



CITY OF MARSHALL
Diversity, Equity, and Inclusion Commission
A g e n d a
Wednesday, March 2, 2022 at 3:00 PM
City Hall, 344 West Main St.

APPROVAL OF AGENDA

1. Consider Approval of the February 2, 2022 Minutes
2. World Cafe Recap (5 minutes)
3. Welcome Week – Pablo (30 minutes)
4. Co-Chair nominations (vote)
5. Other

ADJOURN

VISION STATEMENT: The City of Marshall is dedicated to building a welcoming, inclusive, and racially equitable community.

MISSION STATEMENT: Create and sustain an ongoing dialogue, through which we explore inequities, share information, and be a change agent for race equity within our community.

MINUTES
DIVERSITY, EQUITY, AND INCLUSION COMMISSION
Wednesday, March 2, 2022 – 3:00 PM
City Hall, 344 West Main Street
On Main and Zoom

AT LARGE MEMBERS PRESENT: Jay Lee, Michele Knife Sterner, Marcy Heemeyer, Sara Runchey, John DeCramer

STANDING POSITION MEMBERS PRESENT: Beth Wilms, Ted Stamp, Samira Sheikh, Denae Winter, See Moua-Leske, Beth Ritter,

ABSENT: Joyce Tofte, George Taylor, Nicole DeBoer, Tim Mok (Avera), Kumara Jayasuriya (SMSU), Lauren Mellenthin, Monica Talamantes, Don Robertson, Kyle Box (City Clerk)

STAFF PRESENT: Addy Wolbaum (DEI Assistant), Amanda Beckler (Community Education Coordinator), Sharon Hanson (City Administrator)

OTHERS PRESENT: Anissa Waterhouse (YWCA)

Meeting called to order at 3:05

At 3:05 the meeting was called to order and Jay Lee asked for approval of the minutes: Member Runchey moved approval.

Consideration of co-chairs, Lee asked for review of the bylaws. Lee asked for co-chair nominations. DeCramer provided input on the process in which to nominate co-chairs. Runchey nominated Michele Knife Sterner. Lee nominated Marcy Heemeyer. DeCramer suggested that we have rotating co-chairs for continuity.

DeCramer made a motion to rotate co-chair positions. Seconded by Ritter. Lee asked that we table discussion to give the YWCA time to present.

Anissa with the YWCA asked if the event will be in person or virtual. Beckler provided information that the Cultures on the Prairie event will be hybrid and we will have moderators at the computer for the virtual attendees with breakout sessions.

Anissa provided background information on her and her organization. Anissa provided an overview of how the world café structure will look with the 1-hour time. Each round during the world café will be 15 minutes with time for reflection and writing notes and 10 minutes of discussion with each table. DEI Commission members will serve as note takers at each table.

Hanson provided feedback that she liked the format and the questions. Anissa presented an overview of the questions that will be discussed at the world café event. Lee asked the Commission for feedback on the questions and structure. Ritter asked if the Commission should choose three questions. Anissa recommended either sticking with all questions or narrow it down to about 7 questions, but asked for the Commission to provide feedback on which questions would take priority.

Discussion on provided questions and determined the importance of questions #9, 6, 5, 1, 3, 8,

Stamp posed the question on whether it is possible to condense questions to cover more ground during the event due to time constraints.

Anissa discussed that comfort was an important item that was brought up and shared some tasks on building the energy of the space such as shared agreements or norms. And she would have these tools ready for the day of the event to help set the environment leading into the world café discussions.

Anissa will send the updated contract and plan to reconvene the week of the event to go over final numbers.

Anissa left the meeting at 3:45 P.

Lee asked if holding the world café for the virtual attendees is a good decision or not. Discussion on some people may be attending from outside of the community and still allowing them to attend but be up front that the discussions will be Marshall specific however they may want to just learn.

Discussion on co-chair nominations. DeCramer's motion on the floor, Ritter seconded. Voice vote passed.

Lee asked for additional items: Addy gave an update on microaggression training and state demographers presentation.

Lee gave update on CEO SMSU candidate.

Lee asked for additional items.

Hearing no further business, at 4:02 P.M., the meeting was adjourned.

Respectfully Submitted,
Community Education Coordinator
Amanda Beckler

Diversity, Equity, And Inclusion Commission Bylaws

Article I. Name

The name of this organization shall be the Diversity, Equity, and Inclusion Commission, hereinafter referred to as the Commission.

Article II. Purpose

The Commission seeks to support and advance the City of Marshall's mission, vision, and values by providing guidance for the development and implementation of proactive diversity, access, inclusion, research, and retention initiatives. The Commission serves to promote an environment where people come first, are treated with dignity and respect, and are encouraged and supported to achieve their full potential. The Commission will collaborate with community partners on matters associated with equity and inclusion to foster relationships and advocate for underrepresented populations.

Article III. Guiding Principles

The Commission is dedicated to learning, creating innovative ideas, and adapting to the ever-changing environment. The Commission is taking purposeful action to advance this commitment through the following guiding principles of equity, inclusion, collaboration, and transparency.

- Equity
 - Building a racial equity lens into all of the DEI Commission work including strategic planning, policy, and priority setting process, communication strategy, and implementation work.
- Inclusion
 - Ensuring that all community members feel respected and benefit from the economic prosperity of the City.
 - Fostering an environment of representation in which all community members feel connected and authentically engaged.
- Collaboration
 - Striving for an environment that is committed to teamwork and engagement.
 - Utilizing available resources and partnering with organizations, initiatives, and allies that will advance racial equity in Marshall.
- Transparency
 - Building relationships based on honesty, open communication, trust, consistency, and accountability with individuals and/or groups of people who are being disadvantaged or excluded.

Article V. Membership, Composition, Responsibilities, and Meetings

Section 5.01 Membership

- A. Appointments to the Commission shall be made by the Common Council of the City of Marshall from a list of recommendations submitted by The Commission.
- C. Terms - All appointments to the Commission, with the exception of the Standing Positions, shall be three (3) year terms with a maximum of serving two consecutive terms.
 - I. Standing Positions shall be reviewed by the Commission Cochairs at the beginning of every year.
- D. The Commission shall strive to reflect diversity with regard to people of age, race, gender, gender identity and expression, national origin, ancestry, sexual orientation, religion, creed, disability, genetic information, veteran status, and marital status.
- E. Quorum - All appointed at large members shall have voting privileges. Standing Positions shall not have voting privileges. For the transaction of business at all meetings, a quorum of a simple majority of all members must be present.

Section 5.02 Composition

The Commission shall strive to be representative of the diversity of the community's population. The Commission shall consist of nine (9) At-Large members appointed by the Common Council of the City of Marshall as well as Standing Positions as determined by the Commission. The following considerations shall be applied:

- A. Commission membership shall be open to any resident of the City of Marshall or surrounding region.
- B. The Commission may form Sub-Committees or teams to accomplish special projects and/or functions that further the goals and objectives of the Commission. Sub-Committees shall be abolished when its purpose is served. Sub-committees shall make a report of their progress at regularly scheduled Commission meetings.
- C. Officers shall include Co-Chairs.
- D. Secretary will be appointed by the Co-Chairs.

Section 5.03 Responsibilities of the Members

- A. Adhere to the guidelines set forth in the City of Marshall Code Book found in Chapter 2, Article VI., Division 1 - https://library.municode.com/mn/marshall/codes/code_of_ordinances?nodeId=PTIICO_OR_CH2AD_ARTVIBOCOAU_DIV1GE
- B. Provide feedback about the concerns of all community members to the Commission.
- C. Serve as role models within the community to enhance the visibility and branding of the City of Marshall.

Section 5.04 Meetings

- A. The Commission shall at a minimum meet once a month. Special meetings for urgent matters may be called when necessary.
- B. Either one or both Co-Chairs shall officiate at meetings.
- C. Meetings shall be open to the public. Individuals wishing to express their views will be permitted to do so by placing the item on the agenda through the Co-Chairs or City Staff.

Article VI. Officers and Representatives

- A. The Co-Chairs shall:
 - I. Conduct meetings
 - II. Determine the schedule of meetings
 - III. Appoint Sub-Committees
 - IV. Perform such other duties as the Commission may direct or as specified in the modified Robert's Rules of Order
- B. The Commission shall elect two (2) Co-Chairs and one (1) Secretary who will keep and distribute minutes of the meetings and monitor attendance/absences.
- C. Elections for officers shall be open to all "At-Large" Commission members.

Article VII. Agenda, Minutes and Reports

- A. The agenda, minutes and reports shall be distributed to the Commission members 72 hours prior to scheduled meetings.
- B. Agenda and meeting minutes will be posted on the City of Marshall website.

Article VIII. Ratification and Amendment of Bylaws

- A. The bylaws govern the Commission and its practices. Changes to the bylaws can be proposed by any Commission member or sub-committee provided that any notice of proposed alteration, amendment or repeal shall be given to all voting members twenty (20) working days in advance of the date of the meeting at which the bylaws are to be altered, amended, or repealed.
- B. By a vote of two-thirds (2/3) of the voting membership shall have the power to alter, amend, or repeal the bylaws at any regular or special meeting of the council.
- C. If there is a conflict between the bylaws and Robert's Rules of Order, Revised, the bylaws prevail.