training officer discussed doing training in another capacity and that sparked the possibility of providing training to the committee on

perspective and engagement and how to go out in the community and listen. The city asked the firm to put together a proposal for in-house training with the city's executive management team, executive leadership team and leaders in our organization. One portion of the training is called Perspective Transformation. This is to establish a common language and common understanding; and, and establish bonds and trust within the community. The second portion of the training is to provide the framework and tools to host community conversations. A meeting has been set with Sparks Consulting for August 28, 2019, to discuss training and cost.

Liyah Babayan asked if this could be open to the public, school district, hospital and other partners within the community. Mandi Thompson stated that partnering with other agencies could be of some benefit

Alejandra Hernandez spoke on an Arbinger Institute workshop she attended in Salt Lake City. The workshop focuses on developing and implementing an outward mindset. She is now a certified Arbinger trainer and would like to bring information to the committee. Cost would be minimum.

Team discussion followed on presenting the Diversity & Inclusion Committee charter to the public.

Travis Rothweiler would like to schedule a presentation to update the City Council on the Diversity & Inclusion Committee in the month of October. He asked the committee to check their availability to attend a 5:00 p.m. City Council meeting.

4) ADJOURNMENT

Travis Rothweiler reported on the upcoming events.

The City of Twin Falls will be providing in-house training for employees by AmeriBen Human Resource Consulting. The topic for discussion, "Respectful Workplace." He will report back to the Diversity & Inclusion Committee to find a way to incorporate other learning opportunities.

Diversity & Inclusion Committee applications will be received through August 16, 2019. Interviews will be held on Monday, August 26, 2019. Alejandra Hernandez and Stephanie Nevarez volunteered to serve on the interview committee with Shawn Barigar, Travis Rothweiler, and Mandi Thompson.

The next meeting of the committee will be held on Wednesday, September 4, 2019, at 4:00 p.m.

Discussion followed on touring the Refugee Center prior to the next scheduled meeting or schedule for the September 4th, meeting.



Leila Sanchez, Deputy City Clerk