

MINUTES OF THE DRAPER CITY DIVERSITY & INCLUSION ADVISORY BOARD HELD ON WEDNESDAY, DECEMBER 2, 2020 IN THE ADMIN CONFERENCE ROOM, AND ELECTRONICALLY OVER ZOOM.

PRESENT: Mayor Troy Walker, David Dobbins, Kellie Challburg

ATTENDING ELECTRONICALLY: Tara Bradshaw, Ron Williams, Stephanie Frohman, Melany Moras, Norm Ramos, Faye Lao, Shivam Shah, Melarie Wheat, Han Kim, Gary Thompson, Erin Seibel.

EXCUSED: Jill Rowe

This meeting was held electronically according to Draper City Municipal Code 2-1-040. Determination 2020-25, pursuant to Utah Code Annotated 52-4-207 (4)

A. I, Tara Bradshaw, do hereby determine conducting an electronic meeting of the Draper City Diversity and Inclusion Board with an anchor location presents a substantial risk to the health and safety of those who may be present at the anchor location and hereby authorize the Draper City Diversity and Inclusion Board to conduct electronic meetings without an anchor location.

B. The foregoing determination is based on the following facts:

- Federal, state and local leaders, including the Draper City Mayor and City Council, have all recognized a global pandemic caused by the spread of the COVID-19 virus.
- Governor Herbert and the Utah Department of Health have recently issued updated orders in response to record numbers of COVID-19 cases and COVID-19-related hospitalizations. The orders implement statewide what has been termed a “mask mandate” and have severely limited social gatherings in an attempt “to prevent and control the rapidly changing consequences of COVID-19 throughout the state.”
- It is difficult, if not impossible, to predict the number of attendees at any meeting and to manage issues regarding social distancing in order to comply with applicable health orders.
- COVID-19 poses a continuing and immediate threat to the health, safety, and welfare of Draper City residents and the public in general.
- The City has the technological capability to provide means by which the public may hear, or view and hear, the open portions of the meeting and to participate in public hearings.

C. This written determination shall be included in the public notice of the Draper City Diversity and Inclusion Board meetings and shall be read at the beginning of an electronic meeting held without an anchor location.

D. The public notice of any meeting conducted pursuant to this written determination shall include information on how members of the public may hear, or view and hear, or make a comment at the meeting.

E. This written determination shall take effect immediately and will expire thirty (30) days after the date written below or until revoked, whichever is earlier.

F. This written determination shall be filed promptly with the office of the city recorder.

DATED this 30th day of November, 2020.

Mayor Walker began the meeting by welcoming everyone to this new board. He talked about the challenges of this pandemic year and how people are critical of different actions and it has been challenging to make everyone happy. He thanked everyone for joining the board and is looking forward to seeing what the board will do.

Mayor Walker selected Tara Bradshaw as the Chairperson and mentioned her past work with refugees and her event planning experience. She has a great ability to put things together and make them work, he said.

Mayor Walker talked about how he was so impressed after interviewing all the applicants that he went to the Council and asked for more members. The Council was happy to approve three more members for a total of 12 members.

Mayor Walker asked the board members to introduce themselves and each member gave a short introduction about themselves:

Tara Bradshaw started and stated that she has 6 children and loves living in Draper and loves diversity. She has attended many conferences on bridging the gap, specifically on religious differences. Her message is that everyone needs to love each other and be kind. She mentioned that people sometimes just need a friend to understand them and the community really benefits from the diversity. She talked about a refugee activity at Hale Theater that she participated in with authentic food to celebrate refugees.

Ron Williams stated he is a local pastor and is originally from Indianapolis, Indiana. He speaks all over the country about breaking down walls. He comes from a background of extreme poverty and understands those situations. He learned to read at 28 years old, and now owns a fitness company and specializes in exercise physiology and nutrition. He is a 21 time world champion, and believes he can bring a different perspective to the table. He thanked Mayor Walker for the opportunity.

Stephanie Frohman is a transplant from Michigan and has lived in Draper for 20 years. Her professional role is in economic development. She stated that Utah's ability to recruit, retain and support diverse talent is becoming more important with businesses. There is an economic upside, on top of just being the right thing to do. She mentioned a study by the Kellogg Foundation. She would like Draper to become a shining star in the state for acceptance and diversity.

Melany Moras is originally from Peru and has lived in Draper for 10-15 years. She is a professional athlete and has traveled the world. She owns a business in Draper and talks to a lot of different communities. She is happy that Draper has created this team and would like to see more inclusion in the community.

Norm Ramos stated he is originally from New York. He has worked at the World Trade Center and came to Utah for a professional opportunity and decided to stay here because of the nature, values and quality life to raise a family. He is grateful for the opportunity to be a part of this board.

Faye Lao thanked the Mayor for selecting her. She is from California, but has lived in Brazil and Taiwan. Diversity is a topic that is near and dear to her. She has a professional background in HR, and believes in the importance of education and would love to be a part in educating others.

Shivam Shah stated he is very appreciative to be part of this board. He was born in India, but grew up in Kenya speaking Swahili. He has been in the United States for ten years and got his degree in Florida. He owns a commercial real estate company and has a background in IT services. He said that diversity brings people together. He is happy now to call Draper home. He has given talks to different groups over the years. He said he believes people are very nice in Draper and he has seen a lot of hospitality.

Melarie Wheat lives in the cranberry hill neighborhood and has been here for & years, originally from Magna. Her background is a Mexican immigrant mom and a white dad and has grown up in a very normal diverse background. She has worked with low income families in California and is now an at home mom serving on the PTA Board and volunteering with Catholic Community Services. She is also the Utah co-lead for Mormon women for ethical government. She loves sharing and learning about other cultures.

Han Kim was born in South Korea and has grown up in Boston. He is also a Michigan grad and moved to Utah for the skiing, and found his passion for public health. He has a Doctorate in epidemiology and is a Professor at Westminster College. He has a passion for global health and has done research in many different countries. He is also involved in social justice and disparity issues. He loves Utah and thinks it is very welcoming, and is happy to get involved.

Gary Thompson moved out from California and has lived here for about ten years. He and his wife are both clinical psychologists. They did their residency in the Oakland ghettos and it was a life changing experience for him. They have a private practice, have six daughters and wanted to live in a smaller town to raise their family. He discussed the hardship of the COVID outbreak on the youth in Draper and stated that our community and the surrounding communities have been hit hard with suicide. He is grateful for the opportunity to serve on this board.

Erin Seibel stated that she is amazed with the board members. She is from Minnesota originally, and has a degree in marketing. Her heart lies with working with the kids. She has been PTA president for two years, and has been involved with state PTA. They have tried to implement a diversity program within the schools and children are typically so accepting. Erin loves Draper and is happy to be on this board to welcome and make people feel included. She thanked Mayor for the opportunity and feels happy to be in such amazing company.

Kellie Challburg mentioned that the City has a great event coordinator, David Wilks, and he mentioned possibly incorporating our cultural event into the Arts & Crafts Festival. That event is usually in May, but may be pushed back to the fall, depending on the pandemic. Mayor Walker also mentioned the Draper Foundation. Robin McCullough is the Chair of the Draper Foundation and he would love to incorporate a cultural activity into Draper Days also.

David Dobbins stated that we can contact the school district about the group speaking in the schools. Mayo Walker said he would love to see a rotation of speakers at the different schools. He said he is excited about the strong personalities and intelligence of this group.

Mayor Walker mentioned that there may be times that he will seek out the advice from this board when it comes to issues in the city. He likes to hear everyone's point of view and hopes to draw on the expertise of this board. He suggested setting agendas and said there will be some required training that the city will provide. He stated that the board should decide on a couple things to do, and to do them well. He believes the city is leading out on this topic and other cities are watching closely. Mayor Walker said he is looking to the board for their expertise, diversity, intelligence, experience and their love for our city to formulate something awesome.

Ron Williams asked who the contact should be for future ideas. Mayor Walker said to work through Tara, but can definitely contact Kellie. The Council is very supportive of this board and will provide a budget. He said to come up with ideas and run it by Tara, Kellie and him.

Tara Bradshaw asked if communication via text, emails, etc. was okay in between meetings. Mayor Walker said with respect to open meetings, your emails can become public property. Text records are considered temporary records, and records can be subject to GRAMA requests. He said that communication should be 4 or less at a time, so there isn't a quorum, but said all decisions should be made in a public meeting. Mayor Walker stated that the City Attorney, Mike Barker will attend the next meeting and answer any questions.

Mayor Walker thanked the group and said he is excited about this board.