



CHAPTER 9 ACCESS, ENGAGEMENT, & BELONGING

WHAT YOU WILL FIND IN THIS CHAPTER

- Background information and context related to local history, current events, and plans for the future, addressing the City's efforts to ensure residents can participate fully and access opportunities without unnecessary barriers.
- Policies that seek to make City resources more accessible to all.
- Policies that direct the City's efforts towards encouraging welcoming and inclusive environments within the Community.
- Policies intended to support a culturally inclusive community, where all people experience a sense of belonging.

OVERVIEW

This chapter contains goals, policies, and programs that define how the City of Ellensburg can play a role in fostering an environment of understanding, equity, and belonging within the community. It recognizes that not all community members experience the city in the same way, and that some face barriers that make it harder to access information, services, or opportunities. The intent of this chapter is to identify ways the City can understand and reduce those barriers, strengthen community connections, and support a sense of belonging for everyone who lives here.

This document is a starting point for the City. There are likely many issues not yet articulated that can be addressed later as they are identified. This chapter is a living document; it is intended to be revisited and revised periodically. The focus is on listening, improving access, and ensuring that people of all backgrounds and identities can engage meaningfully in Ellensburg community life, regardless of background and experiences.

BACKGROUND & CONTEXT

The City of Ellensburg is committed to creating a community with a lived and built environment that improves lives, supports all people, and provides residents with opportunities to flourish. Creating a community where people can thrive requires paying attention to the lived experiences of those who may encounter obstacles--whether physical, social, economic, or cultural--that impact their ability to navigate daily life or engage with local government. Doing so can help create a thriving local economy, retain our residents and attract new ones, and foster an environment where individuals can achieve their full potential.

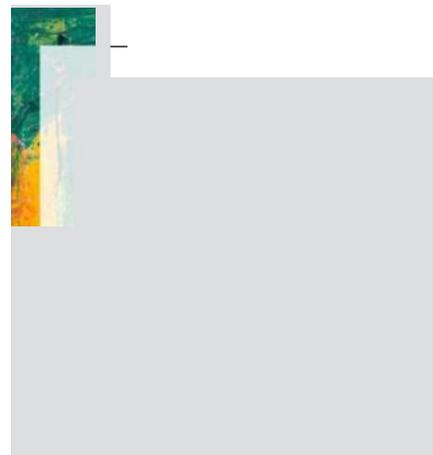
In recent years, national and local conversations have highlighted the importance of understanding how different groups in our community experience Ellensburg. In 2020, many residents shared that certain challenges or barriers affect their ability to access opportunities, feel safe, or feel like they belong. These conversations highlighted the need for the city to be intentional about listening to residents, understanding where barriers exist, and working toward solutions that foster participation, fairness, and a sense of belonging for all who live here. The goal of this chapter is to identify ways the City can recognize and address these barriers, and strengthen community connection by consistently listening to residents, responding to concerns, and supporting practices that help all people feel welcomed and included in Ellensburg's civic, social, and economic life.

Why this matters in Ellensburg

Ellensburg is home to residents with a wide range of life experiences, identities, cultural backgrounds, abilities, and circumstances. Not everyone moves through our community with the same level of ease or access, and some residents encounter challenges that others may never see. When the City understands these differences and plans with them in mind, it helps ensure that public services, facilities, and community spaces are welcoming, functional, and safe for everyone.

Paying attention to where people may face barriers, whether physical, social, economic, cultural, linguistic, or informational, allows the City to identify gaps early and respond in ways that strengthen trust and connection. When residents feel seen, valued, and able to participate fully in community life, the whole city benefits. This approach supports a healthy civic environment, fosters stronger neighborhoods, and contributes to a resilient local economy.

The purpose of this chapter is to guide the City in proactively recognizing where barriers may exist, listening to community experiences, and continually improving how we engage with and serve the public. By building a community where all residents can participate and feel a sense of belonging, Ellensburg positions itself to grow in a way that is inclusive, collaborative, and forward-looking.



Fostering a sense of belonging

Creating a community where everyone feels they belong requires us to pay attention to the experiences of residents who may not always feel fully seen or heard. When we make space for voices that have been, or continue to be, overlooked, we build trust, strengthen connection, and help ensure that the future we shape reflects the needs and hopes of all who live here. It is important for the City of Ellensburg to acknowledge and embrace the range of differences present within our community. Doing so will help to build a strong foundation of understanding and a heightened awareness of the unintended impact of current policies or ways of engaging residents. The City seeks to promote new ways of sharing space with others, sharing traditions, foods, and stories. In doing so, the City of Ellensburg can support a strengthened sense of community and connection through outreach, regular events, and creating spaces accessible to all.

To support all residents, the City will continue to work on goals and policies that actively recruit participation and involvement from all residents within the community, foster a sense of belonging, and engage those who experience barriers to social and cultural participation. These methods can include listening tours, surveys, discussion groups, and use of a variety of media and print publications designed to be accessible to all residents. Creating and supporting goals and policies that meet the community members where they are will help to remove the barriers that make accessing or engaging with basic community services challenging. Increasing accessibility to important resources and opportunities that best meet residents varying needs helps all residents succeed.



Recognizing the Past - Looking to the Future

An important step in building a forward-thinking vision within the community is to first learn about our local history, listen to residents' perceptions now, and consider how new goals and policies will positively affect the City of Ellensburg's plans for the future. The City cannot adequately support our community and elevate all people, regardless of their backgrounds, identities, or experiences, without first building a base of contextual knowledge, understanding, and trust.

Past

Historically, Ellensburg has been, and still is, a multicultural community composed of a broad range of people and families, with many stories and experiences that have yet to be discovered or shared. Acknowledging and learning local history within the community, the positive and the negative, can help increase awareness and empathy toward others and strengthen our community as a whole. Understanding local history can help create a more inclusive environment for all, where residents feel welcome and equally represented.

Kittitas Valley has always been, and continues to be, sacred to Native people. Traditionally, the

Pshwanapum lived in the Kittitas Valley as a sub-band of the larger political and extended family networks of the Yakama tribes and bands. The Pshwanapum members were also referred to as the K'titas ("Kittitas") band, and they moved seasonally throughout the valley and nearby mountains to harvest roots, salmon, berries, game, and medicines. Several other tribal nations including Kiala, Tatxanixsha, Yumi'sh, and Che-lo-han, would hunt and trade in this area as well. Many descendants of these tribes continue to live throughout the 1855 Treaty

Territory of the Yakamas, practicing, honoring, and teaching the heritage and ancestry of the area. (*Information sourced from Daily Record News article from Aronica Family October 12, 2020, and Kittitas Valley Historical Museum*)

In addition to the many contributions from those commonly identified as the founders of modern Ellensburg, the histories and experiences of those often overlooked within Ellensburg for their contributions and background continues to be uncovered within documentation and oral records, and there is still much more to be discovered. Residents from Black, Chinese, Jewish, Hispanic, and Japanese communities moved to Ellensburg as early as the mid-19th Century for reasons including migrant labor, such as work on the railroad or at local businesses. Sources such as Sanborn Fire Insurance Maps have shown that Ellensburg used to have a "China Town," and "Chinese Laundries" appear to have existed throughout town (Sanborn Map 1888). An African Methodist Episcopal Church was established in 1908 at 404 South Main Street, and many Black individuals played on local baseball teams as well. There is also evidence at times of divisive behavior and negative language towards these communities during this time, as found in newspaper advertisements regarding restaurants and hotels that employed individuals.

Present

Despite Ellensburg's vibrant multicultural and diverse makeup, individuals from historically underrepresented communities and backgrounds still report that they feel invisible, experience targeted and discriminatory comments and unwelcoming behavior. While members of some communities within Ellensburg have reported experiencing negative or targeted incidents, they also believe that Ellensburg can be more engaging, welcoming, and inclusive, and that the welcoming nature of our community can rise to a deeper level of acceptance and affirmation, and can draw on the talents, skills, and experiences of all who live here.

Ellensburg is often a welcoming community where people come together in times of need, where neighbors look out for one another. However, fully supporting and accepting identities, cultures, and backgrounds of those who experience unwelcoming behaviors or additional barriers, can be improved. Strengthening our ability to include and support people of all backgrounds remains an ongoing priority. Similar to what many towns and cities around the country are currently experiencing and working on, the City of Ellensburg recognizes it needs to be more responsive and prepared when handling issues related including all residents, present and future. This chapter lays the groundwork for this to happen, as the City continues towards a future of growth and expansion.

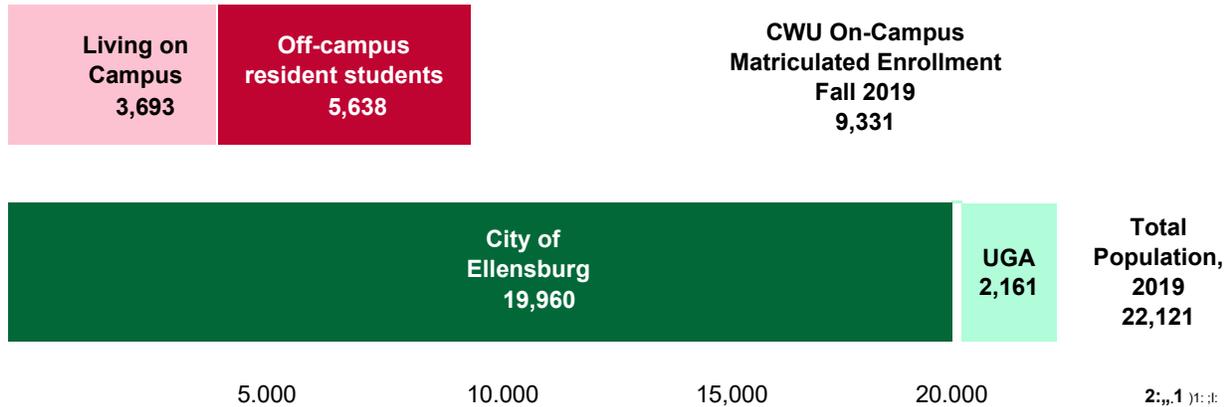
Future

Our dynamic community landscape has continued to develop, particularly in the last ten years, growing in size and in the diversity of residents. Statistics from the City of Ellensburg's 2021 Housing Action Plan, show that in 2020, the estimated population of the City, with its urban growth area, (UGA) was 22,879 people, demonstrating a growth rate of roughly 1.9% annually

¹ Lesbian, gay, bisexual, transgender, and queer and/or questioning

since 2015. Of the 22,879 people, roughly 9,331 constitute CWU enrollment, 3,693 of which were on-campus living, and 5,638 representing off campus resident students, as depicted in Figure 26 .

Figure 26. CWU Student Population and Total Population, 2018



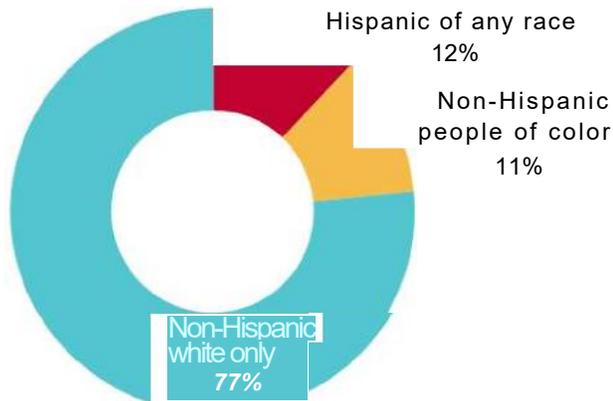
Students living on campus represents the housing occupancy for Fall 2019. Programmed capacity is 3,918 and the full built capacity is 4,249.

Sources: Central Washington University — Ellensburg Campus, Fall 2019; Washington OFM, 2021; BERK, 2021

As the City continues to support the needs of the diverse communities that live here, it is important to recognize that the statistics reflected in this chapter from the 2021 Housing Action Plan, do not reflect all of the varied demographics of our community. It is still valuable to look at current information that is available as we work towards obtaining more detailed statistics. It is anticipated that by 2040, 20% of the County population will be in the age bracket over age 65, and 19% in the age bracket of 45 to 64. At the same time, proportional decreases are expected for school-aged youth (5 to 19).

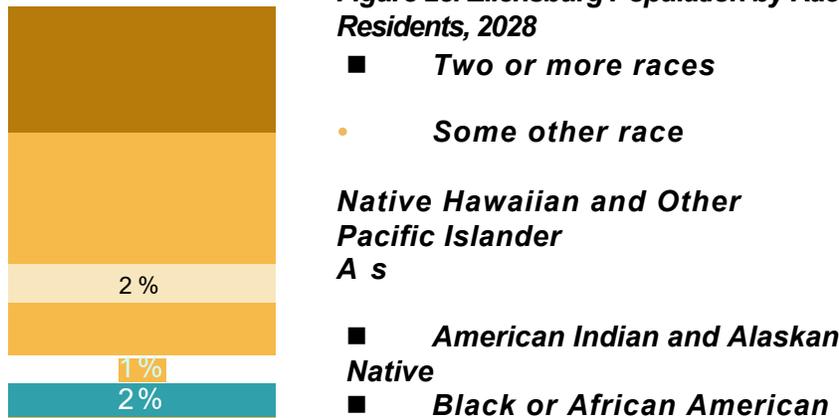
The Census also captures the ethnic background of respondents. As shown in Figure 27 below, the Ellensburg community in 2018 was majority White and non-Hispanic (77%) but is growing to be more multicultural. From 2010 to 2018, Ellensburg's Hispanic population increased from 7% to 12% overall, and non-Hispanic non-white residents increased from 8% to 11%. Figure 28 provides a further breakdown of the Non-White Alone demographics.

Figure 27. Ellensburg Population by Race and Ethnicity, 2028



Sources: ACS 5-year B02001 estimates, 2018; BERK, 2021.

Figure 28. Ellensburg Population by Racial Identity for Non-White Alone Residents, 2028



Sources: ACS 5-year B02001 estimates, 2018; BERK, 2021.

As we look at Ellensburg’s present landscape, it’s important to recognize how changes in Ellensburg’s population have been influenced by many factors, including the role of our local university, and these shifts continue to shape the character of the community. The University’s emphasis on attracting diverse students, faculty, and staff, and those from underrepresented backgrounds and identities, continues to impact the demographics of Ellensburg. The changing nature of the labor force has also created greater diversity in the community. People from many countries have settled in Ellensburg over the years, and there is no reason to think that these influential factors are going to be less impactful in the future.

As Ellensburg continues to grow, there is the potential for those whose identities are not within the majority to feel excluded, unless the community has a plan for improving its relationships with all residents. The City of Ellensburg has developed this chapter in a sincere effort to create safe, welcoming, and understanding community— one where all residents know they belong and are welcome.

GOALS, POLICIES, & PROGRAMS

These goals, policies, and programs contain steps that the City of Ellensburg will take to create an inclusive, welcoming, equitable, and safe community.

Goal -1: Increase accessibility to City Services, Projects, Programs, and Events.

Policy A Support policies and programs that increase accessibility to City services for all, utilizing the lens of diversity, equity, and inclusion.

Program 1 Provide increased access to government documents in multiple languages and easily accessible assistance for those who may need additional support.

Program 2 Identify areas of City government where greater physical accessibility and accommodations are needed to increase access to all members of the public.

Policy B Promote and encourage community engagement and outreach to all.

Program 1 Actively encourage participation from the public for community projects, events, and recreational activities, through a wide variety of media and information distribution methods.

Program 2 Provide City staff and elected officials with tools and regular training to understand and lead actions that are inclusive and equitable.

Program 3 Establish an ongoing review process of the costs for City-sponsored recreation and leisure activities to ensure that all members of the public have access to these services.

Program 4 Support civic education programs that actively engage diverse groups of the community, and encourage diverse representation among local leadership, organizations, and agencies.

Goal -2: Foster Understanding, Inclusive Excellence, Multiculturalism, and Belonging within the Community.

Policy A Encourage cultural sharing.

Program 1 Regularly support events and celebrations that highlight the variety of cultural traditions within the community.

Program 2 Encourage the creation of spaces where cultural foods and traditions can be shared among members of the community, as well as the creation of public spaces that are accommodating and accessible to all.

- Program 3** Encourage increased communication and collaboration between the City government, Central Washington University, businesses, and education and social service sectors, through shared events, projects, and outreach, to help residents feel more comfortable visiting campus, and non-resident students feel more comfortable within the community.
- Policy B** Encourage local leadership to address ongoing issues that create barriers for participation.
- Program 1** Encourage City leadership to demonstrate support of groups that experience additional social barriers or a sense of exclusion through a variety of proclamations, and publicly speak to local actions that affect the diverse members of the community.
- Program 2** Support the development of a framework to identify and address areas where individuals experience barriers within our local institutions.
- Program 3** Collaborate with local organizations to help local businesses support a broad spectrum of community members from different backgrounds and cultures.

Goal -3: Increase accessibility to local services and community resources for all residents.

- Policy A** Ensure that high quality service programs are available, accessible, and utilized by all in order to support resident's basic needs.
- Program 1** Partner with local health and social services to identify strategies for making their services accessible by all means of transportation.
- Program 2** Advocate for low income, residential care facilities, and other housing for aging people to be located close to services and amenities.
- Program 3** Encourage and support programs that seek to provide residents with access to health care providers with varied expertise and backgrounds who can respond to varying cultural and medical needs.
- Policy B** Encourage healthy activity and lifestyle by making recreational resources and opportunities accessible and welcoming to all residents.
- Program 1** Provide opportunities for healthy activity in safe and accessible public spaces for all residents.
- Program 2** Encourage communication between local businesses, organizations, and schools, to coordinate food pantries and local food distribution.

ACTION ITEMS

1. Work with DEI Commission to begin regular review of current City policies and procedures to better engage those who face barriers or have been less represented within the City's planning .
 2. Provide opportunities for staff and elected officials to engage and learn more about ways to reduce barriers and make Ellensburg more welcoming.
 3. Increase use of community engagement to help with local outreach.
 4. Review fees and costs for city sponsored recreational and leisure activities.
 5. Develop a framework of accountability.
 6. Develop a work plan for the Diversity, Equity, and Inclusion Commission.
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POLICY CONNECTIONS

The **Housing** chapter includes policies and land use designations that support the development of many types of housing to ensure that people who live and work in Ellensburg have adequate housing choices.

The **Transportation** chapter includes policies related to providing a variety of transportation networks that is available for all community members.

The **Capital Facilities and Utilities** chapter includes policies that focus on providing public facilities and utilities that are accessible and affordable to all community members, including access to the library, reasonably priced utilities, and access to data and technology. This chapter also provides goals centered around providing excellent public safety services.

The **Parks and Recreation** chapter includes policies that focus on providing citywide programs and services that meet all community and group needs, in addition to preserving historical areas and features, while also developing high quality, diversified cultural arts facilities and programs that increase community awareness, attendance, and participation opportunities.

The **Economic Development** chapter includes policies related to growing and sustaining local businesses, while creating opportunities for new businesses that can provide goods and services that meet the needs of the local and regional community.