



AGENDA

DIVERSITY AND INCLUSION ADVISORY COMMISSION MEETING

Council Chamber, Anna Municipal Complex, 120 W. 7th Street, Anna, Texas 75409

Monday, December 18, 2023 @ 6:00 PM

1. **Call to Order, Roll Call, and Establishment of Quorum.**
2. **Invocation and Pledge of Allegiance.**
3. **Neighbor's Input.**
At this time, any person may address the Diversity and Inclusion Advisory Commission regarding an item on this meeting agenda that is not scheduled for public hearing. Also, at this time any person may address the Diversity and Inclusion Advisory Commission regarding an item that is not on this meeting agenda. Each person will be allowed up to 3 minutes to speak. No discussion or action may be taken at this meeting on items not listed on this agenda, other than to make statements of specific information in response to a citizen's inquiry or to recite existing policy in response to the inquiry.
4. **Reports.**
 - a. Reintroduction of Commission and staff. (15 min)
 - b. Commission information repository. (5 min)
 - c. Current projects update. (20 min)
5. **Items For Individual Consideration.**
 - a. Consider/Discuss/Act to draft a code of conduct for the Commission. (15 min)
 - b. Consider/Discuss/Act to create a process to develop procedural guidelines for the Commission. (30 min)
 - c. Consider/Discuss/Act on meeting schedule. (10 min)
 - d. Consider/Discuss/Act on approval of the minutes from the November 27, 2023 Diversity and Inclusion Advisory Commission meeting. (2 min)
6. **Future Consideration**
 - a. Advise the City Council to celebrate that Anna neighbors from diverse backgrounds attended Neighbor Academy - Glenn Brown. (5 min)
 - b. Discuss the role of the city in acknowledging Pride month - Elijah Nelms. (5 min)
7. **Adjourn.**

This is to certify that I, Taylor Lough, Assistant City Manager, posted this Agenda on the City's website (www.annatexas.gov) and at a place readily accessible to the public at the Anna Municipal Complex and on the Municipal Complex bulletin board at or before 5:00 p.m. on Thursday, December 14, 2023.

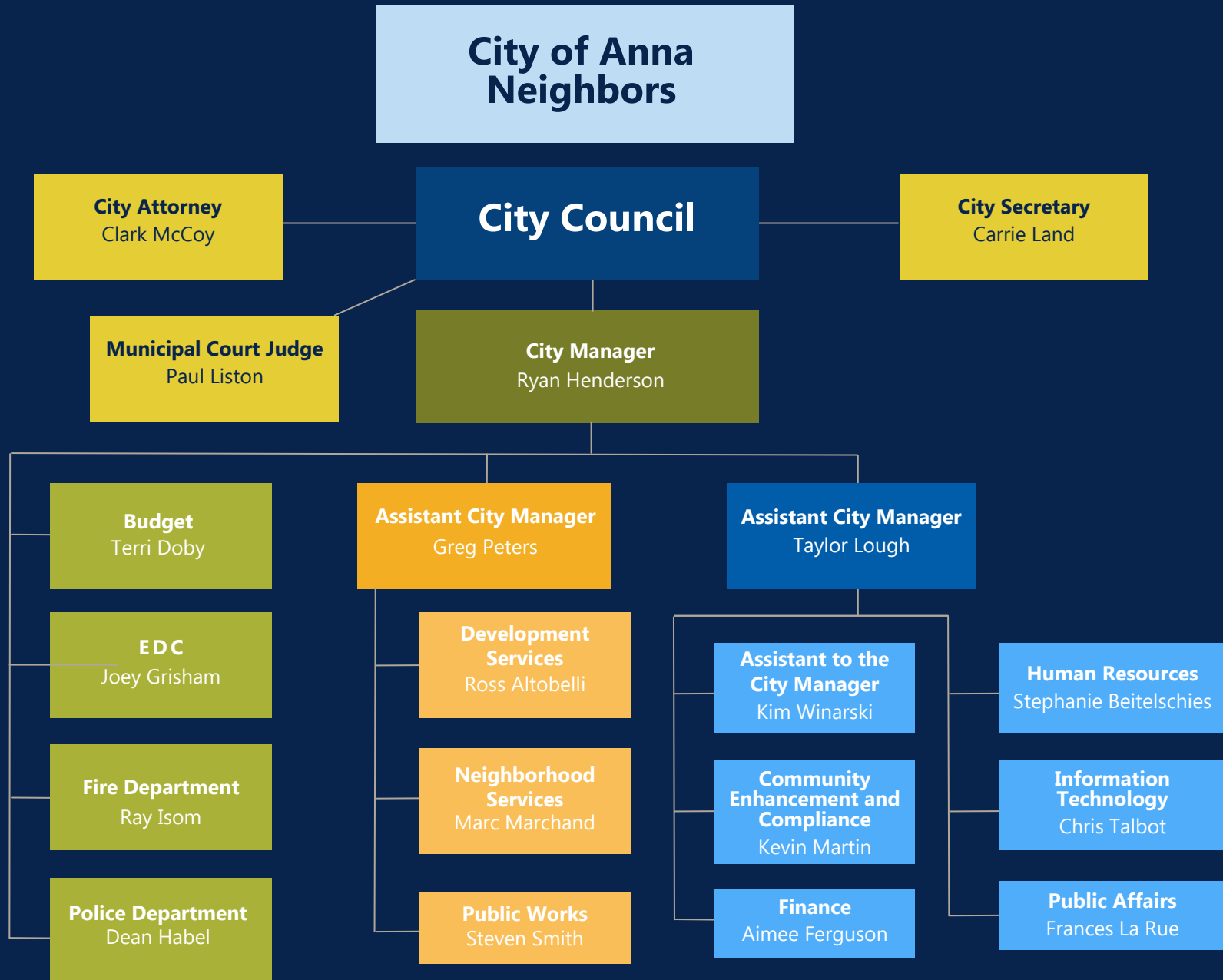
Persons with a disability who want to attend this meeting who may need assistance should contact the Assistant City Manager's office at 972-924-3325 two working days prior to the meeting so that appropriate arrangements can be made.

Taylor Lough, Assistant City Manager

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ORGANIZATIONAL CHART

THE CITY OF
Anna



Multicultural Event

Purpose: The purpose of the multicultural event is to share the variety of cultures of our neighbors through a family-friendly event centered around food, arts, dance, music, traditions, history, and more.

Tentative date: May 2024

Location: Front Porch of City Hall

Other details: The Director of Neighborhood Services has presented the Board with a memorandum on the proposed details of the multicultural event. The Board should respond with feedback on the memorandum prior to December 27th, 2023.

Together We Dine

Purpose: The purpose of the Together We Dine project is to facilitate a community conversation about race to ensure all neighbors are seen, heard, acknowledged, and celebrated.

Tentative dates: January 2024 – December 2025

Location: Varies

Other details: Member Dallen Morgan brought this opportunity to the Commission earlier this year. At the August meeting, the commission advised staff to obtain a recommendation from Project Unity on how to implement this program within the City of Anna. Executive Director Charlene Edwards explained that this would be the first time the organization has worked directly with a government entity. Most of their work thus far with civic leaders has been through their attendance at “dine events” held at religious institutes, with churches inviting their local leaders to participate. As a result, Ms. Edwards suggested the following for Anna:

1. Attend monthly “Community Dines” on Zoom and at churches in the area. These are free and open to the public. The last two dines for 2023 are Tuesday, October 24 at Highland Park United Methodist Church at 6 p.m. and Thursday, October 26 at Preston Hollow Presbyterian Church, starting at 6:30 p.m.
2. Host an internal “dine” with and for city staff. Staff recommends including AISD staff for increased participation and quality conversation amongst those serving Anna neighbors.
3. Host a “pilot dine” with at least 25 invited attendees from the City Council, Boards and Commissions, Anna Pastoral Alliance, School Board, community leaders, etc.
 - a. The pastoral alliance or a few members may choose to host a dine at one of their facilities with participation from at least two bodies

- b. The school district could host school dines at one or more of their facilities
 - c. City encourages and becomes an advocate for these efforts
- 4. Host an open Community Dine in Anna.
- Partnership opportunities with Project Unity vary between \$2,500 to \$1,250 annual (12 months, not calendar year)
 - Associate Partner - \$2,500: 4 events, 1 hour team presentation/discussion, inclusion in “Collab Lab” DEI Network
 - General Partner - \$2,150: 3 events
 - General Partner - \$1,1750: 2 events
 - General Partner - \$1,250: 1 event

Youth in Government Day

Purpose: The purpose of Youth in Government Day is to teach highschoolers about local government processes and encourage them to be civically engaged young adults.

Tentative date: January 26, 2024

Location: Anna Municipal Complex (City Hall)

Other details:

- We estimate 15-30 students. We’re working with the guidance counselors to garner student interest.
- One of our middle schools and one of elementary schools have reached out expressing interest in similar programs.
- Board members have expressed an interest in developing a longer-term program like a Youth Council or a Neighbor Academy geared towards teenagers. This could be phase two of our Youth in Government project if the Youth in Government Day goes well/has a lot of interest.

Local Youth Employment Project

Purpose: The purpose of the Local Youth Employment Project is to develop a pipeline of local students interested in and prepared for a local government career in the City of Anna. We want to build up members of the community to come and work for the community over time.

Tentative date: Summer 2024

Location: Anna Municipal Complex (City Hall)

Other details:

- This summer staff would like to start small with this – i.e. one intern or a few dates for students to job shadow – to help the program start with a good footing and grow over time. As there is no budget for this project yet, it allows staff to potentially be able to demonstrate interest from students in the program to request funding in the future.
- Starting in the fall, the City of Anna partnered with Best Buddies International to host three(+) local Anna ISD students for a job shadowing program. Best Buddies programs help people with intellectual and developmental disabilities (IDD) form meaningful friendships with their peers, secure successful jobs, live independently, and develop self-advocacy and communication skills. This is an opportunity for staff to explore what capacity different city departments have for job shadowing and/or a potential intern.
- Other cities have programs like the Mayor's Summer Youth Employment Program in Dallas or Plano's Mayor's Summer Internship Program where the city facilitates internships in the city government but also in the community. This could be an opportunity to expand.

National Interfaith Day of Prayer

Purpose:

Tentative date: January 26, 2024

Location:

Other details: Rahul shared links related to what other areas are doing in acknowledgement of National Interfaith Day of Prayer:

- <https://gov.texas.gov/news/post/governor-abbott-celebrates-national-day-of-prayer-at-governors-prayer-breakfast-in-round-rock>
- https://gov.texas.gov/uploads/files/press/A_Day_of_Prayer_1.pdf
- <https://www.whitehouse.gov/briefing-room/presidential-actions/2023/05/03/a-proclamation-on-national-day-of-prayer-2023/>

Board Procedural Guidelines Review/Update

Purpose:

Tentative date: Winter 2023-Spring 2024

Location: N/A

Other details: After briefly discussing them at our joint meeting in November, Assistant City Manager Lough sent out the questions from the meeting for consideration and response from the board.



MINUTES

DIVERSITY AND INCLUSION ADVISORY COMMISSION MEETING

CITY COUNCIL MEETING

120 W. 7th St., Anna, TX 75409

Monday, November 27, 2023 @ 6:00 PM

1. Call to Order, Roll Call, and Establishment of Quorum.

Theresa King-Bell called the Diversity and Inclusion Advisory Commission meeting to order at 6:00 p.m. Mayor Nate Pike called the City Council meeting to order at 6:00 p.m.

Commission Members Present: Theresa King-Bell, Valencia Edwards, Elijah Nelms, Yoshanda Sims, Glenn Brown, Dallen Morgan and Rahul Luthra. Quorum is present.

Council Members Present: Mayor Nate Pike, Mayor Pro Tem Lee Miller, Council Liaison Kevin Toten, Pete Cain, and Elden Baker. Council Members Absent: Deputy Mayor Pro Tem Randy Atchley and Stan Carver. Quorum is present.

Others in Attendance: Assistant to the City Manager Kimberly Winarski, Assistant City Manager Taylor Lough, and City Manager Ryan Henderson

2. Invocation and Pledge of Allegiance.

Mayor Pike provided an invocation and lead the Pledge of Allegiance.

3. Neighbor's Input.

No neighbor's input.

4. Work Session.

a. Discussion and Direction on Council and Board Expectations for Diversity and Inclusion Advisory Commission Meeting.

Mayor Pike stated the board was created with intention and understanding that there is a need in the community. Funding and action will require Council approval and the Commission is encouraged to plan in advance, based on budget schedules.

Kevin Toten shared that attendance is very important. He shared he will be the liaison.

Valencia Edwards shared the Board should come up with rules for missed meetings.

Glenn Brown provided a proposal to create a multidisciplinary team to create operational and procedural guidelines for the Commission with adoption planned for March. Theresa King-Bell made a motion to include this proposal on the January Commission meeting. Yoshanda Sims seconded the motion. All were in favor. Motion passed unanimously.

Elden Baker asked the Board to review the planned and current events and advise how they can be more inclusive. Theresa replied that the Board has asked for an event calendar to include that for future discussion.

b. Discussion and Direction on Project Unity Together We Dine Partnership and Program.

Dallen Morgan shared information about the Project Unity organization and the Together We Dine program. Taylor Lough shared the partnership opportunity levels. Pete Cain shared there is no budget set for the Diversity and Inclusion Advisory Commission. Glenn Brown suggested budget requests be part of the process. Lee Miller agrees there needs to be a funding mechanism. Mayor Pike agreed with a procedural mechanism for action for the Commission to advise the Council. He stated that the Commission will act. Staff will inform the City Manager who will consult with the Council for the agenda or other action that may be needed. The City Council hires only the City Manager, City Secretary, City Attorney and Municipal Court Judge.

Valencia Edwards stated the first dine could include all Anna City Boards and Commissions as well as the Anna ISD School Board, and other invited attendees.

c. Discussion and Direction on Anna Youth Employment Program.

Valencia Edwards shared the purpose statement and action the Commission took in October. Kimberly Winarski explained three interns for eight weeks are planned to work for the City of Anna at federal minimum wage over the summer. Staff has applied for a grant.

Theresa King-Bell made a motion to amend the purpose statement for the item. Glenn Brown seconded the motion. All were in favor. Motion passed.

5. Report.

a. Multicultural Event.

A memo from Director of Neighborhood Services Marc Marchand was provided outlining proposed details for the event. Mayor Pike explained that Juneteenth was created by a neighbor when the city was not able to host the event. In 2024 the city will plan and host the event. Mayor Pike stated the Commission will advise the event. Staff will plan the Multicultural event with input from the Commission.

b. Youth in Government Day.

Kimberly Winarski shared the event is January 26th and the information will be shared in the city newsletter.

c. National Day of Prayer

Kimberly Winarski shared that this item has been brought before the Commission. Elden Baker shared there was a casual event at the previous city hall previously.

6. Items for Individual Consideration

a. Consider/Discuss/Act on Approval of the Minutes from the October 23, 2023 Diversity and Inclusion Advisory Commission Meeting.

Theresa King-Bell made a motion to approve the minutes..... Dallen Morgan seconded the motion. All were in favor motion passed.

7. Adjourn.

Kimberly Winarski provided a recap of the meeting's discussion. Theresa King-Bell thanked the City Council for their attendance.

Theresa King-Bell adjourned the Diversity and Inclusion Advisory Commission meeting at 8:07 p.m.

Mayor Nate Pike adjourned the City Council meeting at 8:07 p.m.

Theresa King-Bell, Chairperson

Kimberly Winarski, Staff liaison