



City of Marysville

Diversity Advisory Committee

2016-2017 Work Plan

Prepared by: Diversity Committee Members

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Letter from the Mayor

It is with great pleasure that I present the City of Marysville Diversity Advisory Committee Two-Year Work Plan for 2016-2017.

In 2010, I established the City of Marysville Diversity Advisory Committee to advise me on policy matters involving the community's cultural and ethnic differences, and identify issues concerning diversity and inclusion to ensure that the diverse character of our growing city is represented in decision-making processes.



Marysville is gaining much by becoming a more diverse, inclusive community that values diversity. In our community and business partnerships, and outreach with citizens, we recognize that diversity is essential for innovation. It is more than *just the right thing to do*; diversity will enrich our community.

Our vision is that the City of Marysville will be a welcoming and inclusive community that recognizes and honors diversity and is free from prejudice, harassment, bigotry and hate. The City has been putting into action positive changes in its workforce and communities to achieve equality of opportunities for all residents, and to create a harmonious environment.

This 2016-17 Work Plan represents the Diversity Advisory Committee's extensive activities, and actions that were completed or are in progress, emerging from the experience and wisdom gained – and lessons learned - during the previous two-year plan. This plan builds on the successes, and also offers a cross-section of ideas that transcend a surface understanding. The Committee's work has ably walked the fine line between reinforcing cultural stereotypes and showcasing equality and respect. Composed of leaders from various ethnic populations, advocates for people with physical or mental differences, government and public school entities, the business community, churches and local organizations, the Committee developed a thought-provoking plan. It serves as a set of priorities, goals and recommended actions designed to educate, enrich, promote, strengthen and enhance the social fabric of Marysville, and keep the inclusiveness dialogue going.

We are a diverse community. Two major social-economic forces have changed the face of the Marysville area for the better. The influx of sailors and families stationed at Naval Station Everett have added a diverse character to the community, augmented by a growing military veterans community, and the economic revival of the Tulalip Tribes and strong partnership the City and the Tribes have forged has laid a foundation for prosperity for both communities. Also, Marysville has seen increases in the African-American, Hispanic and Russian/Ukraine communities, as evidenced in 2010 U.S. Census data.

I am indebted to the Committee for its tireless work and to the excellent support that it has provided. I want to extend special thanks to Committee Chair Mark Austin for his leadership. At the end of 2015, the committee appropriately transitioned from a city staff Chair to a Chair selected by the committee of the committee. Mark was elected by his peers, and is providing important leadership in taking the Marysville Diversity Advisory Committee to the next level.

The City of Marysville continues its commitment to be a community that takes pride in our ethnic diversity, creates an environment where differences are valued, and builds on the sense of belonging and quality of life we have come to share here.

Respectfully,

A handwritten signature in black ink that reads "Jon Nehring". The signature is fluid and cursive, with a large loop at the end.

Jon Nehring

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Introduction

In November 2010, Mayor Jon Nehring established the City of Marysville Diversity Advisory Committee to identify and prioritize issues concerning diversity and inclusion to ensure that the diverse character of the city is represented in decision-making processes.

Statement of Purpose

Provides input to the Mayor on policy and processes that promote and facilitate active community involvement and participation by diverse cultures and individuals within the City of Marysville.

Vision

Our vision is that the City of Marysville will be a welcoming and inclusive community that recognizes and honors diversity and is free from prejudice, harassment, bigotry and hate. The City will put into action positive changes in its workforce and communities to achieve equality of opportunities for all residents, and create a harmonious environment.

Mission Statement

To recognize the important value of diversity in our community, to encourage policies, activities and thought-provoking discussion which support cultural understanding, mutual respect and inclusivity, and further the enhancement of our community as one where cultural and physical diversity is celebrated as an important asset.

We recognize the many facets of a diverse society may include, but are not limited to, race, religion, ethnicity, gender, socio-economic level, mental and physical differences, age, and sexual orientation.

About the Work Plan

The Diversity Advisory Committee has drafted this work plan to outline the goals and expectations of the Committee for the years 2016-2017. Leaders from various ethnic populations, advocates for people with cultural, physical or mental differences, government and public school entities, the business community, religious organizations (Churches, Mosques, Temples, etc.) and local organizations and military active and retired veterans worked collaboratively to develop and implement this plan.

The work plan serves as a set of priorities, goals and recommendations for increasing diversity in our community and keeping the dialogue going regarding diversity and inclusiveness issues, with suggested actions to meet these goals. The work plan guides

diversity and inclusiveness efforts in Marysville during a two-year period. Where applicable, baseline options would be developed to monitor and measure results on actions recommended by the Committee.

Categories of focus as recommended by the Committee are as follows:

Government, Law and Justice
Education, Children and Families
Arts and Culture
Business/Workforce
Community Engagement
Partners with Community Stakeholders

All too often, building an inclusive community does not emerge as a priority until a negative incident or series of problems occurs that require response from the City, resulting in time spent undoing damage and building community. The most successful multicultural communities are built through proactive efforts, and are often the result of just a handful of community members stepping up and working to bring the rest of the community along.

Members of the Diversity Advisory Committee are filling that important role of bringing diverse voices together and encouraging more people from ethnic and cultural populations and people with disabilities become active in positions of community leadership. This will be more reflective of our broader population. The greater community will view these diverse populations as respected, valued members of the community.

The City of Marysville is a ready and willing partner to embrace this change and actively work to become a strong, welcoming, inclusive community.

Government, Law and Justice

Goals/Objectives paired with Action Steps

1. The Diversity Committee will be available to provide policy making officials information on cultural, race, religion, ethnicity, gender, socio-economic level, mental and physical differences, age, and sexual orientation issues to assist in the decision making process.

1.1 Identify and use publications and other informational means that already target specific populations in the community in order to announce Council, Committee and Board vacancies and positions.

2. Continue to support diversity, inclusiveness and cultural competency training for elected leaders, city leaders and personnel, which will raise more awareness at leadership levels.

2.1 Provide or encourage training session(s) or seminar(s) in cultural competency for elected leaders and government employees.

2.2 Assist in the city with recommendations for any community diversity survey opportunities to gauge community's knowledge on diversity awareness, identify gaps and seek suggestions on what the city can be doing.

3. Assist in recommendation of programs or initiatives related to combating prejudice that improve cross-cultural understanding and acceptance.

3.1 Increase collaborations with City's cable access television stations to incorporate more multi-lingual bulletin board and eligible video information. Include closed captioning for Deaf, Hard of Hearing and ELL populations if possible.

4. Encourage and promote individuals from diverse groups and all cultures to seek elective office particularly minority communities.

5. Encourage elected and appointed governmental agencies and officials to support a diverse work staff.

5.1 Assist in developing Job shadowing for diverse students – connecting them with like cultural role models.

Education, Children and Families

Goals/Objectives paired with Action Steps

1. Highlight and promote diversity and inclusion programs that are working effectively within the school system.

1.1 Collaborate and network with the School District's Respect Committee to help foster relationships with families and the community.

1.2 Support the Natural Leader Program volunteer parents already working in schools.

2. Encourage the development of parental or continuing education to help families overcome language barriers.

2.1 Provide information of resources available in school and community such as Language Line (over the phone immediate assistance) and interpreters for meetings.

3. Dispel stereotypes about people with disabilities, ethnic and cultural populations and new immigrants, through educational efforts in the schools and through city programs.

3.1 Invite PTSA and PTSA Special Education board members, presidents and secretaries to Diversity Advisory Committee events.

3.2 Meet with leaders representing ethnic populations to develop collaborative working groups on issues relevant to public safety involving families and children.

4. Encourage culturally- and linguistically-relevant strengthening of families to solidify parents' role, empowering them for ongoing advocacy for quality education and community engagement.

4.1 Solicit invitations from the schools to support school events highlighting diversity and parent participation, with a city presence, providing information.

5. Encourage the removal of barriers to participation and increase access to recreational opportunities for people with disabilities in the community, through the Parks, Culture and Recreation Department and various nonprofit organizations.

5.1 Inform families of relevant recreational opportunities for people with disabilities in the community, through the Parks, Culture and Recreation Department and various nonprofit organizations.

6. Develop relationships with representatives of local school districts, ethnic populations and youth groups to develop positive youth activities.

6.1 Meet with leaders representing ethnic populations to develop collaborative working groups on issues relevant to public safety involving families and children.

6.2 Partner with the YMCA My Achievers Program (MAP) and schools that have ELL support groups to provide role models for the success of younger students.

Arts and Culture

Goals/Objectives paired with Action Steps

1. Cultivate and support cultural events that celebrate diversity and inclusiveness in Marysville.
 - 1.1 Develop a community calendar of annual community and arts-related events offered within the greater Marysville area to help identify diversity events available to residents and visitors alike.

Business/Workforce

Goals/Objectives paired with Action Steps

1. Increase awareness of diverse business types within the Marysville business community and gain an understanding of the opportunities and challenges the business face.
 - 1.1 Invite business owners to participate in the diversity committee meetings. Select a business each month to highlight their business and inform the committee about opportunities and challenges faced by their specific business/industry.
2. Establish relationships and be a resource with the business community.
 - 2.1 Assist Chamber of Commerce in creating a resource for new and established businesses. Direct businesses to this resource. Send a diversity committee member to represent the committee at Chamber breakfast.
3. Increase awareness of diversity within the business community.
 - 3.1 Create a platform to conduct semiannual diversity training series to business community. Include trainings in City Activity Guide and encourage diversity passport.

Community Engagement and Partnerships

Goals or Objectives paired with Action Steps

1. Foster community connections to one another
 - 1.1. Invite new group representatives to our meetings to initiate new partnerships.
 - 1.2. Work to strengthen current partnerships.

2. Educate the citizens of Marysville, in association with our community partners, about the gift of diversity.
 - 2.1. Foster events which promote relationship building.
 - 2.1.1. Encourage our mayor to host three coffee klatches at community partner locations by the end of 2017.
 - 2.1.1.1. Advise on development of invitees list to these coffee klatches.
 - 2.1.2. Cultivate involvement of diverse groups in the annual Clean Sweep Week held in April 2017 or other similar community events.
 - 2.1.2.1. Identify groups to be invited to a specific work project.
 - 2.1.2.2. Introduce persons to each other at the beginning project.
 - 2.1.2.3. Involve our committee members with cross-group work teams.
 - 2.1.2.4. Eat together following the specific work project.

 - 2.2. Foster sharing of cultural information.

3. Encourage community partners' capacity to promote positive social change.
 - 3.1. Publicly support groups initiating positive progressive cultural change.
 - 3.2. Strategically support the dissemination and exchange of information via social and media networks among our partnerships.

List of Community Stakeholders

Arlington/Smokey Point Chamber of Commerce
Boy Scouts
Girl Scouts
Boys and Girls Club
Business leaders
Camp Fire USA
City Boards, Committees and Commissions

City of Marysville
Civic organizations and Service Clubs
Community leaders
English Language Learning (ELL) Program
Goodwill Industries
Greater Marysville/Tulalip Chamber of Commerce
Human services agencies
Marysville Artists Guild
Marysville Arts Coalition
Marysville Community Coalition
Marysville Downtown Merchants Association
Marysville Fire District
Marysville Parks, Culture and Recreation
Marysville Police Department
Marysville School District
Marysville School District Respect Committee
Marysville Together Coalition
Marysville Volunteers Program (MVP)
Marysville/North County YMCA
Media
PTSAs—District, school, and Special Education
Religious Organizations (Churches, Mosques and Temples)
Salvation Army
Sea Mar Community Health Clinic
Snohomish County Branch NAACP
Snohomish County Sheriff's Office
Sno-Isle Marysville Library
Tulalip Police Department
Tulalip Tribes
U.S. Military Branches
Vocational-Technical Education General Advisory Council
Volunteers of America
Workforce Development of Snohomish County

