

**EQUITY STEERING COMMITTEE**

City Hall: Community Room

**MINUTES**

SEPTEMBER 26, 2024

- The meeting began at 6:04 p.m.
  - In attendance were Seyona Belai, Aneesa Turbovsky, Nikki Storm, Cameron Ruen, Elizabeth Start, Shayna Justus, and Roberto Arreola Moreno.
  - Staff present included Gabriela Santoyo Gutierrez (Equity and Inclusion Coordinator) and Emma Sagor (City Manager)
  - One community member was present
  
- Gabriela gave an overview of the three tracks of the city's equity plan and the committee's priority calendar for the past year.
- The group was then asked what they enjoyed or are most proud of accomplishing this past year?
  - Creation of the MCEF
  - Getting a workplan! Gaining traction\*
  - Getting a chance to talk to and work with council directly
  - Getting a chance to meet, discuss, and circle back with city staff on previous projects
- Priorities conversation
  - Are there any that we haven't considered and would want to add?
    - One ESC member: Would like to keep going this direction. Like the list.
    - Second ESC member: I would suggest shrinking the amount. We couldn't get through very much. Limit to two/three priorities?
    - Third ESC member: We can always revisit these and see how we did
    - First ESC member: Agreed with reducing/paring down. There is some overlap.
    - Fourth ESC member: Agree, simplify.
    - Fifth ESC member: Want to do something that's feasible. Don't want to lose any but want to accomplish something.
  - Second ESC member: How much can we dictate what we want to do?
    - Emma: Throw out ideas! Then we can have an honest conversation about what's possible and how we make it happen.

- ESC member: Want to see more visibility of what we do. I want to do things that truly bring people together.
- Gabriela: Let's do a new vote and ranking our current priorities list and we can also reconsider the idea of sub-committees later for more specific projects.

• Prioritization ranked choice:

Topic	1 (6 pts)	2 (5 pts)	3 (4 pts)	4 (3 pts)	5 (2 pts)	6 (1 pt)	Weighted Score
Communication and storytelling		XX (10)	XXX (12)		XX (10)		32
Engagement pathways	XX (12)	XXXX (20)					32
Recruitment, hiring, retention			XX (8)		XXXX (10)		18
Naming of spaces and places			X (4)	X (3)		XXXXX (5)	12
Equitable procurement				XXXXX (15)		X (1)	16
Accessibility	XXXXX (30)	X (5)	X (4)				39

Other observations:

- ESC member: Feels like it breaks down into internal v. external, short term v. long term
- Second ESC member: Policy development and data collection as lenses
- Third ESC member: Advocacy v. project work

Deliverable brainstorming:

Topic	Deliverable brainstorm/what we want to see
Accessibility	<ul style="list-style-type: none"> <li>• Advocacy:               <ul style="list-style-type: none"> <li>○ Mobility options</li> <li>○ Metro 311</li> <li>○ Connections to TSP, King Road</li> <li>○ YouthPass</li> </ul> </li> <li>• ESC Projects:               <ul style="list-style-type: none"> <li>○ Accessibility audit (for wheelchair users)</li> <li>○ Improvements to website, pilot, imagery</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ How to navigate government; “so you want to make a difference in Milwaukie?” <ul style="list-style-type: none"> <li>▪ Social media campaign</li> </ul> </li> <li>○ Make events (city and community-led) more accessible</li> <li>○ MCEF – make the application process</li> </ul>
Engagement Pathways	<ul style="list-style-type: none"> <li>• Advocacy <ul style="list-style-type: none"> <li>○ YouthPass</li> </ul> </li> <li>• ESC Projects: <ul style="list-style-type: none"> <li>○ How to navigate government; “so you want to make a difference in Milwaukie?” <ul style="list-style-type: none"> <li>▪ Social media campaign</li> </ul> </li> </ul> </li> </ul> <p>#MakeYourMarkMilwaukie</p> <ul style="list-style-type: none"> <li>○ Ardenwald 100<sup>th</sup> Anniversary – events</li> <li>○ 1-2 events a year to table at</li> </ul>
	Others TBD

- Next steps:
  - Retreat – Connection and relationship building time
  - Roadmap – Emma and Gabriela to develop before November meeting
  - October and November meetings – Metrics work
  - December – Break!
  - January 2025 – Review priorities roadmap and kick-off our awesome accessibility and engagement work.
  - Emma/Gabriela to do a better job-sharing transportation updates
  
- Meeting adjourned at 8:03pm