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# WILSONVILLE DIVERSITY, EQUITY & INCLUSION (DEI) COMMITTEE

ZOE MOMBERT, ASSISTANT TO THE CITY MANAGER/ DEI COMMITTEE STAFF LIAISON

<https://www.ci.wilsonville.or.us/bc-diversity>



# BACKGROUND

- DEI Committee recommended at a listening session with City Council – December 2020
- Direction to establish a DEI Committee – January 2021
- DEI Committee Charter/ Bylaws Adopted – May 3, 2021
  - [https://www.ci.wilsonville.or.us/sites/default/files/fileattachments/diversity\\_equity\\_and\\_inclusion\\_dei\\_committee/page/108601/charter.pdf](https://www.ci.wilsonville.or.us/sites/default/files/fileattachments/diversity_equity_and_inclusion_dei_committee/page/108601/charter.pdf)
- 15 Member DEI Committee Appointed – May 17, 2021
- First DEI Committee meeting – July 13, 2021

# COMMITTEE PROGRESS

## Mission

- The Diversity, Equity and Inclusion Committee serves to connect Wilsonville to the diverse perspectives and lived experiences of its people. We advocate for equitable access and opportunity for every community member. We identify barriers to participation and inclusion, and pursue programs, policies, partnerships and ideas that remove those barriers.

## Vision

- The Wilsonville Diversity, Equity and Inclusion Committee is a beacon of connectivity, empowered to take thoughtful action to ensure sustained community collaboration to foster a climate of inclusion and belonging for all residents in and visitors to Wilsonville.



# COMMITTEE PROGRESS (CONT.)

- Strategic Planning Process
  - Strategic Planning Subcommittee
  - Focus Groups
  - Community Survey
- [https://www.ci.wilsonville.or.us/sites/default/files/fileattachments/diversity\\_equity\\_and\\_inclusion\\_dei\\_committee/page/108601/dei\\_strategic\\_plan\\_final.pdf](https://www.ci.wilsonville.or.us/sites/default/files/fileattachments/diversity_equity_and_inclusion_dei_committee/page/108601/dei_strategic_plan_final.pdf)

# COMMITTEE PROGRESS (CONT.)

- Committee Strategic Plan adopted by City Council on July 18
- Three main objectives
  - Community Engagement
  - Communications & Education
  - Inclusive Cultural Events, Celebrations and Holiday Recognitions
- DEI Committee Strategic Plan Prioritization – August 9



# COMMITTEE PROGRESS (CONT.)

## Priority Level 1

*Lecture series: Develop community conversations on DEI-related topics (i.e. racism, sexism, ageism, classism, heterosexism, access, prejudice, discrimination, bias, naming etc.); address topics with sensitivity, conviction, and compassion. Collaborate with City boards and commissions, community, school district, other cities.*

Objective 1

Objective 3

*Develop a cultural calendar (highlight events, holidays, etc.)*

Objective 3

*Work with other cities/school district to elevate, promote, support or partner in the development of cultural events (Pride, Dia de los Muertos, etc.)*

## Priority Level 2

*Provide recommendations on meeting and event accessibility, as well as ADA enforcement*

Objective 1

*Engage youth to provide regular social media content (to share on City platforms)*

Objective 2

*Provide recommendations regarding existing programs, meetings, events, etc. to make them more inclusive to all community members.*

Objective 3



# COMMITTEE PROGRESS (CONT.)



## Community Voices

### What is Ramadan? DEI Chair Provides His Own Perspective

By Imran Haider

Throughout my life, I've been asked many questions about Ramadan, the 30-day fast observed each spring by Muslims worldwide.

During Ramadan, from dawn until dusk, participants abstain from eating, drinking (including water), smoking, or other behavior that would compromise a positive mental focus. Fasting is not recommended for those on medication, with existing health conditions, pregnant, or "of young age" (i.e. not yet able to understand why fasting occurs).

I have participated in fasting month for more than 25 years and I still have anxiety around this simple question: *will I be able to do it this year for these long days?*

The routine changes slightly each day, as sunrise comes earlier and sunset later. Typically, I'll wake up to eat sehri (pre-fast meal) before 5 am, and maybe go back to sleep for an hour. Nearly 16 hours later, the day revolves around preparing dinner and iftar, the traditional breaking of fast.

In between, the day goes where it goes. Teaching, working from home, watching/participating in sports, or hanging with friends and family. Ramadan has never adversely affected my work performance or kept me from playing basketball, volleyball, tennis, or golf (which has always perplexed and amazed me!)

Participants worldwide may have different motivations for participating and very individual thoughts about why Ramadan exists. In my eyes, it is about discipline and hitting the metaphorical reset button once per year. Mental discipline



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June 2022

### Pride Flag, Gender Pronouns Show Grace to LGBTQ+ Community

By Erika Pham

Happy Pride Month! On behalf of the City's Diversity, Equity and Inclusion (DEI) Committee, I invite you to join us in celebrating community members who are LGBTQ+.

When someone's gender identity matches their physiological characteristics, they are cisgender. When these do not match, the person may identify as transgender, non-binary, or gender fluid (among other identities). In these instances, people may choose the pronouns — such as she/her, he/him, and they/them — that match their identity. Using someone's preferred gender pronouns is an easy way to demonstrate that you validate and respect that person.

Like the colors of the rainbow, the LGBTQ+ community encompasses a wide and diverse group of people whose sexual orientation is not heterosexual and whose gender identity is not cisgender. While people often use "sex" and "gender" interchangeably, the meanings are different. A person's sex — male, female, or intersex — is assigned at birth, based on physiological characteristics. Conversely, gender is a social construct of roles, behaviors, and attributes that a society considers appropriate.

One's *sexual orientation* refers to the gender to whom they are attracted. This broad spectrum includes much more than heterosexual (attraction to the binary opposite gender) and homosexual (attraction to the same gender). For instance, people who identify as pansexual are attracted to others regardless of gender. People who are asexual do not experience sexual attraction to any genders. Within this

spectrum, we are all united by love, a unifying human emotion everyone can understand and celebrate.

*Gender identity* is a person's sense of whether they feel they are a woman (or girl), man (or boy), both, or neither. Human understanding of gender has varied through cultures and time periods. In the U.S., gender has historically been defined as binary — man/boy or woman/girl. That view is changing rapidly now.

When someone's gender identity matches their physiological characteristics, they are cisgender. When these do not match, the person may identify as transgender, non-binary, or gender fluid (among other identities). In these instances, people may choose the pronouns — such as she/her, he/him, and they/them — that match their identity. Using someone's preferred gender pronouns is an easy way to demonstrate that you validate and respect that person.

Another easy way to show your support for the LGBTQ+ community is to display a Pride flag outside your home, your workplace, or even on your jacket or bag.

Undoubtedly, you've seen the rainbow-colored Pride flag. This flag is important to LGBTQ+ people because it symbolizes hope, safety, acceptance, and a sense of belonging. Designed by artist Gilbert Baker



## Community Voices

In 1978 as an inspirational icon that represents LGBTQ+ people of all backgrounds, the Pride flag has evolved. The current version includes new colors to represent transgender people and Black and Indigenous People of Color (BIPOC).

By displaying a Pride flag, you may help someone feel more safe, welcome, and accepted for who they are and who they love. That's important, because people who are LGBTQ+ are more likely to face discrimination, poverty, marginalization, and hate-motivated violence than people who are cisgender and heterosexual.

It is very likely your actions will be noticed and appreciated by someone you know, because the LGBTQ+ community encompasses more than one in 20 people in the United States. Their aspirations are similar to your own — to make the football team, celebrate a work promotion or wedding anniversary, or watch their child walk the graduation stage.

Erika Pham is a design manager and a charter member of the City's DEI Committee. She resides in Wilsonville.

Learn more about the work of the DEI Committee at [letstalk@wilsonville.com/dei](mailto:letstalk@wilsonville.com/dei) or contact staff liaison Zoe Mombert at 503-570-1503.

# Juneteenth

Wilsonville's Second Annual Celebration



Saturday  
June 18, 2022  
10am-noon



# ADVICE

- Organic process/ not forced
- Full Council Support
- Be patient
- Provide training
- Consider a consultant
- Use Subcommittees





# CONTACT

- Zoe Mombert, Assistant to the City Manager
  - [Mombert@ci.wilsonville.or.us](mailto:Mombert@ci.wilsonville.or.us)
  - 503-570-1503
- DEI Committee Meetings – second Tuesday of the month at 6:00pm