

2017  
2018

# Ogden Diversity Commission

**ANNUAL REPORT**

CREATED BY: MAYOR'S OFFICE OF DIVERSITY AFFAIRS, VIVIANA FELIX

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# Overview

The Ogden Diversity Commission initiated with their first meeting on May 10<sup>th</sup>, 2017, from that moment on they have worked on community awareness and developing a strategy to move forward with the goals outlined in the Diversity Charter. The primary focus of the commission over the last year has been community outreach and support. Outreach has been accomplished through participation in various events that has given the commission direct contact with the community.

In October of 2017, the commission developed a strategic plan to focus on some priorities for the next three years that align with the Diversity Charter, these include:

<b>EMPLOYMENT/ HIRING PRACTICES</b>	<b>COLLABORATION/ PARTNERSHIPS</b>	<b>EXECUTIVE COMMITTEE WORK</b>	<b>EDUCATION</b>
Reach out to local boards and commissions to cultivate a relationship and improve communication to better support structures in place.	Create opportunities for interaction, recognition, and feedback between the community and the commission.	Identify funding opportunities and calculate needed funds to carry out the commission's functions.	Generate alternative means of community education that will complement the diversity found in the city of Ogden.
<b>PRIORITIES:</b>	<b>PRIORITIES:</b>	<b>PRIORITIES:</b>	<b>PRIORITIES:</b>
<ol style="list-style-type: none"> <li>1) Employment/Resource Fair</li> <li>2) Reaching out to Boards and Commissions</li> <li>3) Data Collection and Analysis for Communication</li> </ol>	<ol style="list-style-type: none"> <li>1) Youth Outreach</li> <li>2) Pop-up Gatherings</li> <li>3) Community Diversity Dinner</li> </ol>	<ol style="list-style-type: none"> <li>1) Budget Development for Commission</li> <li>2) Identify Potential Revenue Resources</li> </ol>	<ol style="list-style-type: none"> <li>1) Workshops and Trainings</li> <li>2) Immigration Services</li> </ol>

Additionally, the commission has established collaborative relationships with various community organizations. Our hope is that building relationships will leverage resources as the commission addresses the priorities listed above.

Commissioner's elected as Chair and Vice Chair for the 2018 – 2019 year are Betty Sawyer – Chair, and Priscilla Martinez – Vice Chair.

## *Functional Committees*

The Diversity Commission has four active functional committees that support the commission in fulfilling its mission. Three out of the four functional committees aid in organizing the commission's functions and role. The fourth is the commission's first functional committee engaging the public on an important and relevant topic in our community. The functional committees are Outreach and Visibility – chaired by Commissioner Shinoda, Marketing and Events – chaired by Commissioner Knuth, Rules – chaired by Commissioner Martinez, and Poverty – chaired by Commissioner Garza.

### **Outreach and Visibility**

The Outreach Committee was created on May 10th, 2017, with a twofold purpose: first, to identify and utilize opportunities around Ogden City to introduce the Ogden Diversity Commission to the public and explain our purpose; and second to request public input through questionnaires, contact information, and invitation to our meetings. We have been visible in many community functions, including the Juneteenth festival, Ogden Pride, and our local Cinco de Mayo celebration. Through these events, we have been able to collect and collaborate information regarding our citizens' concerns, and make the public aware of who we are and what we do; our success has become evident as individuals from the public have attended and participated in our monthly meetings. Moving forward, the Outreach Committee could benefit from an independent budget that would be used for printing materials with our information and meeting times, and branded merchandise and/or treats to make people feel welcome when visiting our information booth. It has been my honor to serve over the past year as chairwoman of this committee and look forward to the good our outreach can do.

– Former Chair Ami Noshiravan (New Chair Jeremy Shinoda)

Members:

Adrienne Andrews

Azenett Garza

Betty Sawyer

Enrique Romo

Marcy Rizzi

Kathie Darby

Taylor Knuth

## **Marketing and Events**

This committees' primary purpose is the development and implementation of marketing and communications processes such as; event protocol and procedure, marketing/communications maps and processes, and messaging guidelines and strategies.

When the commission is approached to produce or participate in local programming that promotes issues of diversity, this committee ensures it meets the Diversity Commission's mission, vision, and values, while also ensuring certain policies and procedures align with internal working documents that streamline processes and communication.

The most noteworthy example of our committees' work was a Unity Rally produced in the spring of 2017 in response to the Charlottesville shooting. At this event, Diversity Commissioners, community leaders, and members of the public spoke at the City Municipal Building to a crowd of just over 100, all gathered together to promote unity and inclusivity in response to a very divisive and toxic narrative.

With the majority of our Commission representing working professionals and the current staff representative of the Diversity Commission only working part-time hours, time is limited and extremely valuable- making thoughtful and strategic planning not feasible. There have been many opportunities for our Commission to better promote current initiatives, as well as undertake new, innovative, and exciting initiatives, because of a lack of time among the working body to commit to the efforts.

I believe that with the expansion of a full-time staff member in our Commission and a modest budget for community outreach, marketing, and communications, our mission to promote representation and inclusion in Ogden can expand and improve the lives of many underserved and underrepresented populations in our community. Thank you for your time and thoughtful consideration in the matter.

– Chair Taylor Knuth

Members:

Adrienne Andrews

Ami Noshiravan

Betty Sawyer

Marcy Rizzi

Kathie Darby

## **Rules**

The Rules Committee was created on May 10<sup>th</sup>, 2017 to establish the rules and procedures of the commission. This committee helps the commission in its functions and protocols by utilizing city ordinance as well as other rules and procedures to help us conduct business as best as possible. The committee comes together when a need or change has been identified in the Rules and Procedures document, essentially the bylaws of the commission. Recently, we modified the Rules and Procedures to reflect an agenda that respects everyone's time including those presenting before the commission. Additionally, we need full-time administrative support to facilitate and make appropriate changes to the document.

– Chair Priscilla Martinez

Members:

Azenett Garza

Enrique Romo

## **Poverty**

This March, our Commission formed a subcommittee on Poverty, chaired by Commissioner Azenett Garza, working in conjunction with Rev. Monica Hall, a local citizen from Ogden. Through this measure, Ogden City became the home base for Utah's Poor People's Campaign, and plans have been made to coordinate in the future with the Ogden Community Action Network. While the committee itself was formed to allow open participation, and to be structured by the chair, several members from our committee have been involved, including myself as Vice Chair, Commissioner Kathy Darby, and Commissioner Betty Sawyer. It is our hope as a committee to address and give a voice to underrepresented populations in Utah affected by and relegated into poverty, and to create a routes for the citizens of Ogden to create action and change where needed.

– Vice Chair Ami Noshiravan (Chair Azenett Garza)

Members:

Betty Sawyer

Kathie Darby

Monica Hall, Community

# Individual Reports

Below you will read from some of the commissioners on the Commission's accomplishments this last year, and what they hope to see as we move forward.

## Chair Sawyer



I'm quite pleased at the Commission's progress. This has included development of the Commission structure, committees, strategic plan, and numerous outreach meetings and events.

The coming year holds great promise with us holding a community reception to report out on our past year and re-connect with residents that participated in the deliberations and meetings to establish the Diversity Charter and Commission. We will be addressing one of our priority agenda items, namely employment and youth engagement, enhance our community outreach activities. Hope to host a recognition event and/or partnering with other agencies and organizations in honoring our diverse constituency in positive ways.

In addition to enhancing our online presence and including important information and resource links.

We appreciate the support of Mayor and City Council to date along with some base funding for the Commission's agenda. We further hope to gain financial support to make staff position a full-time position. Get access to data to better understand the status of people of color in Ogden City and resource information to better inform our constituency on opportunities in a timely manner. Partner with Weber County Intergenerational Poverty Committee to promote communication, information exchange, and mutual work where appropriate. Obtain regular reports from Ogden City PD and Ogden Human Resources on Diversity efforts

## **Commissioner Andrews**

The last year has seen a full year of engagement from members of the Ogden Diversity Commission. Moving from selection and appointment to the Commission, we have worked together as a Commission and as functional committees to establish rules and procedures for operation, a strategic planning document, and event coordination protocols in addition to participating in numerous community events to raise our profile and establish a baseline of connection in the community.



With the leadership support and encouragement of Viviana Felix, Ogden City's Diversity Officer, we have held open monthly meetings that included presentations and information sharing from numerous city and nonprofit agencies as well as fielding questions from interested community members. Clear interest in either participating in diversity and inclusion activities or in raising issues about access and inclusion for different community demographics in programming, resource development and information sharing has been realized and is approaching critical mass.

Next year we anticipate moving to quarterly public events that leverage existing community events to share what the city is doing and hopes to do regarding diversity and inclusion in Ogden. These events will likely take the shape of outdoor activities that are free and provide an opportunity to connect with others as we learn about ourselves and our community together.

In order to continue moving forward, we need a full-time Diversity Officer who has the capacity to help us coordinate large-scale community events in partnership with other local offices. We need a dedicated budget line for programmatic spending to help us establish a signature city event around diversity and inclusion and finally, we need the Mayor and Council to speak about diversity and demonstrate through their actions what we are doing to achieve greater inclusion and understanding. For example, the Mayor and Council should be talking about the Diversity Learning experience that members of the community had earlier in the spring – this shows a commitment to ongoing education and development to improve everyone's quality of life in Ogden.



### **Commissioner Darby**

I hope the commission can get better advertising/press so that more people know about us and can bring their issues to us to address. We may advertise in large apartment buildings, the newspaper, online ads, etc. I would also like to see some fundraising event for us. I would be willing to assist with that.



I think the City should appropriate some funding to help us get started with the Commission, and raise more funds on our own. Everyone who works with or for the city should help us spreading the word about our accomplishments and work.

### **Commissioner Romo**



Thus far, the Ogden City Diversity Commission has been engaged in processes that will allow the body to be functional for years to come. Setting up policies, bylaws, and guidelines has provided structure and a way to grow into the future. There have been efforts to reach out and to let the community know the purpose of the Commission and how community plays an important part in shaping conversations around diversity in Ogden. Commissioners have been active at various events throughout the city in the last year to create awareness as well as invite community members to attend monthly meetings and participate in the Commission's conversations. The Commission is slowly taking shape and we are expecting to have more community members attend meetings and increase participation overall. As mentioned, the Commission and its representatives have taken the time to ensure that the Commission grows and is well structured so that it continues to effectively provide a space where underrepresented voices have a place to connect with city officials.

(Comments continue on next page)

In the next year, the Commission should work to find meaningful ways to connect with the community at-large. Tabling is a great vehicle, but it feels as if there is a need to create awareness and a "buzz" about the Commission. Further, I'd like to see the Commission be present at official events so that there is knowledge and understanding about how the City of Ogden is working along with the Commission to move forward. Perhaps more communication and sharing information among all stakeholders is a good idea to start to move the needle. Along these lines, I think the Commission needs more support from the City of Ogden. The Commission has taken the first steps by proposing to secure funding for the Diversity Affairs Officer to become a full-time position. There also needs to be more presence from city officials that would normally not attend these meetings so they get familiar with the Commissioners, the institutions they represent, and the work they do in the community. Overall, I feel that the Commission needs to be more embedded with the City and its administrators. The Commission was formed after years of conversations and gatherings. As such, it needs to continue to be seen as a change agent, a thriving organization, and as an informed body that liaises between City Government and the communities it represents.

### **Commissioner Stokes**



In the upcoming year, I hope that the commission is able to further its progress toward fulfilling the Diversity Commission's strategic plan.

Specifically, I think the first priority for the commission should be to continue partnering and collaborating with community groups and organizations in order to strengthen relationships and create an effective and expansive network

within our Ogden community. Through a strong and effective network, the commission will be able to pursue other aspects of the strategic plan more readily. For example, the commission would have more opportunities to engage in community-wide or specific educational outreach. Through the expansion of both collaborative partnerships and educational outreach, the commission will also be able to demonstrate ongoing value and autonomy.

(Comments continue on next page)

In terms of support from the city council and mayor's office, I think what is most helpful is the continued communication of priorities, feedback, and needed support from the council and mayor to the commission. It is helpful for the Diversity Commission's continued success and effectiveness to have a shared vision and understanding among council members, the mayor, and the commission. I also think the city council and mayor's office can benefit the efforts and initiatives of the commission by utilizing their resources, such as: visibility, administrative abilities, and networks to help raise awareness of the commission and to reinforce the value Ogden City places on diversity. It is important that the commission helps the community understand that diversity initiatives are not just important and valuable to underrepresented demographics within our community but to the entire community as a whole. I think the city can assist in furthering that message without significant effort. I think if the city council and the mayor's office wish for the commission to be effective it is necessary that the commission's priority within the whole municipal structure be considered regularly. I hope that the commission as well as the city council and mayor's office can all remain flexible and adaptable in terms of the commission's initiatives, goals, and activities because through continued efforts, the commission will frequently gain a better understanding of the needs of the community as well as avenues to support diversity related efforts for the city of Ogden. We must be flexible and adaptable in order to remain effective. I would like to see city council members and the mayor attend Diversity Commission meeting on occasion, time permitting. I think the contact would be helpful and ensure a close relationship.

My perspective is that the city council and mayor's office have clearly shared their hopes and goals for the Diversity Commission through Viviana Felix and other city representatives but I hope that there is ongoing communication and support.

## *Summary*

The strategic plan will be the guiding document to help the Diversity Commission set a track for accomplishing goals listed on the Diversity Charter. The Commission requests a full-time staff member be establish to allow for the growth and implementation of activities. The Diversity Affairs Officer plays an important role in creating and maintain relationships with community partners on behalf of the commission. Furthermore, communication from City Council and the Mayor to the Commission is encouraged as a means to integrate and expand the city's message around diversity and inclusion.

## *Questions For You*

- How does the Diversity Commission fit in with current city initiatives or strategies?
- What are you interested in working on with the Commission?
- How can the Diversity Commission take part in other city-wide initiatives, even in an advisory capacity, in order to ensure that we do not become isolated?
- What are two or three ways that we can collaborate or connect to the issues/projects/programs coming from your area?
- What are your diversity or inclusion goals and how can we help you achieve them?
- How can we help address stereotypical comments or images that come from city communication?