



## EQUITY COMMITTEE PLANNING GROUP MINUTES

JUNE 7, 2022

Present: Co-Chair Cyndy Hillier, Co-Chair Christen Sacco, Stacey Dolezal, Jennifer Eidson, Rio Espinosa, Rachel Greenough, Valerie Holt, Shannon Huggins, Mike Mata, Maria Nguyen, Sharon Noell, Bryan Ortiz, BJ Park, Isabella Raymond, and Shane Skinner

Absent: Glendora Claybrooks and Lusi Hong

Staff: City Manager Sherilyn Lombos, Community Engagement Coordinator Betsy Rodriguez Ruef, and Deputy City Manager Megan George

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### **I. Welcome**

Co-Chair Cyndy Hillier and Co-Chair Christen Sacco called the meeting to order at 6:00 p.m. and thanked group members for being there. The co-chairs introduced themselves as elected city councilors in Tualatin, and shared that they would be representing the City Council and chairing this group. Co-Chair Sacco reiterated the purpose of the Equity Committee Planning Group, which is to help build the structure of the permanent Equity Committee by reviewing data about the community and City Council initiatives, by sharing your lived experiences, and by participating in engaging discussions.

### **II. Getting to know you activity**

Community Engagement Coordinator Betsy Rodriguez Ruef introduced the icebreaker activity and instructed group members to first answer six questions independently, then find a buddy to share one of your answers, then find another pair to share another answer. Finally, as a whole, group members introduced themselves and answered one of the questions.

### **III. Housekeeping**

Rodriguez Ruef reviewed the agenda and asked group members to complete the volunteer agreement and meal order form.

### **IV. Ground Rules & Group Roles**

Deputy City Manager Megan George reviewed the roles of the co-chairs, staff facilitators, and group members. The role of the co-chairs is to set and facilitate meeting agendas. They will also participate in these meetings as representatives of the City Council. They will encourage participation and monitor ground rules.

The role of staff facilitators is to help the group navigate the task set forth by the City Council by working with the group chairs to set and facilitate the meeting agendas, and by doing the "behind-the-scene work" in between meetings and ahead of meetings to coordinate with group members, set up the space, and more. They will also help encourage participation and monitor the group's ground rules.

The City Council is asking group members to attend and participate in the meetings, and provide feedback and opinions on topics discussed in the meetings.

George asked group members to brainstorm possible ground rules. She shared that ground rules can help this group to operate procedurally and help to create a safe space where everyone feels comfortable. The group identified the following ground rules:

- Treat everyone with respect
- Listen with an open mind
- Be open to different ideas
- Turn name tent when ready to speak
- Step up/step back
- Thumbs vote, clarify voting process
- Speak up, even if you disagree with the majority
- Assume good intent
- Call someone in, not out
- Being curious
- Conflict is okay
- Respect people's boundaries and know your own

George shared that she would make minor adjustments to the language and bring the full list back to the next meeting for the group to review.

#### **V. Why did you sign up for this committee?**

Co-Chair Hillier and Co-Chair Sacco asked the group to reflect on why they applied to serve on the Planning Group and instructed group members to record one reason per sticky note. Staff collected the sticky notes and grouped by theme on chart paper. The themes included community; free food and no dishes; protect/improve futures; learn and help others to learn; Tualatin-specific; represent my community; taking action; and process. Photos of the sticky notes and themes are attached.

#### **VI. Information on Tualatin**

City Manager Sherilyn Lombos introduced herself and shared that she would be presenting information about the community derived from the Census and 2020 Tualatin Community Survey. She added that this presentation would include some information, but that there was much more available on the City's website and other locations for those that were interested.

Lombos presented three maps of the City including the City's Boundary Map, Planning Map, and the Census Tracts. Much of the western part of the city is dedicated to manufacturing, while northern, eastern, and southern parts are primarily residential. Commercial districts are in the downtown area (north central) and Bridgeport (north).

The Census has several products. This presentation pulls information from both the 2020 Decennial Census and the 2020 American Community Survey. Each slide includes a webpage link so you can access the materials directly following the meeting. Lombos reviewed data about the population, age, homeownership, education, disability, race, ethnicity, language, income, earnings, and poverty in Tualatin.

Sharon Noell asked for more information on the race/ethnicity table. George summarized that the Census categorizes race and ethnicity separately, which makes it challenging to assess the total percentage of the population that identifies as Hispanic or Latino. The table included in the presentation pulls information from several tables on the Census' website, which may include some duplication in numbers.

Finally, Lombos shared that the City has conducted the National Community Survey four times in the last ten years. This scientifically valid survey asks community members to rate factors of livability in Tualatin. Lombos shared that 88% of respondents said the overall quality of life in Tualatin was excellent or good. She also reviewed a variety of metrics related to inclusivity and engagement, including 62% that said the openness and acceptance of the community toward people of diverse backgrounds was excellent or good, and 70% that said valuing/respecting residents from diverse backgrounds was excellent or good. The full report is available on the City's website.

Sharon Noell asked what percent of the City's revenue is derived from residents as compared to businesses. Lombos said they would follow up with this information.

Mike Mata asked if there was information available on Tualatin's unhoused population. Lombos responded that Washington County completes a point-in-time count periodically to gather that type of information and that they would follow up with the specific information.

Co-Chair Hillier introduced her presentation about the City Council's 2030 Vision for the community. Each year, the City Council meets to discuss the vision and priorities for the City. It is aspirational and helps to direct how resources are allocated. There are seven interrelated statements:

- An inclusive community that promotes equity, diversity, and access in creating a meaningful quality of life for everyone
- A connected, informed, and civically engaged community that embraces our City's diversity
- A thriving and diversified economy that includes living wage jobs, increased tourism, and sustained financial stability for the whole City
- Safe, vibrant, and accessible gathering places throughout the City that build and celebrate our whole community
- An efficient, accessible, innovative, sustainable, and connected transportation system that effectively and safely meets the needs of our entire community
- Safe, desirable, welcoming, and sustainable neighborhoods with housing that is available to all
- An environmentally active, sustainable, responsible, and forward-thinking community that values and protects our natural resources, inhabitants, and habitat

Jennifer Eidson asked if the group could be provided a list of celebrations and events in the community related to various affinity groups. Lombos said they would follow up with this information.

## **VII. Wrap Up**

Rodriguez Ruef reviewed the upcoming meeting dates, and clarified that one meeting date changed from October 11 to October 4.

- Tuesday, July 12, 6 – 8 p.m., Tualatin City Services (10699 SW Herman Rd)
- Tuesday, August 16, 6 – 8 p.m., Tualatin City Services (10699 SW Herman Rd)
- Tuesday, September 13, 6 – 8 p.m., Juanita Pohl Center (8513 SW Tualatin Rd)
- Tuesday, October 4, 6 – 8 p.m., Juanita Pohl Center (8513 SW Tualatin Rd)
- Monday, November 14 (City Council Meeting), 5 – 6 p.m., Tualatin City Services (10699 SW Herman Rd)

Rodriguez Ruef shared that the group will start to look at how other cities in Oregon have structured their equity committees at the next meeting. Finally, supplemental materials related to other City Council initiatives are provided in group members' binders for reference ahead of the next meeting.

Co-Chair Hillier asked the group to reflect on two questions:

1. What did you learn today?
2. What are you looking forward to?

### **Adjournment**

Co-Chair Hillier adjourned the meeting at 8:00 p.m.

 / Betsy Rodriguez Ruef, Recording Secretary

Learn  
about  
Tualatin

I want to  
know more about  
what is in place,  
more about my  
Community.

looking for my  
community  
AND  
ways to ensure  
anyone can find  
their community  
here in Tualatin

to get to  
know  
Tualatin

Want to be  
more involved  
in Tualatin +  
I really care  
about this

I don't know  
much about Tualatin's  
population and I would  
like to have a better  
understanding of the  
local community.

to build  
community

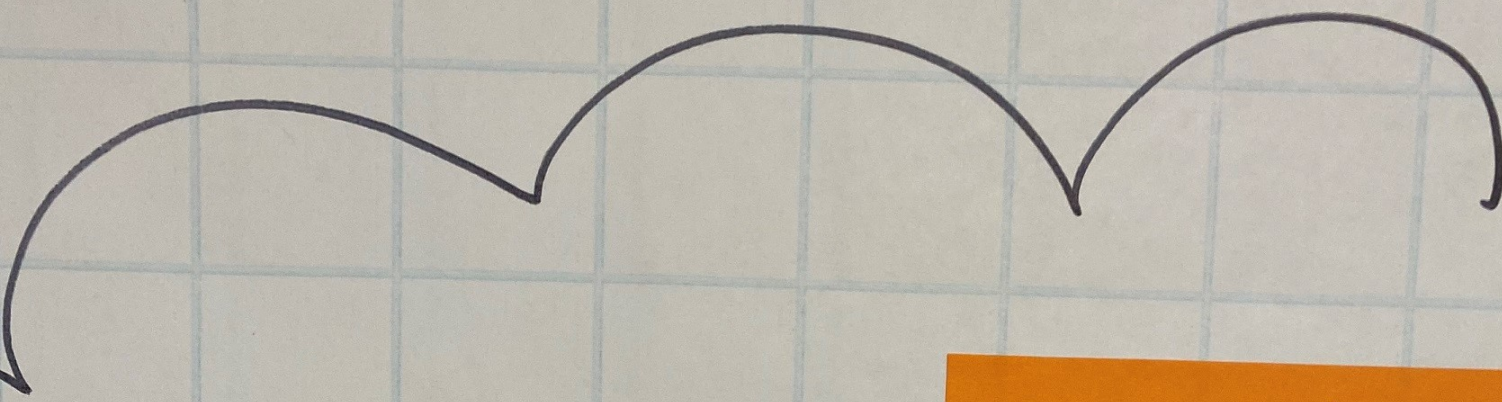
This group seems to  
be a great way to  
get involved with the local  
community through the lens  
of DEI initiatives.

At my work, we have  
a DEI committee I'm  
on and I wanted to  
see if there is any  
support/collaboration with  
the local government.

Hearing from  
community about  
how they would  
like to see our  
city function as we  
strive to include all

I wanted  
to  
get  
involved in  
my community

# COMMUNITY



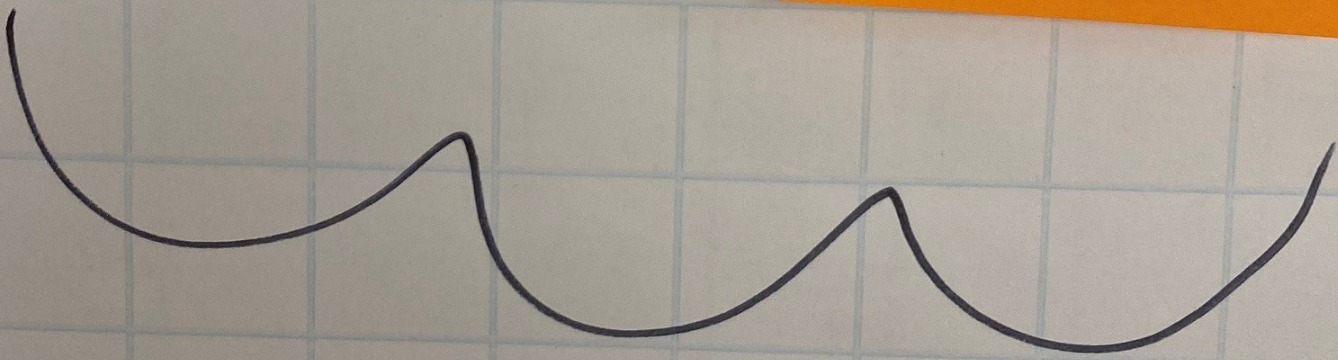
FREE

FOOD

+

NO

DISHES



Get out of  
doing dishes on  
Tuesdays  
(just kidding!!)

Free  
Food

can't worry about things I have no control over.

# PROTECTING FUTURE

Helping Children

## LEARN + HELP OTHERS LEARN

Equity is a passion/interest of mine

I have <sup>why</sup> supported many <sup>articles</sup> and books

Studying Sociology is my passion

experience

School

to sure the Comm rep

learn + practice equity skills

expand my understanding of other roles

The opportunity to educate others

to learn a bit about city gov vs. making actual change

RE

# PROCESS

This group is seemingly further along than my hometown's local government and I would like to be involved as much as possible.

My  
am key social  
social  
search  
program design

excited about  
The  
ideal group

why?  
I like to  
be an effective  
change agent

I think this sort of movement is long overdue and I am happy to be part of it.

I like to speed up social adjustment  
Adoption.

Equity is important!

I feel that Equity has been used as a PR tool rather than a way to bring people together.

I'm interested in the cause

wanting to be a part of the solution

If I choose not to be part of this then I can't complain later about the results.

I like to try to be proactive vs reactive, especially with an eye to words social issues

why?  
What I know about → Program Policy + Measurement + progressive change + Education for social behavior change

It's very cool that the city is starting this process + I want to help



# OWN

Get more active in the community

Support my Community

I want to focus on what has the most impact in my life rather than worry about things I have no control over.

TUAL  
SPE

PROTECT/IMPROVE FUTURES

My Children

Family

LEARN + HELP OTHERS LE

I hope to provide  
a different perspective.

to be  
sure that  
the LGBTQ+  
community was  
represented

Rep the  
LGBTQIA+  
community

Provide a  
different  
perspective

Be someone  
else's voice

REP MY  
COMMUNITY



# Why

Learn about Tualatin

I want to know more about what is in place, more about my Community.

looking for my Community AND ways to ensure anyone can find their community here in Tualatin

to get to know Tualatin

Want to be more involved in Tualatin. I really care about this

I don't know much about Tualatin's people and I would like to have a better understanding of the local community.

to build Community

This group seems to be a great way to get involved with the local Community through the lens of DEI initiatives.

At my work, we have a DEI committee I'm on and I wanted to see if there is any support/collaboration with the local government.

Hearing from Community about how they would like to see our city function as we strive to include all

I wanted to get involved in my community

FREE FOOD + NO DISHES

Get out of doing dishes on Tuesdays (not kidding!)

Free Food

# COMMUNITY



# This

TUALATIN SPECIFIC

Get more active in the community

Support my Community

I want to focus on what has the most impact in my life rather than worry about things I have no control over.

Create more community activities

Make Tualatin even better!

Find consistency in experiences for all whose live, recreate, work and be in Tualatin.

Diversity of our city could be better celebrated and widely visible

I WOULD LIKE TO SEE MORE OF OUR COMMUNITY REFLECTED IN ACTIVITIES AND LOCAL COMMUNITY EVENTS, PROGRAMS

I WOULD LIKE TO SEE CITY PROGRAMS AND PROJECTS INCLUDE DIVERSE INPUT, VALUES FROM THE COMMUNITY

PROTECT/IMPROVE FUTURES

My Children

LEARN + HELP OTHERS LEARN

Equity is a passion/interest of mine

Invest my time/energy/resources into my home community

Straying Sociology is my passion

experience

To have my supervisor many similar and tracks

School

to be sure that the LGBTQ+ Community was represented

Rep the LGBTQ+ Community

I hope to provide a different perspective.

Learn + practice equity skills

expand my understanding of other pol's

The opportunity to educate others

Provide a different perspective

Be someone else's voice

to learn a bit about city gov vs. making actual change

REP MY COMMUNITY

# Group?

TAKE ACTION

Be Apart of change

In directly/directly help those in need

Recognize + challenge Change norms

because clin getting too old to march all the time but clin too poor to donate all the time

I think I can help.

I want to affect change in my community.

to make a difference

Prevent Tualatin from experiencing what Newberg is going through

I am many groups -  
old female  
Chinese domestic  
V. Blance, PTSD  
Veteran family

I have input

Raising the bar for our entire community by raising all.

Help shape future equity work while I live.

Raise up all groups in community including those ~~in~~ living in active addiction to those in recovery.

I want to help underrepresented groups.

Fight for the little guys

So many of my close friends (The last 10 years that I've been paying attention) talk about being discriminated against, hurt, abused ignored. I want to help

I WORK IN PUBLIC OUTREACH, SO I CARE ABOUT ENSURING EVERYONE HAS A VOICE AT THE TABLE. AND TUALATIN IS MY COMMUNITY.

PROCESS



TUALATIN SPECIFIC

PROVE

HELP & LEARN

Create more community activities

Make Tualatin even better!

Find consistency in experiences for all whose live, recreate, work and be in Tualatin.

Diversity of our city could be better celebrated and widely visible

I WOULD LIKE TO SEE MORE OF OUR COMMUNITY REFLECTED IN ACTIVITIES AND LOCAL COMMUNITY EVENTS, OPPORTUNITIES

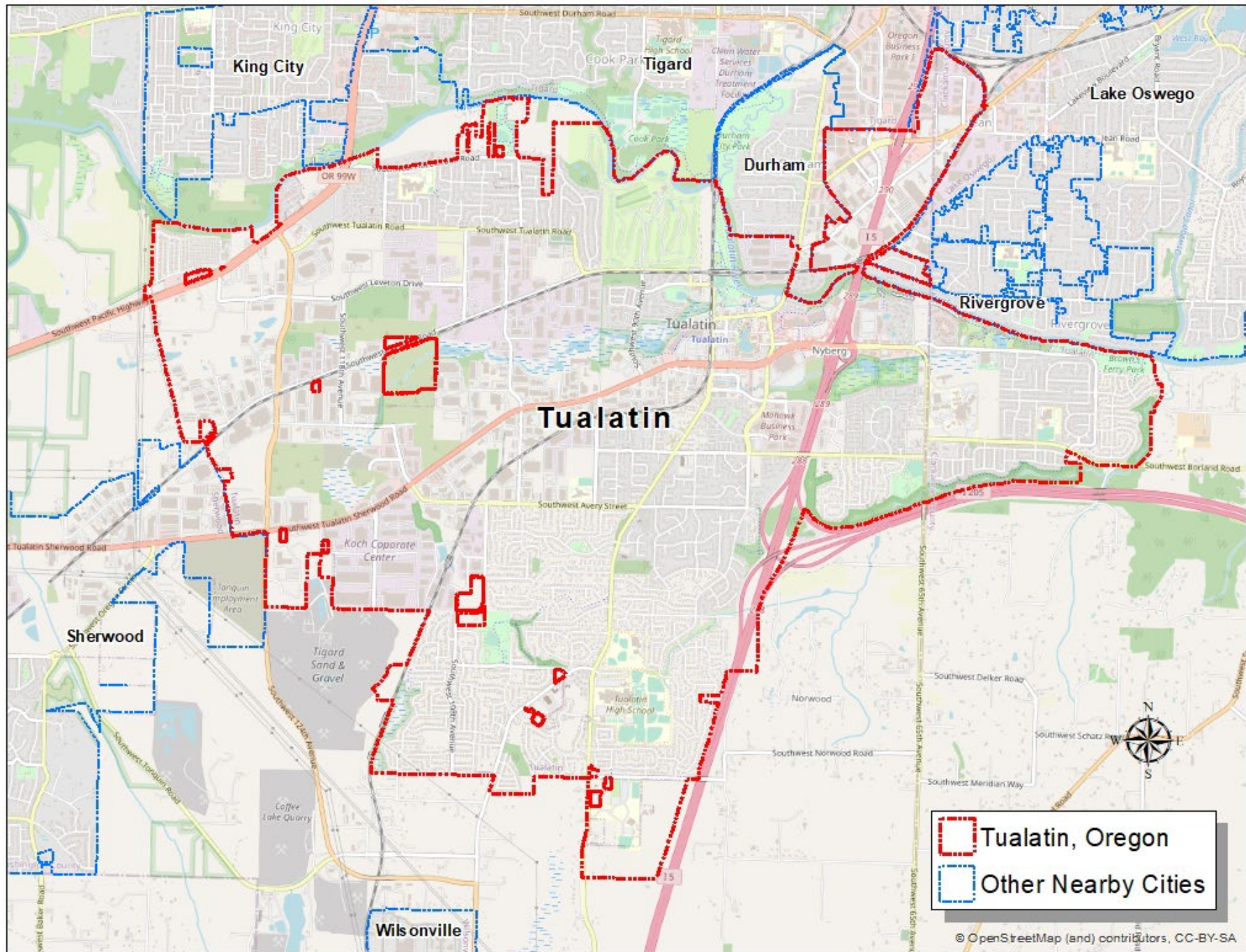
I WOULD LIKE TO SEE CITY PROGRAMS, ~~POLICIES~~ AND PROJECTS INCLUDE DIVERSE INPUT, VALUES FROM THE COMMUNITY

Invest my time/energy/resources into my home community

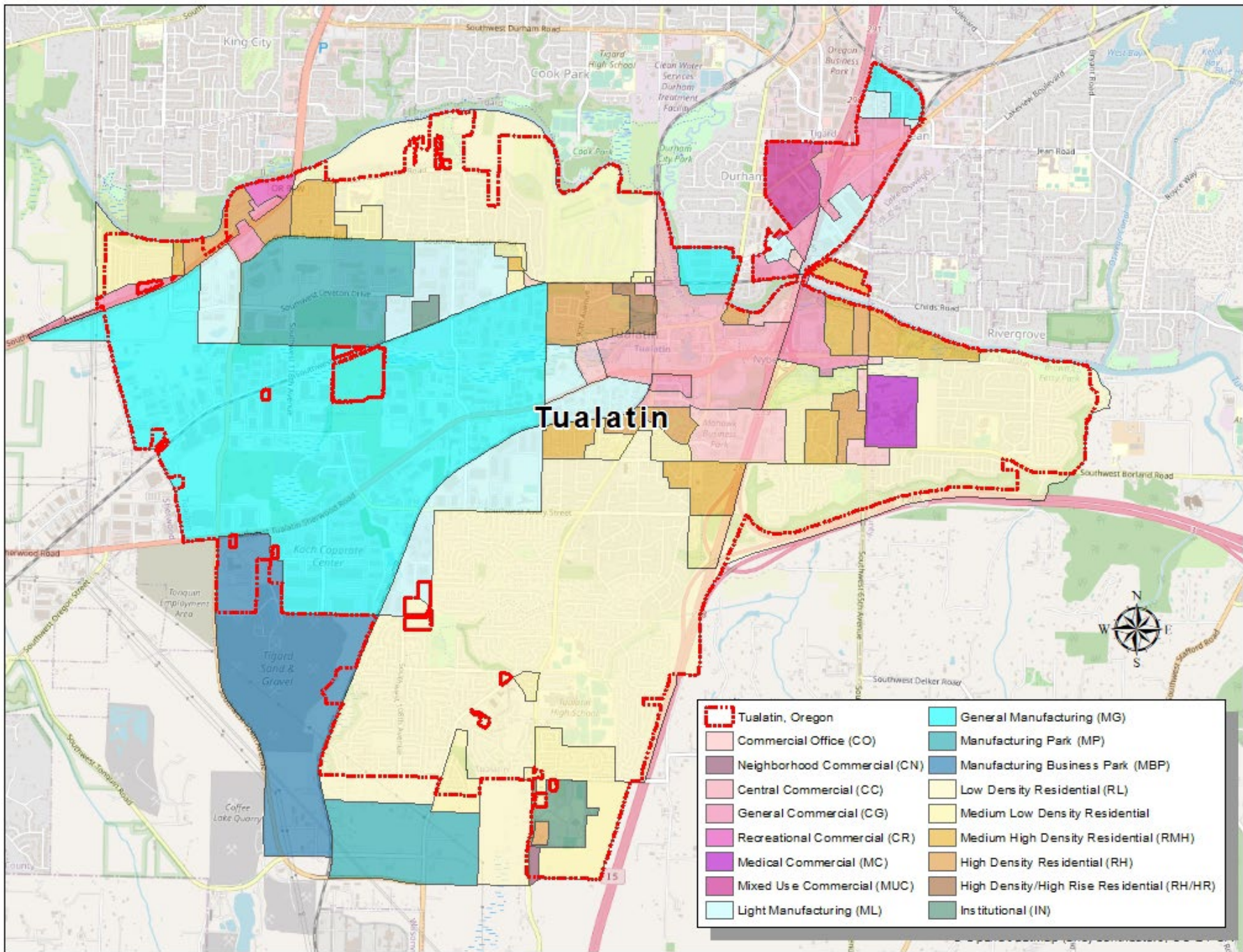


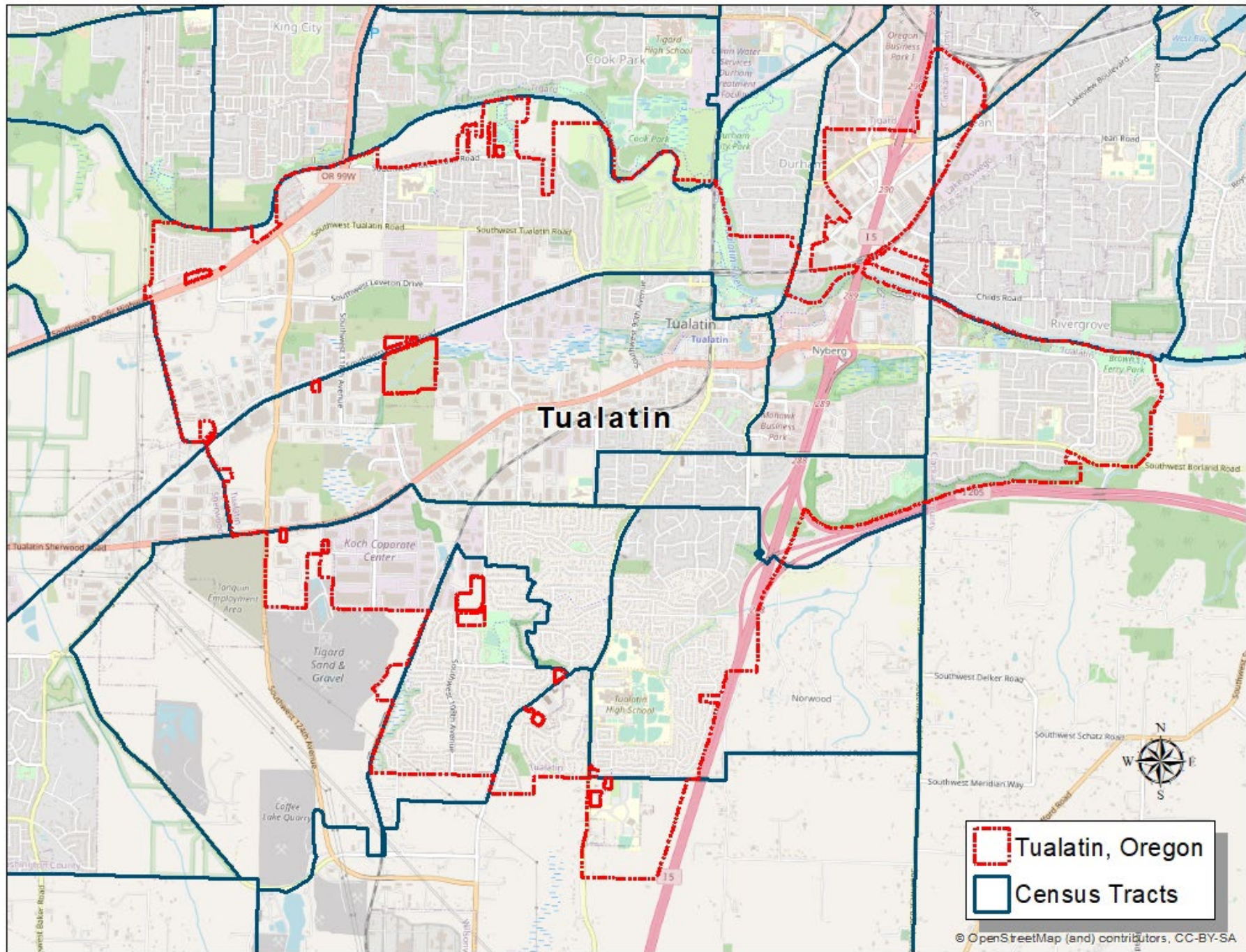
# Information on Tualatin

June 7, 2022 | Equity Committee Planning Group









# Population, Age, Homeownership, Education, and Disability



Total Population  
**27,942**



Total Households  
**10,584**



Bachelor's Degree or Higher  
**45.8%**

## Homeownership Rate

**54.3%** +/- 2.7%

Homeownership Rate in Tualatin city, Oregon

**62.8%** +/- 0.3%

Homeownership Rate in Oregon

## Age and Sex

**37.0** +/- 1.0

Median Age in Tualatin city, Oregon

**39.5** +/- 0.1

Median Age in Oregon

## Disability

**8.0%** +/- 1.1%

Disabled Population in Tualatin city, Oregon

**14.3%** +/- 0.2%

Disabled Population in Oregon



# Race, Ethnicity, and Language

Race/Ethnicity	Pop.	%
White alone	19,895	71%
Hispanic or Latino	5,179	19%
White; Some Other Race	1,743	6%
Asian; White	593	2%
American Indian and Alaska Native; White	476	2%
Black or African American alone	354	1%
Native Hawaiian and Other Pacific Islander alone	325	1%
Black or African American; White	254	1%
American Indian and Alaska Native alone	243	1%

2020 Decennial Census

## Language Spoken at Home

19.7% +/- 2.9%

Language Other Than English Spoken at Home in Tualatin city, Oregon

15.3% +/- 0.2%

Language Other Than English Spoken at Home in Oregon

2020 American Community Survey 5-Year Estimates



# Income, Earnings, and Poverty

## Income and Earnings

**\$92,454** +/- \$4,896

Median Household Income in Tualatin city, Oregon

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**\$65,667** +/- \$390

Median Household Income in Oregon

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## Poverty

**10.3%** +/- 2.2%

Poverty, All people in Tualatin city, Oregon

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**12.4%** +/- 0.2%

Poverty, All people in Oregon

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Label	Estimate
▼ Total	10,584
Less than \$10,000	4.3%
\$10,000 to \$14,999	1.6%
\$15,000 to \$24,999	4.9%
\$25,000 to \$34,999	5.2%
\$35,000 to \$49,999	10.2%
\$50,000 to \$74,999	14.1%
\$75,000 to \$99,999	13.7%
\$100,000 to \$149,999	23.1%
\$150,000 to \$199,999	10.9%
\$200,000 or more	12.0%
Median income (dollars)	92,454
Mean income (dollars)	108,944





**THE NCS™**  
**The National Community Survey™**

**Tualatin, OR**  
*Community Livability Report*  
**2020**



# Quality of Life

*Measuring community livability starts with assessing the quality of life of those who live there, and ensuring that the community is attractive, accessible, and welcoming to all.*

## OVERALL QUALITY OF LIFE IN Tualatin

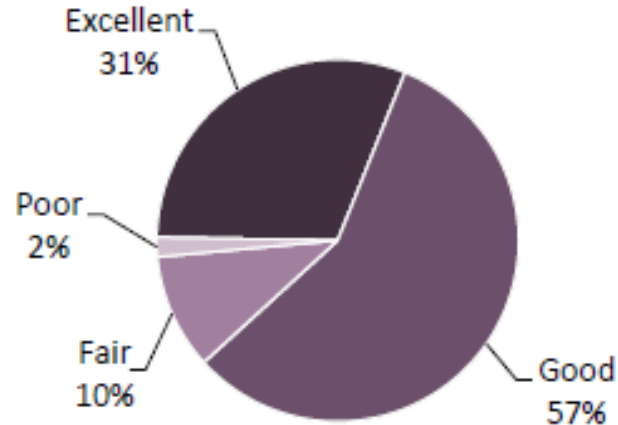
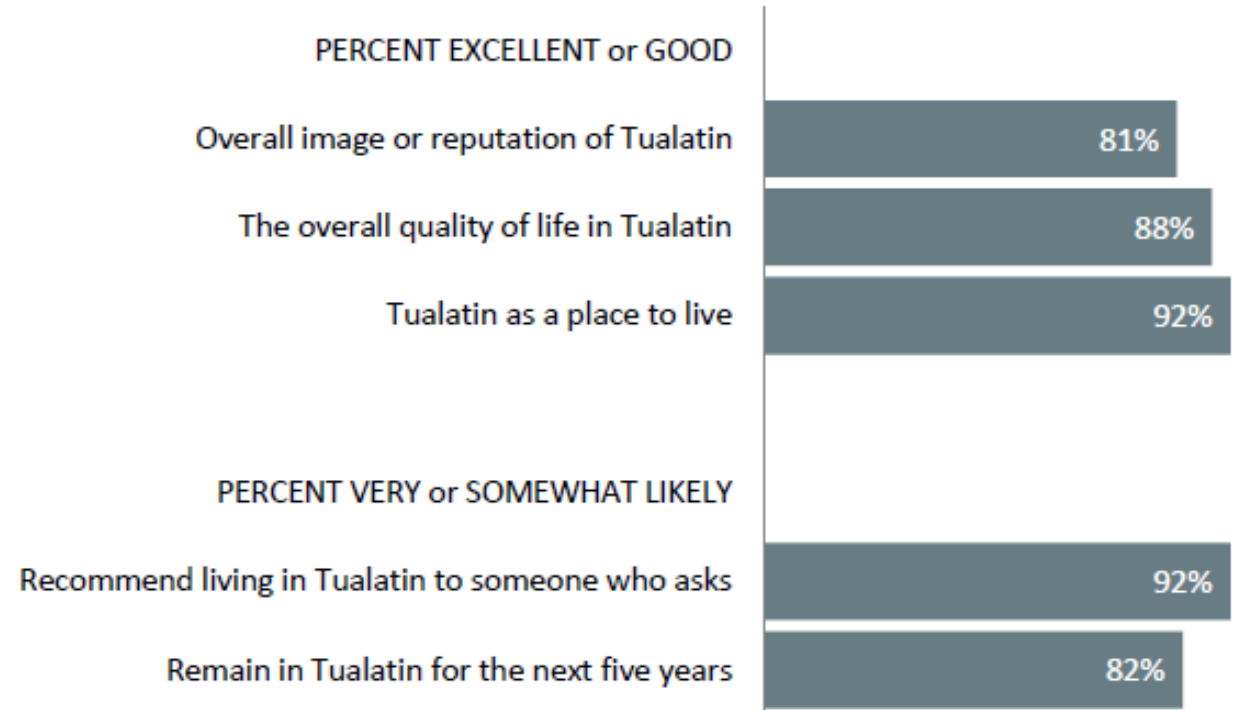


FIGURE 3: QUALITY OF LIFE IN TUALATIN

### COMPARISON TO NATIONAL BENCHMARK

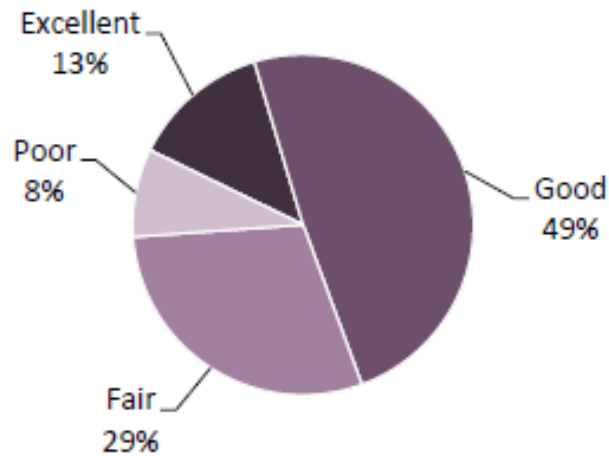
- Higher
- Similar
- Lower



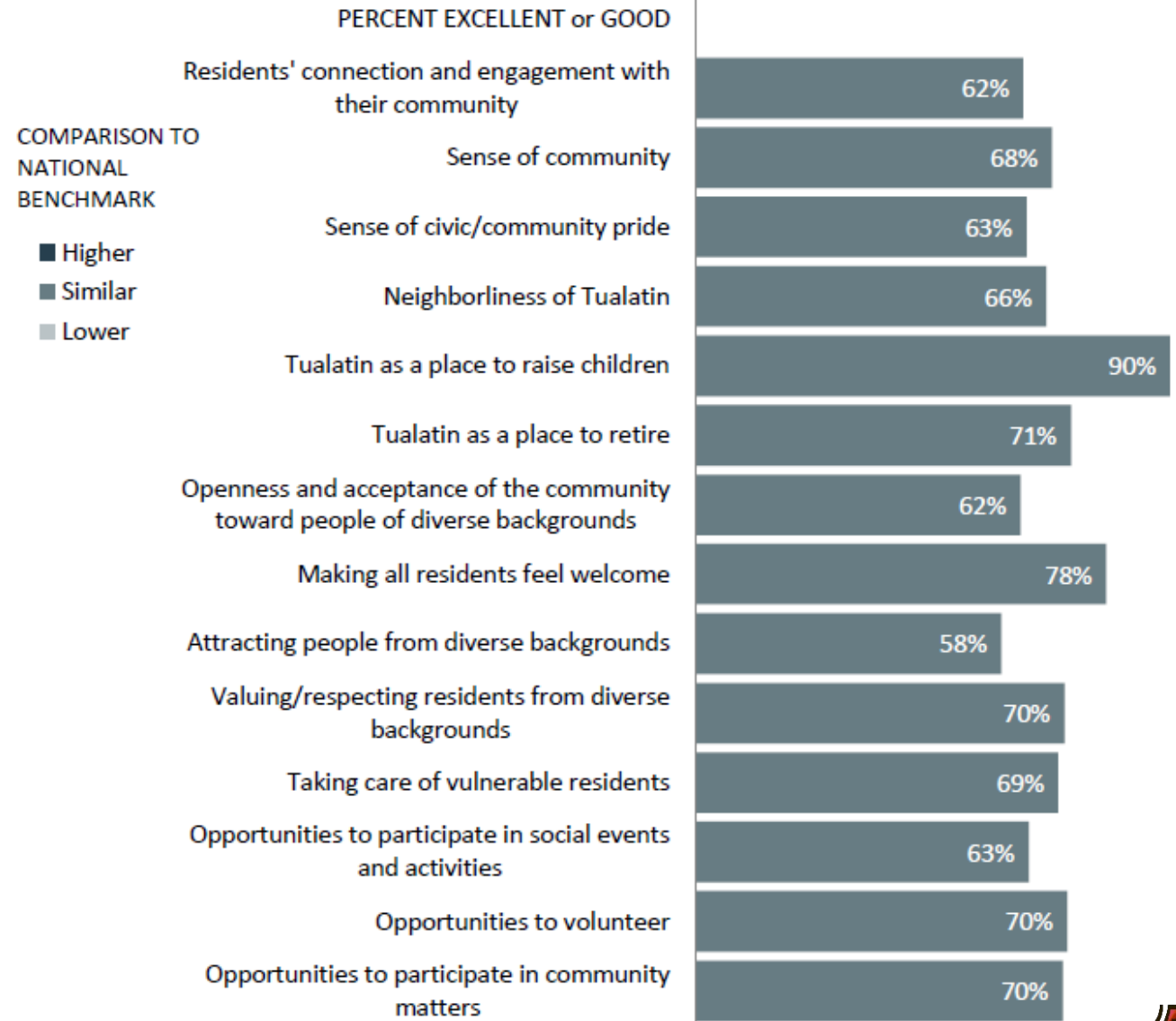
# Inclusivity and Engagement

*Inclusivity refers to a cultural and environmental feeling of belonging; residents who feel invited to participate within their communities feel more included, involved, and engaged than those who do not.*

**RESIDENTS' CONNECTION AND ENGAGEMENT WITH THEIR COMMUNITY**



**FIGURE 32: INCLUSIVITY & ENGAGEMENT**



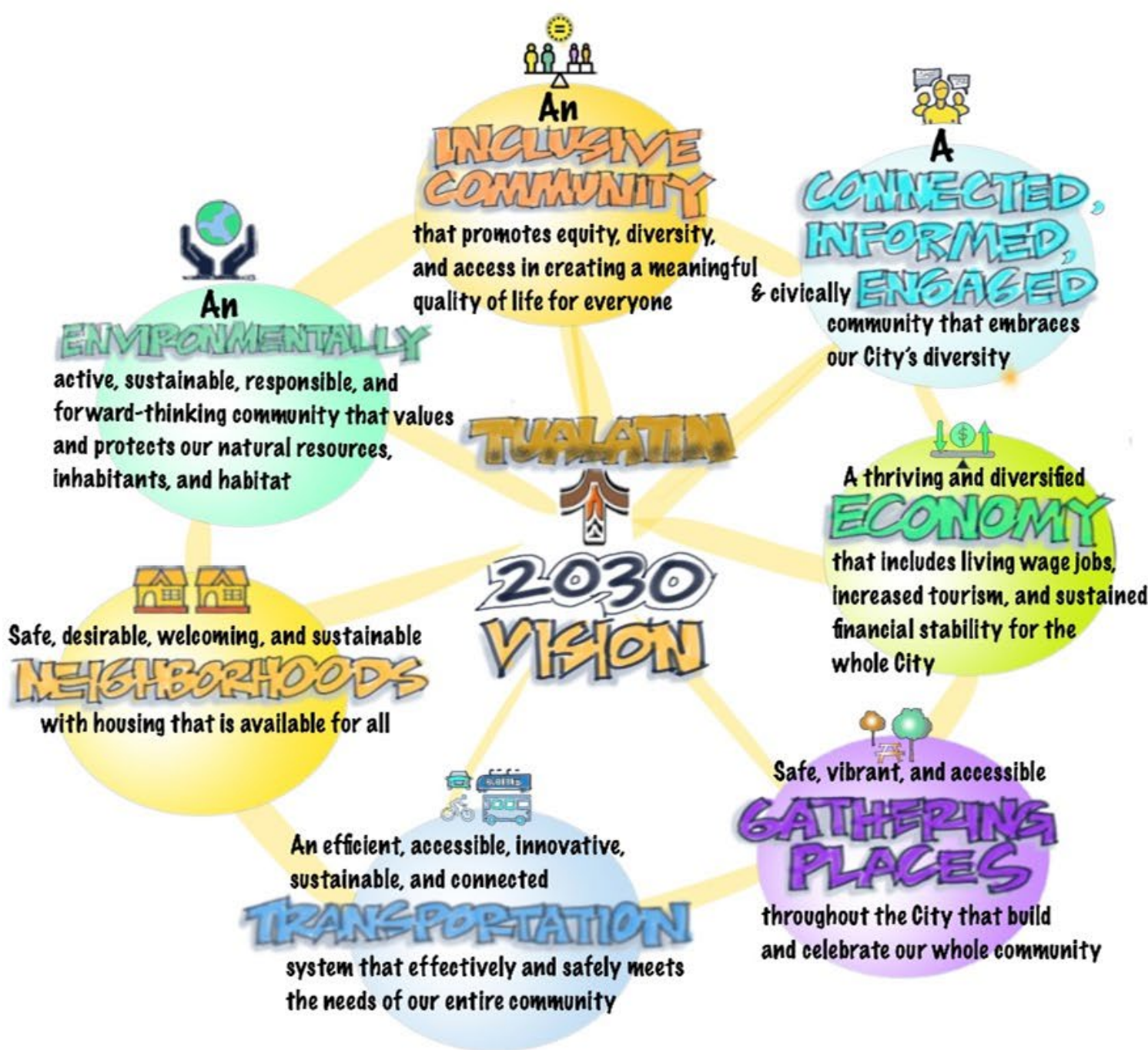


# City Council 2030 Vision

Equity Committee Planning Group | June 7, 2022



# CITY OF TUALATIN 2021 PRIORITIES



## HOUSING

- Affordable
- Supportive Services
- Diversity
- Smart Design/Green Construction

## TRANSPORTATION

- Tualatin Moving Forward
- Shuttle Program
- 1-205 Tolling
- Regional Initiatives

## DIVERSITY, EQUITY, INCLUSION, & SOCIAL JUSTICE

- Community Engagement
- Zoning Inequities
- DEI Training
- Accessible Communications
- Environmental Justice

## ENVIRONMENT

- Climate Action Plan
- Bee City USA & Tree City USA

## COMMUNITY ASSETS

- Parks
- Water Supply
- City Facilities
- Community Art

## ECONOMIC DEVELOPMENT

- Urban Renewal
- Comprehensive Plan/Development Code
- Business Support

## CRISIS PREPAREDNESS

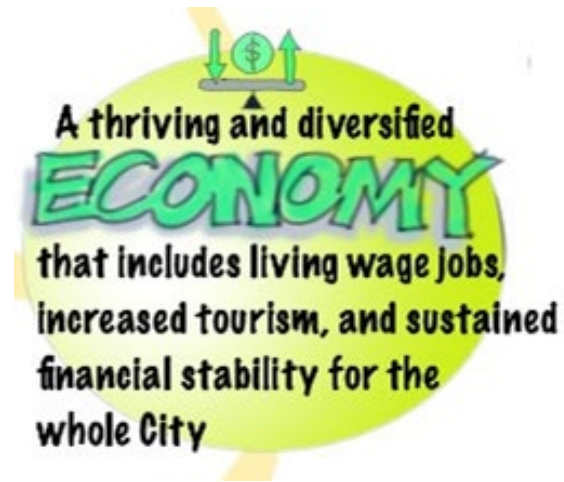
- Crisis Management/Resiliency Plan
- CERT



**An inclusive community that promotes equity, diversity, and access in creating a meaningful quality of life for everyone**



**A connected, informed, and civically engaged community that embraces our City's diversity**



**A thriving and diversified economy that includes living wage jobs, increased tourism, and sustained financial stability for the whole City**



**Safe, vibrant, and accessible gathering places throughout the City that build and celebrate our whole community**



**An efficient, accessible, innovative, sustainable, and connected transportation system that effectively and safely meets the needs of our entire community**



**Safe, desirable, welcoming, and sustainable  
neighborhoods with housing that is available to all**





**An environmentally active, sustainable, responsible, and forward-thinking community that values and protects our natural resources, inhabitants, and habitat**