

MINUTES OF THE DRAPER CITY DIVERSITY & INCLUSION ADVISORY BOARD HELD ON WEDNESDAY, JANUARY 13TH, 2021 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, Jill Rowe, Erin Seibel.

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 12th day of January, 2021.

- The first item on the agenda was a motion to approve the meeting minutes from the first meeting held on December 2, 2020. Ron Williams made a motion to approve the minutes and Norm Ramos seconded that motion.
- Tara Bradshaw stated that Ron Williams has been asked to serve as Vice Chair of the Board and Erin Seibel has been asked to serve as Secretary.
- The service project that the Board did in the month of December was able to collect 51 Covid-19 kits for the Utah Refugee Connection. Melany, Melarie, Tara and Kellie were able to drop off the donations. It was a very successful service project.
- Tara Bradshaw asked that we make sure that the group has everyone's correct email and phone numbers. If there has been a mistake with your information please send the correct information to Tara.
- Tara Bradshaw stated that she would like to try and keep these meetings simple and make the best use of everyone's time. Tara stated that she would like to see the group broken up into three subcommittees:
 - Education
 - Community/Business
 - Event Planning

Each group will have no more than 5 members and each group will have a group leader. Please email Ron or Tara and let them know what group you would like to be part of.

- Stephanie Frohman was asked to put together a document to help determine the group's focus. (Please see attached document). Han Kim mentioned that we should make sure that this SCOPE of work aligns with the new framework that is being put out by the State of Utah. Stephanie mentioned that we need to make sure we define our SCOPE and determine how broad it should be. It was brought up that as a board we might look at doing a needs assessment or a focus group with our community.
- Norm Ramos stated that we should not rule anything out and be broad. We can tackle projects while we do this.
- Jill Rowe mentioned that she thought opening up to the entire community could be complex. She stated that when you serve a minority group it benefits everyone.
- Ron Williams stated that as a group we will be more powerful if we do less rather than more. What are we the best at, like 3-5 things. Let's focus on those things and see where we can make the biggest difference.

- Shivam Shah stated that we should think about the people that are moving into our community and reach out to them. He mentioned that we should reach out to those that are moving from out of state. Focus on Emmigration rather than Immigration.
- Stephanie Froman said that we want to be a community where talents want to be. She also stated that we should really figure out why the City wanted to put a group together like this.
- Tara Bradshaw brought the conversation back to the three subcommittees. Ron Williams stated that he is very interested in speaking in the community. Ron would like the opportunity to teach people how to respect each other. Ron stated that he believes this can be done by educating the community. Ron mentioned the idea of Police/Firefighter kickball league.
- Gary Thompson stated that given the high racial tensions we need to make sure we balance the messages we put out there. Gary mentioned that we will receive some kickback.
- Ron Williams stated that we don't want to tolerate, we want to love and be patient. He also stated that we should deal with the real issues even if they are hard. Let's not sugar coat things. We should hash things out as a board before we take it out to the community. Jill Rowe mentioned that we all want the same things as humans.
- Faye Lao stated 2020 has been hard on everyone with the pandemic shutdowns. She wondered what we could do to emotionally support our community. Tara mentioned that Gary Thompson would be a great advocate for something like this.
- Mayor Walker stated that we are plowing new ground. This is something that will make a difference. Let's get something that we can get our hands around. We need to be aware of the stress and tension in the community.
- Kellie Challburg mentioned that the next meeting will be held Wednesday, February 10th at 7:00 pm. Kellie will send out a meeting invite.
- Tara motioned to close the meeting and Faye Lao seconded that motion.