

July
2020
- Dec
2021

Ogden Diversity Commission

Annual Report +

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Message from the 2021-2022 Chair

It has been a privilege to serve on the Ogden Diversity Commission with ten other passionate community-minded volunteers. The past 18 months have been challenging for everyone. Through a pandemic we made sure the voices and needs of the underserved and marginalized were heard. The Commission advises the Ogden City Council and Mayor on diversity issues facing the community. We love our city and work to make it a place where EVERYONE BELONGS.



Who can relate to this? Another Zoom meeting.
Monthly public meetings were held on Zoom.

Current Membership and Terms

Name	Term
Jeremy Shinoda - Chair	March 7, 2020- March 7, 2022
Stacy Bernal – Vice Chair	March 7, 2020 - March 7, 2022 - extending
*Jessica Adams	March 7, 2021 - March 7, 2023
Kathie Darby	March 7, 2021- March 7, 2023
*Kari Harbath	March 7, 2021- March 7, 2023
Christine Ipsen	March 7, 2020- March 7, 2022 - extending
*Shardae Jones	March 7, 2021- March 7, 2023
Taylor Knuth	March 7, 2020- March 7, 2022
Betty Sawyer	March 7, 2020- March 7, 2022
Roger Snow	March 7, 2020- March 7, 2022
Tom Szalay	March 7, 2020- March 7, 2022 - extending

*We welcomed new commissioners. In June 2021, Christina “CJ” Hernandez joined as the new Diversity Affairs Coordinator.

2021 Highlights

<ul style="list-style-type: none"> -10 tabling events -8 Diversity in Ogden videos -6 ADA support for Twilight Concerts -5 attendees-Utah Business Diversity Summit -2 OPD Ride Along -2 Citizens’ Police Academy participants -2 Golden Hours Senior Center briefings -2 Connection magazine articles 	<ul style="list-style-type: none"> -Standard Examiner article -Panel discussion on the Marshall White Center -Honorary Street Name ordinance review -Coordination for new refugees to Ogden -COVID-19 Task Force membership -City Council OWTECH ‘50-year’ scholarship
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Functional Committees

Outreach and Visibility

The Outreach Functional Committee's role is to bring awareness of the Ogden Diversity Commission to the community at-large. This is accomplished through support and participation of the Commission at significant events and celebrations that happen in Ogden City. Although the global pandemic of COVID-19 placed an incredible burden on our Outreach Committee during the past 18 months, we sought to participate both physically and virtually in as many events possible. Diversity Commissioners often co-support efforts of other city committees, such as the [Marshall White Advisory Committee](#).



In February 2021, Chair Shinoda and Commissioner Snow supported survey efforts to gain valuable feedback from residents about what features were most desired in a recreation center.

Several Diversity Commissioners were members of the [Ogden COVID-19 Task Force](#) which connects at-risk and marginalized communities with masks and testing/ vaccination resources, like this example—testing at the Marshall White Center.



In April 2021, the Commission helped create a video [#PorNosotros - Ogden Spanish-language COVID-19 outreach video](#). Commissioners Martinez and Shinoda, Ogden Diversity Coordinator Viviana Felix, former commissioner Enrique Romo, Ph.D. and other community members helped share the message of staying safe during COVID-10.

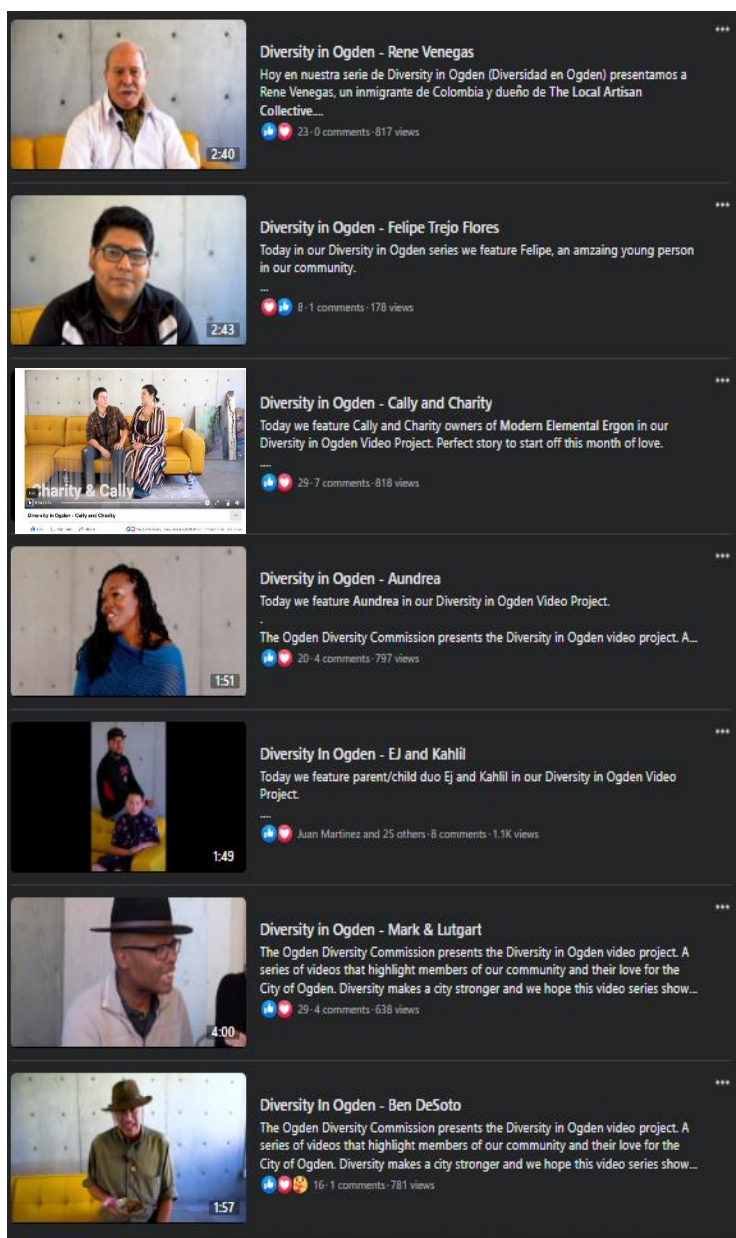
The Ogden Diversity Commission aided the Ogden City Council in its selection of William Hendricks as the recipient of the Ogden-Weber Technical College [50th Anniversary Scholarship Award](#).

William Hendricks; Jeremy Shinoda, Chair - Ogden Diversity Commission. Council members Ben Nadolski, Doug Stephens, and Richard Hyer, Vice-Chair Marcia White, Council members Luis Lopez and Angela Choberka, Mayor Mike Caldwell.



Diversity in Ogden Video Series on Facebook

In early 2021, the eight-part video series “Diversity in Ogden” was filmed at the Monarch and posted to the [Ogden City Diversity Facebook](#) page. Commissioner Szalay organized, directed, shot, and edited this series in two days. The film crew included Commissioner Szalay, Ben de Soto, Chair Shinoda, Commissioner Martinez and Diversity Affairs Coordinator Viviana Felix (*right*). Commissioner Vasquez supported Spanish translation.



Ogden Diversity on Instagram

To reach a younger and more artistic audience, the Commission launch and Instagram site - <https://www.instagram.com/ogdendiversity/>.



Community Events

Juneteenth 2021 - Amphitheater



Commissioner Sawyer poses with participants with the best hair styles and cuts that by local barbers and salons (left). The Ogden City Diversity Booth displayed lots of historical photos of the Black Community in Ogden (right).

Ogden Pride August 2021



Volunteers Angela Perkins DeSoto, Jonas and Joshua host the booth (left).

Commissioner Bernal with family and Ogden Police Homeless Services Advocate Anna Davidson (right).

Ogden Police Night Out Against Crime



Marshall White Center September 2021

Town Hall with Congressman Blake Moore



Commissioners Jones, Darby, and Bernal, with Szalay on camera (left).

Commissioners Jones, Szalay and Darby (right).

Project Success Back to School Night



Ogden High School – Back to School - September 2021



LUPEC's 5th Annual Hispanic Festival & Día de Los Muertos – Union Station – October/November 2021

In collaboration with *Nurture the Creative Mind's* Día de los Muertos event, the Commission built an altar to local and national civil rights leaders (right).

Celebrating Hispanic heritage among the Latinx community – DAC Hernandez and Commissioner Vazquez (below).



Bettye Gillespie, Mae Perry, Colin Powell, Harvey Milk, John Lewis, Lionila Saenz, Ruth Bader Ginsburg, Edward Roberts, and Yuri Kochiyama

Community Christmas – Ben Lomond High School – December 2021



Commissioners Snow, Jones, and Bernal hand out information on the Diversity Commission to the 300+ families attending the event.

Community Conversations

Community Conversations is a functional committee of the Diversity Commission. Our intent is to create a platform focused on authentically engaging members of our community, generate public knowledge, expose members of the public to services and resources in the community, and finally to bring awareness of the Diversity Commission.

In January 2021, Commissioner Andrews sat down (via Zoom) with Ogden Police Chief Eric Young, Weber County Sheriff Ryan Arbon, Riverdale Police Chief Scott Brenkman, Ogden Diversity Affairs Coordinator Viviana Felix, Ogden Police Community Outreach Coordinator Diana Lopez, Weber State University Police Chief Seth Cawley, North Ogden Police Chief Dirk Quinney, and Roy City Police Chief Carl Merino in this [Community Conversation](#).



Street Naming Ordinance

The Diversity Commission, with advice from Darren Parry of the Northwestern Shoshone Nation and James Singer, Ph.D. of the Utah League of Native American Voters, gave its [recommendation](#) to the Ogden City Council regarding the honorary street naming along West 2nd Street, also now known as Chief Little Soldier Way. Currently City Council is reviewing language that may insert the Diversity Commission review of future street naming petitions for cultural sensitivity concerns.

Rules

The Rules functional committee, reviewed and updated the rules and procedures of the Commission to parallel the revised ordinances of the City in an effort to standardize application and operating practices for all committees/commissions.

Moving Forward

Moving forward, we seek to increase our engagement with City Council and the Administration by offering recognition recommendations, supporting diversity goals and advising on diversity, equity, belonging and inclusion themes. In addition, we plan to increase our collaboration with other city groups such as the Arts, Sustainability and Planning committees. Below is our strategic plan:

2021-22 Strategic Action Plan

Strategic Goal Area 1: Employment and Economic Empowerment			
To promote, develop, and maintain a diverse workforce that reflects the City of Ogden			
Action/Activity	Facilitator/ Lead Person	Target/Goal	Completion Timeline
1. Initiate meeting with the appropriate Human Resources Administrators and hiring managers of Ogden City to focus efforts toward and promote the value of a diverse workforce.	Functional Committee & Staff	To provide the public with a comprehensive view of the distribution of staff by diversity dimensions at each of the respective public institutions	October 2022
2. Develop model diversity and inclusion statement for local businesses presentation to the local Chambers of Commerce	Executive Committee	1 presentation	September 2022
3. Schedule and conduct a Business Diversity Workshop in partnership with the various Chambers of Commerce	Functional Committee	1 workshop with at least 30 participants	October 2022
4. Develop a diversity and inclusion employment guide for the public entities in Ogden	Functional Committee	Research, compile and publish guide on the website with 15 downloads	December 2022
Goal Area 2: Communication and Outreach			
To develop awareness and support for the Ogden Diversity Commission throughout all communities within the City of Ogden			
Action/Activity	Facilitator/ Lead Person	Target/Goal	Completion Timeline
Support the creation of a communication strategic plan for Ogden City working with both the administration and city council.	Communications Functional Committee and Staff	Build a comprehensive plan to ensure that all sectors of Ogden City communications – social media sites reach diverse populations.	June 2022

Goal Area 3: Community Engagement and Collaborative Participation To inform, consult, involve, collaborate, and empower diverse and marginalized communities in the City of Ogden to become active and empowered citizens in the decision-making process.			
Action/Activity	Facilitator/ Lead Person	Target/Goal	Completion Timeline
1. Design and conduct community conversations to build mutually respectful and engaging relationships	Community Conversations Committee	Meet quarterly for at least one hour, with a minimum participation of 20 people	May 2022
2. Conduct a reintroduction tour of the Diversity Commission	Executive Committee or Individual Commissioners	Meet with 6 organizations or institutions and discuss ways to partner or collaborate	July 2022

Departing Chair Comments

Special thanks to Viviana Felix and outgoing Commissioners Betty Sawyer (5 years, Founding Member, Past Chair), Taylor Knuth (5 years, Founding Member, Past Chair), Priscilla Martinez (4 years, Founding Member, Past Chair), Kathie Darby (4 years), Adrienne Andrews (4 years, Founding Member, Past Vice Chair), Jeremy Shinoda (4 years), Tom Szalay (2 years), Iveth Vasquez (1 year). Your service to the Commission and the City of Ogden are very much appreciated. We welcome new commissioners Jones, Harbath, and Adams.

We recognize the commissioners that preceded us upon whose shoulders we stand: Linda Oda, Ph.D., Stanley Ellington, Fred Lopez, Azenett Garza Ph.D., Turner Bitton, Ami Noshiravan, Enrique Romo, Ph.D., Marci Rizzi, Oscar Mata, Jayson Stokes, Wesley Boykin Ph.D., and Ky Hallows.

And the numerous staff, community members and businesses that support Diversity in Ogden.

Thank you for helping make Ogden a place where EVERYONE BELONGS.

Outgoing Chair,
Jeremy Shinoda