

2019
2020

Ogden Diversity Commission

ANNUAL REPORT

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Message from the 2020 – 2021 Chair

This last year has proven to be a year which will resonate for generations to come. Not only has our entire world grappled with the global pandemic of COVID-19, but we have also begun to confront, in a more public way than ever before, the other pandemics which have long existed. Hunger and starvation, racial and ethnic health and educational disparities, prejudice and racism, discrimination in employment and housing, disproportionate violence and crimes committed against Black, Indigenous, and other People of Color, an ever-widening wealth and income gap, the erasure of people with other abilities, and the dehumanization of unsheltered individuals and families. Though these issues have always existed, courageous folk have stepped forward with a renewed sense of commitment to social justice and equity to shine a bright new light on the realities facing our historically marginalized communities.

In our own community, residents have engaged in peaceful protest on the steps of our municipal building to bring awareness to the violence against and the murders of our communities of color committed by law enforcement, declaring that, “Black Lives Matter.” Diverse leaders came together to implement grassroots strategies to stop the spread of COVID-19 in our vulnerable communities, distributing over 30,000 masks, conducting 500 additional COVID-19 tests, and raising awareness about the importance of inclusive messaging and the disproportionate impact COVID-19 has had on our Hispanic and Latinx communities. The Diversity Commission conducted meetings at local coffee shops and elementary schools to engage in dialogue about current events and social issues. Last, but certainly not least, Weber State University and the Townhall Conversations on Race organized conversations throughout the year to elevate these issues and to inspire action.

Our Diversity Commission has engaged in these crucial conversations throughout our community, from dining room tables with friends and family, to boardroom tables with leaders and colleagues. We hope to elevate conversations and communities which have historically been excluded from this dialogue. We seek to organize and engage with community members across our beautiful city. We envision an Ogden City Where Everyone Belongs.

Enclosed you will find reports from our functional committee chairs which outline our success, as well as our opportunities for improvement. You will also find our strategic plan for the coming year, which has been carefully developed over the last several months to thoughtfully reflect our activities and actions as they relate to our strategic goals and priorities. As always, we hope to reinforce to our City leaders the importance of our core values as they relate to the principles of Inclusion, Access, Diversity, Equity, and Justice.

With this message, we invite you to call on our Commission whenever possible to build trust, appreciation for, and communication with our diverse communities in Ogden City.

With Appreciation and Hope,

Taylor Knuth

Current Membership and Terms

Name	Term
Betty Sawyer	March 7, 2020 – March 7, 2022
*Christine Ipsen	March 7, 2020 – March 7, 2022
*Iveth Vazquez	March 7, 2019 – March 7, 2021
Jeremy Shinoda	March 7, 2020 – March 7, 2022
Kathie Darby	March 7, 2019 – March 7, 2021
Kye Hallows	March 7, 2019 – March 7, 2021
*Stacy Bernal	March 7, 2019 – March 7, 2021
*Tom Szalay	March 7, 2020 – March 7, 2022
*Roger Snow	March 7, 2020 – March 7, 2022
Adrienne Andrews, Vice Chair	March 7, 2019 – March 7, 2021
Taylor Knuth, Chair	March 7, 2020 – March 7, 2022

**For the first time since the creation of the Ogden Diversity Commission there are more new members than people who were part of the initial conversations to develop the Diversity Charter.*

Functional Committees

The Diversity Commission uses functional committees to support the commission mission as well as the strategic plan. During the 2019-2020 year we had three active functional committees:

Outreach and Visibility

The Outreach Functional Committee's role is to bring awareness of the Ogden Diversity Commission to the community at-large. This is accomplished through support and participation of the Commission at significant events and celebrations that happen in Ogden City. In August of 2019, our outreach efforts began in partnership with Ogden Pride. For the first time in the history of Ogden City we were able to prominently place Pride Flags on the municipal block along Washington Blvd and 25th Street. We were able to do this because once again the Commission was funded by the City Administration and City Council. The flags were coordinated through Project Rainbow to stake 20 flags the day before and the day of Ogden Pride which happened on August 3rd, 2019.



The Outreach Committee participated in two symbolic events for the Latinx community in Ogden. October 5th, 2019 was LUPEC's (Latinos United Promoting Education and Civic Engagement) annual Hispanic Heritage celebration. Día de los Muertos (Day of the Dead) celebration was on November 1st, 2020 organized by Nurture the Creative Mind. In total we were able to engage with more than 3,500 people at these events combined. We were able to hear and understand some of the pressing needs and concerns from the community while informing them of the role of the Ogden Diversity Commission.



Another event we'd like to highlight in this report is the "Meet Your Muslim Neighbor." Though the mosque is physically located in South Ogden, outside of Ogden City boundaries, the Diversity Commission recognized that there are Muslim members in our community and we sought to build the relationship with our Muslim community, a relationship that has been strengthened since the 2019 mass shooting in Christchurch, New Zealand. At this event members of our Commission were able to tour the mosque and learn about the Muslim experience in Utah.

Unfortunately, the global pandemic of COVID-19 placed an incredible burden on our Outreach Committee in March of 2020 and has prevented us from physically participating in some of our most popular outreach events over the last seven months. We are working through ideas to engage with our Ogden community through virtual platforms as well as highlighting community members.

This year has presented new opportunities for engagement at all levels and we are excited for the possibilities.

Jeremy Shinoda, Chair

Poverty (also known as The Poor People's Campaign)

The Poverty Functional Committee was formed following a presentation from a local community member who expressed interest in forming a local chapter of "the Poor Peoples Committee," a decades old movement with roots to Dr. Martin Luther King, Jr's call for economic justice for Black communities in America. The focus of this committee is to learn from and connect with providers to low/no income and underserved populations in Ogden.

Throughout the 2019-2020 year the committee was able to connect with various individuals and organizations that serve our identified audience. In addition, the committee was able to better inform themselves of housing needs, food insecurity, and employment opportunities in Ogden City.

In holding honest and candid conversations with OgdenCAN, Ogden Rescue Mission, The Free Community Meal, and others - we were able to better understand the life of those living in poverty. In these conversations some recurring themes emerged. They were, 1) multiple agencies reported that there are issues for low/no income and underserved populations to find and access safe and reliable housing, 2) there is a need to fund stronger programs to advocate for homeowner and renters rights, and 3) the elimination of incentive programs for income based housing along with the rising cost of living has overwhelmingly reduced affordable housing for middle, working and poverty class citizens. This information allows us as a functional committee

to better advocate for affordable housing and equitable policies that impact low/no income and underserved populations in our city.

In forming this committee, we sought to engage with and understand these complex, interconnected, and nuanced issues impacting our low/no incoming communities. What we found is a long list of dedicated and resourced projects and nonprofits committed to addressing these issues. Intermountain Healthcare's, Alliance, United Way of Northern Utah's, Promise Neighborhood, Weber County Government's, Center of Excellence, and Weber State University's, Ogden Civic Action Network (CAN), all represent coordinated efforts to address issues of housing equity and affordability, health disparities and access, and educational debt and achievement.

Moving forward, we seek to elevate and contribute to these efforts through our Poverty Functional Committee, rather than duplicate and distract.

Kathie Darby, Chair

Nominating

The nominating committee has been the longest standing functional committee on the Diversity Commission. The purpose of this committee is to provide recommendations to the Mayor on people who should be considered to serve on the Diversity Commission. By design our committee includes 3 Commissioners and 2 community members or representatives from organizations in our community.

It was decided in our 2019-2020 process that applications would be open all year long. Our committee was composed with the following Commissioners: Andrews, Knuth, Martinez and Darby; Community Representatives: Lorie Buckley, Diana Lopez, and Hazel Maldonado. Our first round of interviews happened in-person in February 2020, interviewing a total of 6 people. In June 2020, we had our second round of interviews virtually with 6 people interviewing with our committee. After the completion of each round, name recommendations were made to Mayor Caldwell who made the final selection of vetted candidates for appointments to be made to the City Council for final approval.



During this process we recognized the need for increased participation from our community in this process. Having an open application throughout the entire year means that the committee needs to offer opportunities more than once a year to fill any seats or vacancies. Having experienced a global pandemic also made us aware of the need to be flexible with how we conduct interviews. Additionally, our application process has been partially utilized by other City Committees and advisory boards.

Moving forward, we aim to not only continuously improve our own nominating process, but to have our principles of transparency, access, and communication duplicated across all nominating and appointment processes in the Ogden City Government. We invite other boards and Commissions to engage with our body to improve processes and promote these principles consistently and fairly for all future vacancies and new volunteer bodies serving our city.

Adrienne Andrews, Chair

Supporting Community



We are always looking for ways to connect, support, and amplify the work that is happening in Ogden to serve our diverse community. During 2019 - 2020 we were able to sponsor two Commissioners to attend the 2019 Northern Utah Gang Conference. In August of 2019, Commissioner Shinoda attended the Northern Wasatch Association Realtor Event where they discussed Hispanic Homeownership and Growth in the state of Utah and across the country. The Diversity Commission sponsored a table at Ogden

Branch NAACP Freedom Fund Luncheon where we also celebrated the NAACP's 75th Anniversary. Also celebrating their 75th Anniversary in our community was Your Community Connection (YCC) for which we purchased gala tickets for 3 of our Commissioners to attend. Finally, we worked together with City Council to have an open town hall for the community to share and express their ideas on City Council's Community Five-Year Strategic Plan.

During this last year we were able to have 3 evening quarterly scheduled meetings at places like Kaffe Mercantile Downtown, Weber County Main Library, and T.O. Smith Elementary. These were coordinated with the intention to be more accessible to the community. The Diversity Commission recognizes that their regularly scheduled meeting time does not accommodate the schedules of people we are trying to reach. We acknowledge that the global pandemic limits our interactions with the community and have therefore made our monthly regular meetings available via Facebook for people to watch at their convenience.

Highlights from Outgoing Chair

Over the past year, I had the honor of serving as Chair for the Ogden Diversity Commission. Throughout my time as chair, we had the ability to learn about the resources and needs of Ogden city. We were provided insight on the employee demographics of Ogden city. The Commission was able to provide input and advise the city the importance of recruiting and hiring diverse personnel. This was the beginning of a great conversation between the Commission and the city. The Commission also advocated for Pride flags to be installed outside of the Municipal Building. This was approved by the city, and several of our Commissioners gladly helped with installing the flags.



We also spoke on the importance of using social media to keep our community informed of various events following Dr. Pepper Glass' study. We also advocated for the Latino soccer leagues to be able to play in Ogden and voice their opinions on the matter. Lastly, we learned that we had to prioritize the needs of our community. We were overwhelmed with several concerns from our community members and we wanted to make sure we were effective in our efforts. This was due to our awesome outreach efforts in the Ogden community. My hopes for the future for the Commission is that they continue to learn, listen, and advocate for the needs of the community!

Priscilla Martinez, 2019-2020 Chair

New Strategic Plan

2020 – 2021 Adopted Strategic Plan

Strategic Goal Area 1: Employment and Economic Empowerment			
<ul style="list-style-type: none"> To promote, develop, and maintain a diverse workforce that reflects the City of Ogden 			
Action/Activity	Facilitator/ Lead Person	Target/Goal	Completion Timeline
1. Initiate meetings with the appropriate Human Resource Administrators at Public Institutions in the City of Ogden to discuss representation measures and ways of improvement.	Diversity Commission or Functional Committee	To provide the public with a comprehensive view of the distribution of staff by diversity dimensions at each of the respective public institutions	Beginning in December
2. Develop a model diversity and inclusion statement for local businesses and present to the local Chambers of Commerce.	Executive Committee	1 presentation	Nov 2020
3. Schedule and conduct a Business Diversity Workshop in partnership with the various Chambers of Commerce.	Functional Committee	1 workshop with at least 30 participants	April 2021
4. Develop a diversity and inclusion employment guide for public entities in Ogden.	Functional Committee	Research, compile and publish guide on the website with 15 downloads	Feb 2021
Goal Area 2: Communication and Outreach			
<ul style="list-style-type: none"> To develop awareness and support for the Ogden Diversity Commission throughout all communities within the City of Ogden 			
Action/Activity	Facilitator/ Lead Person	Target/Goal	Completion Timeline
1. Increase social media presence via website and community dialogue.	Functional Committee and Staff	Facebook Twitter Google Group Website	On-going
2. Develop a Diversity Newsletter that reports relevant news and information on the dimensions of Diversity in the City of Ogden.	Functional Committee	Quarterly newsletter beginning in December	Dec 2020 Feb 2021 April 2021 June 2021
3. Establish a web-based community feedback portal for residents to report problems, ask questions, and offer suggestions.	Diversity Staff	Portal can use Google Sheets, SurveyMonkey or one designed by the City IT Office	Dec 2020

Goal Area 3: Community Engagement and Collaborative Participation

- To inform, consult, involve, collaborate, and empower diverse and marginalized communities in the City of Ogden to become active and empowered citizens in the decision-making process

Action/Activity	Facilitator/ Lead Person	Target/Goal	Completion Timeline
1. Design and conduct community conversations to build mutually respectful and engaging relationships.	Community Conversations Functional Committee	Meet quarterly for at least on hour, with a minimum participation of 20 people	Oct 2020
2. Conduct a reintroduction tour of the Diversity Commission.	Executive Committee or Individual Commissioner	Meet with 6 organizations or institutions and discuss ways to partner or collaborate	July 2021

Working Projects for 2020 – 2021

Project	Scope
<i>Ogden COVID-19 Multicultural Taskforce Mask Distribution</i>	In collaboration with Weber-Morgan Health Department, Ogden Residents, Ogden School District, Midtown Community Health Clinic, Weber State University, Ogden Civic Action Network, Ogden City, Utah’s Division of Multicultural Affairs and Intermountain Healthcare we strive to serve residents impacted by COVID-19. Our main objectives are to communicate and inform, provide facemasks, and organize COVID-19 testing sites in Ogden. In addition to connecting individuals with resources to help during sickness. To date, we have distributed 40,000 masks to marginalized and minoritized communities. Conducted approximately 500 COVID-19 tests . And have recently began a flu vaccine drive in partnership with Midtown and OgdenCAN to distribute 1,600 no cost flu vaccines.
<i>Diversity In Ogden Video Project</i>	This project is a form for the Diversity Commission to share awareness of the diverse individuals that live in our community through short video interviews that will be shared on the commission’s Facebook Page. We have interviewed 8 individuals , range from all types of backgrounds and experiences.

Opportunities for Improvement and Growth

The Ogden Diversity Commission is approaching its fifth year of service for Ogden City. Over the last several years we have; worked to establish Rules and Norms for our Commission consistent with our charter, we have submitted annual reports and proposed strategic plans which align with our goals and objectives, we have filled the many vacancies which have occurred each year through natural attrition and intentional resignations, and we have sought to be timely and efficient in our response to local and national current events, as well as requests from City Administration and Council. Though the work of our Diversity Commission is demanding, exhausting, and a challenge at times, each member of our Commission is dedicated to the simple proposition of contributing to an Ogden City, "Where Everyone Belongs."

We would like to take this moment to make a few observations that we feel represent opportunities which could allow our Commission to better serve the City Administration, the City Council, and most importantly, the diverse communities our Commission was chartered to serve beginning in 2016.

Clarity of Role and Purpose

On several occasions, members of the Ogden Diversity Commission have felt stifled and muted in our efforts to speak on behalf of our diverse communities which we hope to authentically and effectively represent on issues which impact them, an issue which has now caused the resignation of several Commissioners throughout the last several years.

1. *We seek to clearly define the Commission's Role, Responsibilities, and Purpose in both the reactionary and proactive representation of diverse communities and the issues impacting them.*

A Renewed Commitment to Social Justice and Racial Equity in Ogden City

Utilizing the Diversity Commission is regularly mentioned as a solution to pressing issues related to Social Justice and Equity in Ogden throughout City Council meetings and press conferences by both City Council and the City Administration, but rarely have these suggestions materialized into a call to action on behalf of our Commission.

2. *We respectfully request a renewed commitment to the thoughtful and consistent use of our Commission and the expertise of the people appointed to serve. In addition, we request a commitment from the elected officials of our city to attend our meetings, at least quarterly where possible, and to engage in continued conversations related to Social Justice and Equity in Ogden City.*

Implicit Bias and Cultural Competency

Broad and evidence-based research has consistently shown the positive impact of Implicit Bias and Cultural Competency Training. Recently, the City Administration engaged with an out of state consultant to conduct Implicit Bias training, but it was widely reported to our Commission that Race and Ethnicity was not discussed in this training.

- 3. Our Commission would like to engage with local experts on these topics with the City Council, senior City Administrators, and our Commission in an effort to “level set” our collective understanding of the complex and interconnected issues confronting our diverse communities in Ogden City.*

In closing, we would like to thank the City Council and City Administration for your thoughtful engagement with our Commission in the past and for your continued support and investment in our work moving forward into 2021 and beyond.

Thank you,

Ogden Diversity Commission