



Diversity In My Community

Marysville & Tidalip

**Diversity and inclusion
are about giving value
to every human being,
no matter our
differences.**



Marysville Diversity Advisory Committee

Work Plan 2016-2017

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.

Government, Law and Justice

Education, Children and Families

Arts and Culture

Business/Workforce

Community Engagement

Government, Law and Justice



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.

Government, Law and Justice

Goals/Objectives paired with Action Steps

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.

Government, Law and Justice

Goals/Objectives paired with Action Steps

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.

Government, Law and Justice

Goal

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

Government, Law and Justice

Goals/Objectives paired with Action Steps

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



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.

Education, Children and Families

Goals/Objectives paired with Action Steps

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.

Education, Children and Families

Goals/Objectives paired with Action Steps

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.

Education, Children and Families

Goals/Objectives paired with Action Steps

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.

Education, Children and Families

Goals/Objectives paired with Action Steps

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.

Education, Children and Families

Goals/Objectives paired with Action Steps

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



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



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.

Business/Workforce

Goals/Objectives paired with Action Steps

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.

Business/Workforce

Goals/Objectives paired with Action Steps

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



Community Engagement and Partnerships

Goals/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.

Community Engagement and Partnerships

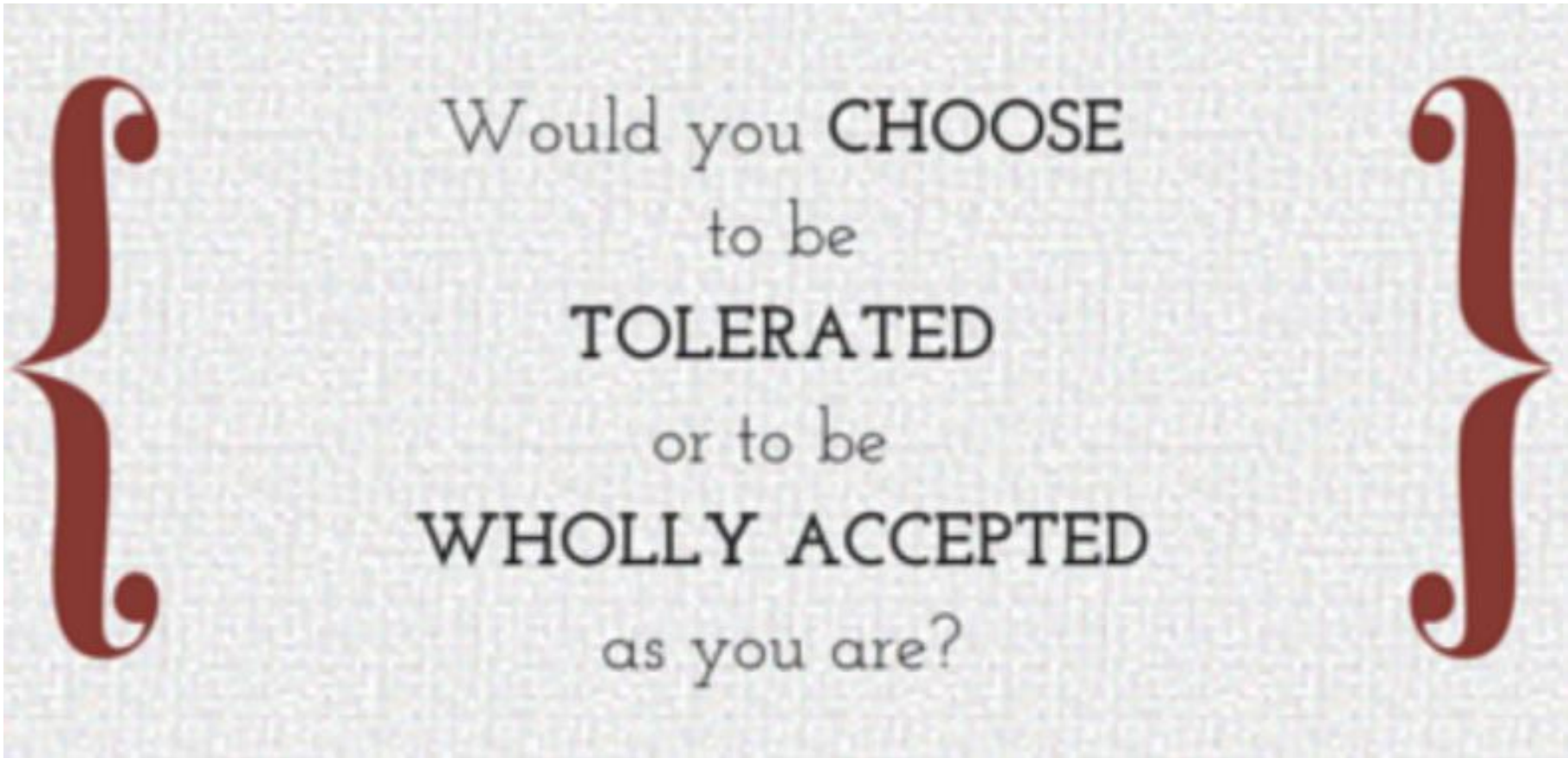
Goals/Objectives paired with Action Steps

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.

Community Engagement and Partnerships

Goals/Objectives paired with Action Steps

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.



Would you **CHOOSE**
to be
TOLERATED
or to be
WHOLLY ACCEPTED
as you are?



**“Be the change
you wish to see
in the World.”**

- Gandhi