

## EQUITY STEERING COMMITTEE

City Hall Council Chambers, 10722 SE Main Street  
& Zoom Video Conference ([www.milwaukieoregon.gov](https://www.milwaukieoregon.gov))

**Note:** agenda item times are estimates and are subject to change.

## MINUTES

JANUARY 27, 2022

### **Members Present:**

Seyon Belai, Corey Hester, Cameron Ruen, Amira Stanley, Elizabeth Start, Nikki Storm, Aneesa Turbovsky, Sara Vasquez, Dennis Ward

### **Staff Present:**

Jon Hennington, Equity Program Manager  
Ann Ober, City Manager

Hennington welcomed committee members and thanked them for agreeing to serve on the committee. Committee members were invited to introduce themselves. Hennington and Ober introduced themselves as city staff. Ober informed committee members of availability and willingness to discuss issues and concerns with committee members.

Members had a discussion of possible ground rules including the following:

- Everyone speaks before we move on from a topic, even if the answer is, "I have nothing to add."
- Please be candid
- Please maintain respectful dialogue
- Presentations should be minimized during discussion to allow members to see one another
- Reviewing and reinforcing norms established by the committee
- Having one's camera off is acceptable and a recognition that being on camera is sometimes a source of anxiety and stress
- Willingness to accept and expect non-closure
- Commitment to continuous learning
- Commitment to listening before coming to a conclusion or decision about what another is saying
- Hold a parking lot for ideas that need to be discussed at a later time

Ober and Stanley stated that they are both are willing to address issues when they arise. Both also offered to be a safe person to whom committee members may come should they need to take a break and decompress.

Ober provided an overview of city processes and structure and an explanation of how the committee's input may be requested depending on whether the issue relates to policy (Council) or operations (City Manager). Ober further explained how committee feedback may be structured depending on circumstances.

Hennington provided an outline of the upcoming agendas and committed to finding a chat group set up for board members to communicate. Hennington asked if group discussions outside of meetings was acceptable. Ober affirmed but stressed the need for no decisions to be made outside of meetings in order to comply with open meeting laws.

Start requested time on the next agenda to discuss possible projects and ideas. Hennington agreed to do so.

Members discussed moving February meeting up one week to February 17, 2022, to accommodate schedule conflicts. Hester asked that committee continue to be flexible regarding schedules.

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### **Parking Lot**

- Discuss ADA access on sidewalks