**Wenatchee Diversity Advisory Council**

1. **Vision Statement:**
   "Wenatchee is a community where diversity is welcomed, valued and celebrated."

2. **Mission Statement:**
   "The Diversity Advisory Council advocates recognition, respect, inclusion and celebration of the greater Wenatchee area’s diverse people."

3. **Goals:**
   
   a. Ensure that all groups in the community are being heard and represented and ensure citizens are not being excluded from the civic process.
   
   b. Identify current topics/issues of interest and importance to community groups/members.
   
   c. Provide community access and opportunity for providing input on topics/issues.
   
   d. Share findings and recommendations re topics/issues addressed.
   
   e. Promote and provide awareness, education, training related to Diversity and topics/issues of interest.
   
   f. Encourage and support community leadership, collaboration and action to address Diversity topics/issues of interest.
   
   g. Recognize and celebrate individuals and organizations exemplifying and actively supporting Diversity and inclusiveness.
   
   h. Reach out, engage, and interact with youth in our community. Youth contribution provides significant value to the Diversity Council mission/values and to the broader community.

4. **Methods:**

   
   b. Create Committees for richer involvement by Council members.
   
   c. Town Hall meetings/forums on current topics/issues of interest.
   
   d. MLK Day Annual Celebration and recognition of individual, business, non-profit agency best exemplifying Diversity and Inclusiveness.
   
   e. Annual Diversity Conference/Training coordinated/sponsored by Diversity Council.
g. Annual Survey re Diversity topics/issues of interest.
h. Annual Retreat to come up with a work plan/reorganize/reevaluate values and mission statement of the Council.
i. City website for information/comments.
j. Annual report to City leadership.
k. Lead Partner Our Valley Our Future.

5. 2016 Accomplishments:

1) Continued to participate in and support National Night Out events in support of law enforcement and safety, as well as neighborhood engagement and communication. When one knows their neighbors, values are shared. Diversity Council members attended to engage with members of the community and participate in activities. Photos were taken and shared. The event was considered a huge success.

2) The Council invited Chief Crown and Sherriff Burnett for a listening session about the recent national happenings, and the School Districts’ discussion and action in regards to Transgender bathrooms. The conversation was honest, sincere, thoughtful, engaging and resulted in a better understanding of Police serving our citizens. The Council asked how to support our community Police and wanted to create a partnership; offer trainings, education, information. A subcommittee was created to follow up with Chief Crown.

3) Chief Crown and Captain Reinfeld attended a Council meeting to share a future Citizen’s Academy in the fall of 2017. The class could enroll 16-20 individuals, and if well received as anticipated, another workshop could follow in the spring of 2018. The Council has been asked to sponsor, participate and co-fund the Academy. The Council has agreed enthusiastically.

4) Attended Nationalization Ceremony to share vision and mission of Diversity Advisory Council; outreach, support and awareness.

5) Our Valley, What’s Next, now Our Valley, Our Future asked the Diversity Council to be Lead Partners with the United Way and North Central Regional Library Action Item: Diversity Training and with the Wenatchee World Action Item: Civility Project. It should be noted, Together for Youth was not listed as a lead partner as requested for Diversity Training. Council member Renee Hunter has been a primary funder and facilitator for the Council’s Annual Diversity Training. We have invited Alan Walker to meet with us, and hopefully we can start collaboration with the United Way and NCRL in February. We plan on creating a committee for OVOF, and reach out to Rufus Woods will take place immediately after.

6) Civil Rights and Social Justice Award selection process continues to gain momentum. In 2016, the three winners are: Norma Gallegos, Northwest Justice Project and Stemilt Growers. Nominees were also honored at the City Council meeting. Each year, we work in promoting recognition of our community members and encourage more nominations. Rufus Woods was generous by publishing the nomination process in the Wenatchee World. Potential and consensus to add a category dedicated to youth/children that are investing in their community and promoting diversity. Continue to seek out nominees and reach out to service clubs and other community stakeholders to get the word out.
7) Continued partnership with the Wenatchee Valley Museum and Cultural Center to provide the Multicultural Festival and MLK Jr. Day activities in January 2016. In coordination with this event, the Civil Rights and Social Justice Awards were presented. The Museum and Diversity Council have greatly appreciated the dedication and facilitation of the MLK festivities to AmeriCorps Vista Coordinator Montique Artiga (2016).

8) The Council partnered with the Chamber of Commerce, “Wake up Wenatchee”, and Council member Erin McCool presented on the laws and guidelines of service animals, touched on the effects it has on the community, business and people who depend on service animals as a modification. The training received positive feedback. The PowerPoint was posted to the Council’s website.

9) The Council held its annual Public Hearing on the Americans with Disabilities Act. Rae and Pattie Hail shared the need for more education to business and community members on the laws, rights and unforeseen consequences of not addressing the issues of service animals and appropriate awareness and action.

10) The Council was asked to be part of work sessions and offer feedback on the City of Wenatchee’s Language Action Plan, addressed how to manage referrals and updated the website http://www.wenatcheewa.gov/government/mayor-s-office/diversity-advisory-council asked to come on a tour by STEM, committee members on the South Wenatchee Project and made relationships with new community stakeholders.

11) The Diversity Advisory Council supported with a community foundation grant, $500.00 for Stand against Racism, sponsored by the YWCA, April 28th 2016. Together for Youth contributed $2,500.00. Council approved to support sponsor, Donna Beegle’s Prosperity Summit in October 2016. Total was $2,500.00. The Council plans to collaborate with the United Way and other stakeholders in the future.

12) Continue to support and encourage awareness and importance of diversity for North Central Washington (NCW). NCW has a diverse and welcoming community as evidenced by multicultural recognition, organizations, businesses, events and activities, e.g. Hispanic Chamber of Commerce, Wenatchee Valley Museum and Cultural Center, NW Mariachi Festival, Citizenship and Naturalization classes and ceremonies.

**2017 and beyond - Where we are going:**

1) Continue collaboration with law enforcement and other organizations for the National Night Out Event – 1st Tuesday in August - as spark for community/neighborhood based conversations.

2) Participate, Sponsor and Fund Citizen’s Academy with Wenatchee Police Department.

3) Participate in and assist in carrying out recommendations of the South Wenatchee AIA SDAT and South Wenatchee subarea planning process that will implement elements of the AIA SDAT process.

4) Civil Rights and Social Justice Award call for nominations in October (coinciding with Make a Difference Day), with recommendations for winners to be approved by City Council in December/January and presented during the MLK Jr. Day event.

6) Partner with Washington Elementary Schools Film Projects to create revenue for Professional Development Courses for teachers.

7) Recruit student members from Westside High, and/or Wenatchee High School.

8) Lead Partners with United Way, NCLR, and Together for Youth annual Diversity Training.

9) Lead Partners with Wenatchee World Civility Project.

10) Form Committee for Our Valley, Our Future action items.

11) Apply for Lead Partner Grants from Our Valley, Our Future through the Community Foundation.

12) Continue carrying out annual meeting to obtain feedback from the public about accessibility issues and provide that feedback to Council in preparation for annual ADA updates.

13) Develop with community partners a process, and/or action plan on how to be a resource to community members who do not feel safe or accepted in our community.

14) Continue to provide a forum for bringing forward diversity needs in the community.

15) Concentrate future efforts on outreach and youth engagement; West Side High School.

16) Revisit efforts of Diversity Council outreach; business cards for members, expanding volunteers to join committees, possible letter/paragraph to city of Wenatchee from Mayor Kuntz reminding community Council is here.