



## **MEETING NOTICE**

### **I.D.E.A. ADVISORY COMMITTEE**

**March 18, 2024 - 6:00 PM**

Tualatin Public Library, 18878 SW Martinazzi Ave.

### **Virtual Meeting Access:**

<https://us02web.zoom.us/j/81603956783>

Passcode 424611

---

#### **A. CALL TO ORDER (6:10 PM)**

#### **B. APPROVAL OF MINUTES**

#### **C. COMMUNICATIONS**

1. Co-Chairs
2. Council Liaison
3. Staff
4. Public

#### **D. OLD BUSINESS**

1. Community Survey
2. Committee Vision & Mission Statement

#### **E. NEW BUSINESS**

1. Values Alignment: Defining the Challenges

#### **F. FUTURE AGENDA ITEMS**

1. Values Alignment: Defining Success

#### **G. COMMUNICATIONS FROM COMMITTEE MEMBERS**

#### **H. ADJOURNMENT**

All meetings of the Committee are open to the public. This meeting location is accessible to person with disabilities. To request accommodations, please contact Jerianne Thompson, Library Director, at [jthompson@tualatin.gov](mailto:jthompson@tualatin.gov) or 503-691-3063 at least 36 hours prior to the meeting.

For those wishing to provide comment during the meeting, there is one opportunity on the agenda: Public Communications. Written statements may be sent in advance to Library Director Jerianne Thompson no later than 5pm on March 18, 2024.

## IDEA ADVISORY COMMITTEE MEETING

February 20, 2024



Present: Angelica Butler (virtual), BJ Park, Chris Paul, Destini Barajas, Erinn Stimson, Jasmine Wilder, Rebekah Morgan, Winnie Lo (virtual), Councilor Christen Sacco

Absent: Gerry Preston, Kolini Fusitua, Valerie Holt

Public:

Staff: Jerianne Thompson, Library Director (virtual), and Betsy Rodriguez Ruef, Community Engagement Coordinator

Consultant: Matt Jones and Amber Coleman of Paradigm Public Affairs

---

### A. **CALL TO ORDER**

BJ Park called the meeting to order at 6:10 PM.

### B. **APPROVAL OF MINUTES**

BJ Park called for any corrections to the meeting minutes: The spelling of Winnie Lo's last name and Jasmine Wilder's first name were corrected, the "recording secretary" written at the end of the minutes was changed to "city staff" for Betsy Rodriguez Ruef and Jerianne Thompson, and Gerry Preston was added to the nomination list for Co-chairs. Chris Paul moved to accept the minutes, as corrected. Jasmine Wilder seconded. The motion passed unanimously.

### C. **COMMUNICATIONS**

**1. Co-Chairs:** BJ Park shared that Yuthika Pandey had left the Committee. The youth position is now open for applications. Recommendation of candidates under 18 (high school students) are welcome.

**2. Council Liaison:** Councilor Christen Sacco shared two updates: First, this year's Pride Stride will be held on June 22, 2024. This is a community-led event co-sponsored by the City. Last year's Pride Stride was a huge success. More details of this year's event will be provided later. Second, the City provides grants to different organizations that benefit our community. One of the grant recipients, Family Justice Center of Washington County, came to the City Council last Monday. Last year they served 60 domestic violence survivors from Tualatin. For our reference,

according to the demographic information given by the organization, Washington County has a population of about 78% white and 22% people of color, while about 57% people served by the organization are people of color.

**3. Staff:** Betsy Rodriguez Ruef shared that there is a neighborhood in Tualatin called Las Casitas, with mainly Latino residents, the majority of them from the same state of Mexico. The City has officially changed the name of the neighborhood park from Stoneridge Park to Las Casitas. The City does a lot of outreach in that community and holds quarterly meetings with community leaders. In next week's meeting, the City will have a presentation with the Parks Department on the redevelopment of Las Casitas Park and another presentation on the upcoming neighborhood clean-up.

Erinn Stimson shared information about her medical condition and about the Portland Dystonia Zoo Walk. She is excited to be involved in this committee.

**4. Public:** None.

**D. OLD BUSINESS**

**1. Ground Rules:** Betsy Rodriguez Ruef led a discussion of proposed Ground Rules for the committee. First, the committee revisited Ground Rules by reading them one by one and discussing suggested revisions. Betsy Rodriguez Ruef asked committee members to consider the proposed statements for clarity, inclusivity, and practicality.

Then the committee discussed the name of Ground Rules, for every member of the committee to have a sense of ownership and inclusion. Proposed names included Collaboration Agreements, Community Agreements, Committee Guidelines, Respectful Engagements, Participation Principles, Unity Agreements, and Shared Understandings. The committee decided by consensus to name these ground rules as Community Agreements. Rebekah Morgan moved to approve the Community Agreements for the committee; Erinn Stimson seconded the motion. The motion was approved unanimously.

**E. NEW BUSINESS**

**1. Committee Vision & Mission Statement:** Matt Jones introduced definitions and examples of mission statements, vision statements, beliefs (optional), and values. Chris Paul suggested using inclusion, diversity, equity, and access as a starting point for committee values and offered a draft mission statement for consideration. Committee members discussed potential wording to include in the mission statement. The discussion on the committee's mission statement, along with the vision statement and values, will be continued in the next meeting. A summary will be sent out to the committee to encourage further discussion before the next meeting.

**F. FUTURE AGENDA ITEMS**

**1. Community Survey Results**

## **2. Values Alignment: Defining Success**

### **G. COMMUNICATIONS FROM COMMITTEE MEMBERS**

Chris Paul shared an update about his personal faith journey.

### **H. ADJOURNMENT**

Meeting was adjourned at 7:57 PM.

Winnie Lo, Recording Secretary

## **IDEA Advisory Committee Community Agreements**

These Community Agreements aim to create a respectful and inclusive environment for productive discussions and will serve as the guiding principles for our committee interactions.



1. **Treat everyone with kindness; appreciate people's shared lived experiences.**
2. **Listen with an open mind & be curious.**
3. **Be open to different ideas.**
4. **Take turns speaking, and use a name tent to signal your desire to speak.**
5. **Step up and step back.**
6. **Speak up and take a chance, even if you disagree with the majority.**
7. **Give the benefit of doubt and be willing to grow.**
8. **Call someone in... not out. Leave room for error and seek better understanding. (If you have been corrected, respect that going forward.)**
9. **It's ok have fun!**
10. **Remember conflict is okay. Strive for understanding, not complete agreement.**
11. **Be mindful of people's boundaries.**
12. **Try not to make assumptions.**



# TUALATIN COMMUNITY SURVEY

2023

*In 2023, we conducted a community survey to gauge residents' opinions on the livability of Tualatin.*

Understanding the needs of our community is crucial to ensuring resident satisfaction, high livability standards, and planning for the future. For this reason, we partner with the National Research Center powered by Polco to conduct the statistically-valid National Community Survey™. Our last survey was in 2020. We anticipate the next survey will be launched in 2026.

Between September 1, 2023, and November 12, 2023, we randomly sampled 2,800 households, conducting surveys in both English and Spanish. The results were weighted to ensure that the demographic profile of respondents accurately represented the adult population in Tualatin. Additionally, we provided a web survey option so that everyone had the chance to participate. This report presents a comprehensive summary of the responses received during this survey period.

## Key Takeaways

- Quality of life is high
- Trust in Tualatin government is high
- Residents value City services and our utilities are award winning
- Tualatin is a safe and welcoming community
- Residents are concerned about growth and economic development
- Tualatin is becoming less affordable, especially in housing
- Traffic remains a major concern, but improvements to the transportation system are helping

71%

## Inclusion Matters!

71% rate openness and acceptance of the community toward people of diverse backgrounds as excellent/good as compared to 62% saying the same in the 2020 survey.

- 77% rate making all residents feel welcome as excellent/good
- 60% rate attracting people from diverse backgrounds as excellent/good
- 70% rate valuing/respecting people from diverse backgrounds as excellent/good

## Quality of Life is High

**91%** Rate Tualatin as an excellent/good place to live

**89%** Rate the overall quality of life as excellent/good

**92%** Rate Tualatin as an excellent/good place to raise children

**90%** Rate their neighborhood as an excellent/good place to live

## Residents Value City Services

**85%** Rate customer service by Tualatin employees as excellent/good

**93%** Rate the quality of drinking water as excellent/good

**93%** Rate the quality of sewer services as excellent/good

**84%** Rate police/sheriff services as excellent/good

**83%** Rate parks and recreation opportunities as excellent/good

**91%** Rate the public library as excellent/good

## Award Winning Utilities

2021 Voice of the People Award for excellence and transformation in utilities



For more info please see: [tualatinoregon.gov/tualatin-community-survey](https://tualatinoregon.gov/tualatin-community-survey)

# A Safe City



**87%** Rate the overall feeling of safety as excellent/good

**94%** Feel safe in Tualatin's downtown/ commercial area during the day

**92%** Feel safe in their neighborhood during the day

**91%** Feel safe from violent crime



## Tualatin Opportunities for Improvement



### Housing

Survey respondents reported low satisfaction with housing and cost of living in Tualatin. In addition, only 47% of respondents rated the overall quality of new development as excellent/good.

- Residents express a need for a variety of housing and affordable housing
- The cost of living in Tualatin is high

### Traffic

Tualatin Moving Forward, the 20 million transportation bond which was approved in 2018, officially wrapped at the end of 2023. Those changes have begun to improve some of residents' transportation concerns, but there are still opportunities for improvement to traffic flow.

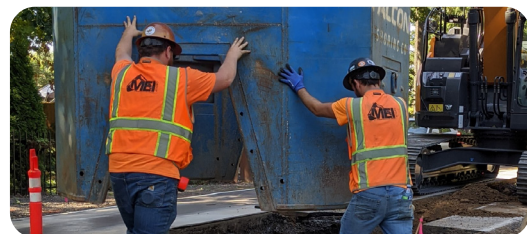
- Residents express a desire for better traffic flow on major streets
- Residents would like to see improved ease of travel by public transit

### Economy

While most residents find the overall quality of economic development, and business and service establishments as above average, there is still room for creating a vibrant downtown in Tualatin, as well as broadening the variety of business and service establishments.

- Residents seek a more vibrant downtown
- Residents express an interest in a wider variety of businesses

View the full  
survey results



For more info please see: [tualatinoregon.gov/tualatin-community-survey](https://tualatinoregon.gov/tualatin-community-survey)



## Mission Statement

Mission statements define the IDEA Advisory Committee's purpose and primary objectives.

- Mission statements are always in the present tense.
- Answers "why do we exist?".
- Short, usually a single sentence.

Questions to ask:

- What is our primary purpose?
- What things are important to us?
- How does our understanding of Inclusion, Diversity, Equity, and Access fit into our mission?
- How do we support the City Council? What are their expectations and our obligations?

Example:

The IDEA Advisory Committee inspires a culture of welcomeness and belonging throughout the City of Tualatin and is a conduit of knowledge, insight, and support for City Council and all community members. We lead by embracing the humanity expressed across multiple points of view and respecting the experiences that make us unique.

Wilsonville DEI Committee Example:

The Diversity, Equity and Inclusion Committee serves to connect Wilsonville to the diverse perspectives and lived experiences of its people. We advocate for equitable access and opportunity for every community member. We identify barriers to participation and inclusion, and pursue programs, policies, partnerships and ideas that remove those barriers.

## Vision Statements

Visions also define purpose but focus on goals and aspirations. These aspirational goals should be uplifting and inspirational. Think of vision statements as being set in stone. That is, even if the direction or priorities of the City change, the vision stays the same.

- Vision statements are timeless and/or future thinking.



- Vision statements are aspirational.

Questions to Ask:

- What inspires each of us to be a member of this Committee? What are the common themes?
- What goals do we want to reach?
- What are important areas of focus?

Example:

The City of Tualatin is a place where we celebrate all the things that make us different and unique from one another and we unite across the common threads of our similarities to serve the people who live, work, and visit the City of Tualatin.

## Beliefs

Beliefs are optional in writing a vision and mission statement, but for groups like IDEA, it helps to agree on core beliefs that guide the rest of the work you do.

- A belief is an acceptance that something is true or that something exists.
- Beliefs connect to values (the next step).
- Beliefs are practical, and give you insight about what's important to you related to components of IDEA.
- Beliefs should align with mission and vision.

Questions to Ask:

- What is the knowledge that we value as a group?
- What evidence do we have that this knowledge exists?
- What experiences do each of us have that point to our beliefs?
- What core themes or principles reflect our values and beliefs?

Example:

We believe inclusion is a human and natural instinct.

We value people because of their differences, not despite them.

We continuously work to suspend judgement and accept people as individuals with different perspectives.

# Values

Values are things or ideas that have merit, worth, usefulness, and utility. In strategic planning, values often describe what group can reasonably achieve and is attentive to how you are bounded. For this group, your work is bound to City Council, so their values influence yours. The best way to start developing a list of values is to start brainstorming.

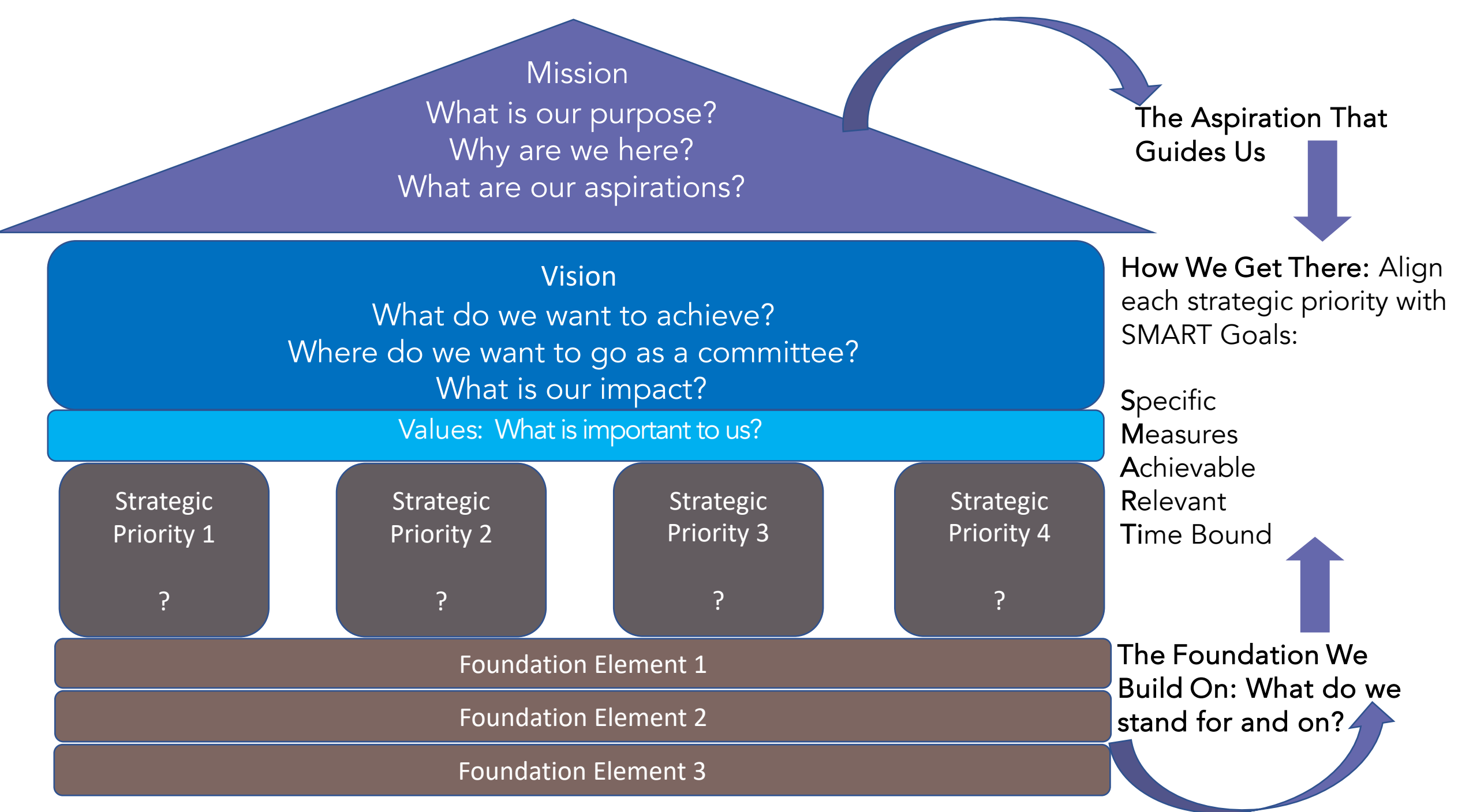
Questions to Ask:

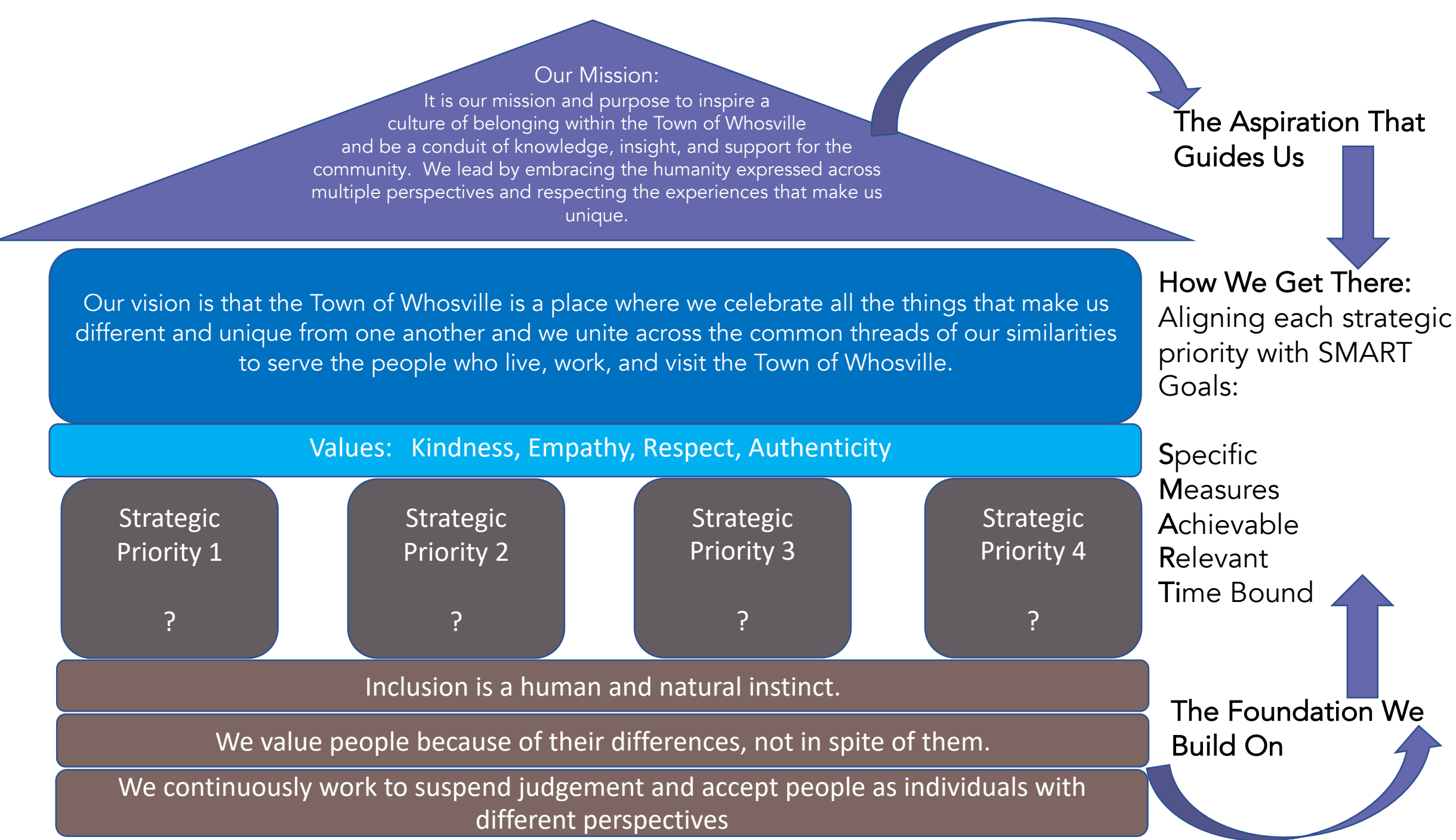
- What values are essential for this committee?
- Do some values have priority over others?
- Can values be combined? If we combine some, do they lose meaning?

Example:

- **Kindness** is expressed through benevolent and compassionate behaviors toward each other, even when we disagree.
- **Authenticity** is the foundation of acceptance. When we are self-aware, we can recognize and appreciate the authenticity of others and form meaningful connections that support the City of Tualatin.
- **Respect** means treating others with dignity, acknowledging their worth, and recognizing their individuality.
- **Empathy** means recognizing the emotions of others and seeking out true understanding from a perspective that might not be my own.







## Building the Equity and Inclusion Strategy House Creating SMART Goals



Be **Specific**. Think in terms of who, what, where, or how.



How will you **measure** success? Quantity, Improvements, reductions?



Is this goal **achievable**? Do we have the resources, capacity, capabilities to accomplish the goal. If not, what do we need?



Be **relevant**. How does this goal connect to our broader mission, vision, values?



Make sure the goal is **time-bound**. When do we want to achieve success? When will we remeasure?

Example Goal: By the end of Fiscal Year 2025, increase community participation in Lunch & Learn programming by 20 percent from 2023 participation by offering a mix of in-person, hybrid, or distance opportunities that allows us to reach a larger population of community members.

Who: Community members who attend Lunch & Learn events.

How: Create hybrid options

Participation logs, survey after-event survey responses. Measurement points might be after each event, annually, semi-annually, monthly.

Lunch & Learn events are scheduled on a quarterly basis this year. There is a reasonable expectation that we can sustain this level of programming, but we may also want to explore opportunities to offer events at different times of the day for employees who work shifts.

This goal maps to our mission to be a "conduit of knowledge", our vision to unite across common threads, and all 3 of our foundational beliefs.

Baseline measurement begins in FY 2023 and ends at the conclusion of FY 2025.



Be **Specific**. Think in terms of who, what, where, or how.



How will you **measure** success? Quantity, Improvements, reductions?



Is this goal **achievable**? Do we have the resources, capacity, capabilities to accomplish the goal. If not, what do we need?



Be **relevant**. How does this goal connect to our broader mission, vision, values?



Make sure the goal is **time-bound**. When do we want to achieve success? When will we remeasure?

Goal:

--	--	--	--	--