

## Remove DEI Chapter Of Comprehensive Plan

### 1. Government Scope & Role Concerns: City government should focus on essential services rather than social policy initiatives. The proper role of local government is to provide core municipal services.

- "Remove all DEI policies from the city's plans, operations, hiring and objectives"
- "Remove Chapter. Remove all goals, policies and programs related to DEI"

**Comments added 8/20:** Dots: 16 green, 5 red

#### **Post its:**

- *Traditional services EMS, Police, Roads Water, Sewage, Electricity*
- *Define "essential services" - replace with "traditional"*
- *DEI chapter not needed. Many WA municipalities have a climate of being friendly & welcoming. Look at those Comp. Plans & write a NEW chap. to celebrate Diversity & Inclusivity.*
- *List the "essential" and/or "traditional" services so we all know what we're talking about.*
- *Terms need defined. We have 2 very different views for essential services w/pro & con.*
- *DEI is very political and should not be inserted into our city plan. It is divisive for that reason. It is a leftist, progressive political concept. It excludes people on the conservative side*
- *People can still believe & support practice, but it should not be forced by government.*
- *Role of Government should be explained clearly to help eliminate confusion & create clearer lines. That doesn't mean re-write gov. role to help push agendas.*
- *To be projected onto our children, shoved down our throat. It's in our face everywhere. Now you want to "mandate" our acceptance, because ppl are glared at? You cannot mandate ppl to be nice*
- *We are not against Diversity, access to Services, Kindness. DEI is not about that. It is not for black, Brown, white or DNA expression. It is All about LBQTQ+ agenda*
- **\*Full Typed Sheet:** (\*this was a pre-prepared print out that was adhered to this poster) 1) *The DEI chapter in the Comprehensive Plan does not belong there because the Comprehensive Plan is required by the Growth Management Act and directs the city regarding land use and growth management. It is not for something that is about thoughts and feelings and how people treat each other."*

*"2) The DEI Chapter and commission should not be part of city government. It is not the place of an activist city council member to be using the city's commission structure to broadcast her moral faultfinding of the people of Ellensburg on social media and into the policies and procedures of city government."*

*"3) The DEI Commission has only ever allowed like-minded people and is one of the most uninclusive, undiverse, and undemocratic commissions in the city."*

*"4) Government should not be in the business of policing thoughts and feelings. Equity is decided upon by the DEI Commission in ways that are based in opinion, not fact."*

*"5) The argument that the ADA is equivalent to DEI is faulty because in order to be covered by the ADA, you must have proof that you require assistance by providing extensive documented evidence. It is not easy to receive ADA assistance, and it should not be. Only those who can prove a disability should receive assistance because they are receiving public funds. The DEI Commission relies solely on people's word and then shows scorn and outrage to anyone who questions them."*

*"6) The allegations of discrimination made by the people contacted by the DEI Commission in their listening tours are all only anecdotal with no documented proof. They may or may not be true. However, the argument against pressing them for proof is that even the slightest doubt that what they say is true is damaging to their mental health. This is a strawman argument. Discrimination is fully illegal in the whole of the United States, and if it is happening then it should be prosecuted in a court of law and should be provable through documentation. The DEI Commission is not the place to bring it."*

*"7) Even this meeting tonight is being couched as emotionally difficult for those who support the DEI Commission staying in city government. Those who support keeping DEI in the government structure should prepare to constantly be advocating for it and proving it is essential. They have had five years and have not done so yet."*

*"8) Public money should not be funneled to the DEI Commission. The way they spend the money they receive from the city is mostly on themselves for 'retreats'. It is given to their personal friends and political comrades, and even, at one point, a large portion of it was given to one of the commission members – almost five thousand dollars! They have not used the money to assist any of the physically disabled people in Ellensburg."*

*"9) Finally, if the volunteers on the DEI Commission want to organize as a private group and collect voluntary donations from the public to advance their agenda, they are free to*

*do that. The DEI Commission should not be part of city government and it should not receive taxpayer funding."*

**Comments added 9/6/25: Dots** 25 green, 2 red

**Post its:**

- *The city should affirm its commitment to avoid discrimination and increase accessibility. But doing so in the Comp Plan is an unnecessary distraction from essential functions.*
  - *Does The DEI Commission Equitably represent this Community? Conservative vs Liberal, male vs female, LGBTQ+ vs Straight, Christian vs non Christian Family vs Retired.. No it does it not? How can it be diverse>*
  - *By focusing on a select few "specific groups" we inadvertently leave out other specific groups. This is prejudice*
  - *The average citizen, esp. traditional Christians have had to form unofficial groups, banding together for common causes such as fixing our pools or asking for a more robust mental health resources. We constantly have to petition the city. We don't have a special group chaired by a city council member and are definitely not represented by the DEI Commission. All of the equity that the DEI Commission claims has been enshrined in the many laws that we were established decades ago for. It's the city's responsibility to represent all and follow laws.*
  - *DEI can beans often is ideologically Not inclusive. DEI is supposed to be about tolerance but it's all to often forced conformity*
  - *Any social policy being supported should be widely & robustly supported by empirical research as being beneficial. Contested policies without sound research support should not be supported.*
  - *No group "DEI" should be put in place to drive an agenda that impacts community & their position is biased to select sector of our community*
  - *Local gov't is under obligation to treat all citizens equally regardless of immutable characteristics. Any discrimination is already illegal*
  - *It's not, How is it equitable - It's not, How is in inclusive - It's not. .[not legible]*
  - *I don't think that 'Section 9: Diversity, Equity and Inclusion' should be a part of the city's comprehensive plan. The city's position should be more neutral and include the equal treatment of ALL people and citizens living within its boundaries, not specific groups."*
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## **2. Legal Authority Concerns: DEI policies may create legal risks for the city and exceed proper municipal authority. Compliance with federal guidelines should be prioritized.**

- "Complete REVISION of Chapter 9. Remove Existing Text and replace. To bring us into compliance with Federal Laws and Policy"

**Comments added 8/20:** DOTS 9 green, 6 red

### **Post its:**

- *We already have a disability act say Ellensburg uphold the ADA and concentrate rate of equality.*
  - *Loss of federal funding*
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**Comments added 9/6/25:** Dots 16 green, 0 red

### **Post its:**

- *The Spotted Owl decision made by Justice Dwyer was based on government hierarchy not issues. The DEI has been ended by the federal gov't If the city continues with the DEI commission they are violating federal law and putting the city at risk of legal action from the federal government. Not a good use of taxpayer dollars.*
  - *DEI often cross the line into Social Engineering. Threaten Parental Rights & Standards dividing us by race & gender*
  - *financially irresponsible*
  - *naming process for Unity Park went against the community vote*
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## **3. Budget & Spending Concerns: Public funds should be directed toward essential city services rather than DEI programs and commission activities.**

- "Chapter 9; DEI Commission; all DEI Policies; removed of the Comprehensive Plan; funding of commission and any related groups stopped"

**Comments added 8/20:** DOTS 6 green, 0 red

*No- Post-It notes*

**Comments added 9/6/25:** 16 green, 0 red

**Post its:**

- Comp. plan is for land use & annexing County parcels into city for development. Social engineering programs don't belong in the Comp plan. The whole community needs to be represented equally, to make eburg great for everyone.
  - Pizza Klatch and similar orgs are not essential to all ellensburg citizens
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**4. General Opposition to DEI: DEI concepts and policies should be eliminated from city government entirely.**

- "Remove DEI"
- "Eliminate and get rid of all DEI plans and policies"
- "Remove All sections that allow DEI Commission to Exist"

**Comments added 8/20:** DOTS 7 green, 3 red

**Post its:**

- *"DEI is not a concept. It is an ideology & Religion."*
- *DEI is Marxism*
- *The Protections "provided" by DEI exist in America Legislature and the constitution. That Chapter 9 of Ellensburg Comp. Plan Area is redundant and unnecessary*
- *DEI is divisive, which is the reason this is even happening.*
- *It opens the door to policies that could harm women and children.*
- *Reverse discrimination is still discrimination. [NOTE: This appears to have a red dot attached]*
- *The inclusion of LGBTQ+ requires a moral position that the city should not broach, doing so excludes a large constituency of the city - Churches who have differing opinions of LGBTQ+*
- *The City Did not do an adequate job supporting the inclusion of chapter 9*
- *The concepts and premises are not compatible with the freedoms elucidated in our founding documents*

**Email received by City Friday August 22**

*"DEI is a strictly democrat party controlled tool for their extreme ideologies. There is no way to reach*

*common ground when the entire concept of DEI is designed solely around democrat narrative and control."*

*The DEI commission does not represent a worldview other than extreme liberalism. DEI, as it has been wielded throughout our nation, has been used as a weapon by the democrat party for extreme policies. Enshrining DEI into the city comprehensive plan empowers one political party and their extremist ideologies, which I feel has the potential to greatly harm women and children."*

**Comments added 9/6/25: DOTS 11 green, 6 red**

**Post its:**

- *DEI - places our city at risk - lawsuits - lost funding*
- *DEI Promotes Group Identity over individual rights or identity DEI Focuses too much on dividing people into groups. Families see this as divisive and shaming. Harmful to children's sense of self worth.*
- *Though "DEI" as specifically described in Chapter 9 may come across as condescending and patronizing, the city must provide non-discrimination & accessibility [ red dot attached]*
- *DEI Political / Policies or training programs Consistently consisting opinions, Assisted traditional values or compare people to use specific language*
- *Policies that Allow people to choose bathrooms or locker rooms based on gender identity rather than biological are placing one group rights over another*
- *inclusive means All have a voice And Safe to speak not just those who follow or ideological line*
- *Equity language should be present throughout ALL policies and Remove Chapter 9 completely [red dot attached]*
- *There are beneficial policies w/in chapter 9 Modification would potentially benefit coming to common ground. Being Con to DEI doesn't mean unwillingness to compromise or keep policies*

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**NEW POSTER CREATED 8/20**

### **5. Remove DEI Language**

*Existing protections already exist in the constitution*

*DEI is not required as a part of the plan*

*No other city has a DEI chapter.*

**Comments added 8/20 DOTS 1 green, 0 red**

**Post its:**

- *Can we just be a city that does right by our citizens? We want public transit. We want to accommodate our elderly and disabled. We want to be a city that upholds Constitutional rights, ADA, etc. So we can love and serve our neighbors well. "DEI" as seen about LGBTQ as it's being represented in discussions or the current discussions is overwhelmingly about the side of diversity LGBTQ+ community and here are concerns that Chapter 9 is a "trojan horse" attempting to push execute the LGBTQ+ agenda under the cover of initiatives everyone already agrees with (Building or public transit, upholding constitutional rights, accommodating ADA, etc.).*
  - *Ch. 9 DEI is a Trojan horse that will further place women and children at risk of harm just like WAC 162-32-060 (which had no objection to men/transwomen in public women's room BECAUSE it never crossed anyone's mind that it would be used that way.*
  - *Comp Plan required Elements 1 Land use 2 Housing 3 Transportation 4 Capital Facilities 5 Utilities 6 Rural Development Parks and Rec 7Climate Chapter \*NEW\*  
DEI IS NOT Required Element*
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## New Poster Created 8/20/25

**6. Constitutional Protections Already Exist:** Existing constitutional protections and federal laws already provide adequate safeguards without additional DEI policies. DEI chapters are not required elements of comprehensive plans and other cities operate successfully without them.

“Existing protections already exist in the constitution”

- “DEI is not required as a part of the plan”
- “No other city has a DEI chapter”
- “Can we just be a city that does right by our citizens? We want public transit. We want to accommodate our elderly and disabled. We want to be a city that upholds Constitutional rights, ADA, etc.”
- “Chapter 9 is a trojan horse attempting to push execute the LGBTQ+ agenda under the cover of initiatives everyone already agrees with”
- “Ch. 9 DEI is a Trojan horse that will further place women and children at risk of harm”

**Comments added 9/6/25:** 22 green, 1 red

**Post its:**

- ADA already addresses some of the items DEI claims they want to do. Unnecessary & duplicative [NOTE: This has a red dot attached]

- green stick- [NOTE: Text appears incomplete]
  - The Civil Rights Act of 1964 signed by Pres. Johnson eliminated discrimination We do Not need DEI for special people.
  - DEI propagates viewing people through a lens of prejudice. This is detrimental to our community
  - DEI IS FOUNDED ON CRITICAL RACE THEORY AND IS NOT COMPATIBLE WITH OUR NATIONS FOUNDING PRINCIPLES OF INDIVIDUAL FREEDOM
  - DEI IS ROOTED IN NEO-MARXISM [NOTE: This appears to continue on another post-it that's partially visible]
  - Trojan horse fears are overblown given that the DEI Commission has no executive authority.
  - Children are NOT Being protected!! allowing open Public changing rooms / Bathrooms exposes children to people that might harm them. Men should be in men's rooms, women and children safe in protected rooms, and create a third space if needed.
  - Accessibility to public spaces is already protected under ADA regulations. It is disingenuous to conflate ADA with DEI
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*NEW POSTER: 8/20*

## **7. Process/ Protocols**

**City of Ellensburg accepted arguments written past the deadline.**

**Comments added 8/20 DOTS:** 0 green, 0 Red

*Post it:*

- *To take into consideration our comprehensive plan. This deadline was set by the city*

*Poster re-drafted before 9/6 workshop*

**7. Deadline and Process Violations:** The city failed to follow its own established procedures and deadlines in handling comprehensive plan amendment applications, raising questions about fair and consistent administration.

- "City of Ellensburg accepted arguments written past the deadline"
- "This deadline was set by the city"

**Comments added 9/6/2025: DOTS:** 11 green, 1 red

**Post its:**



- The semi- anonymous petition submitted to the city as a response to this issue should not be given the same weight as the correctly submitted proposals
  - This did occur and no forms should have been accepted or factored into how many for or against.
  - When proposals are are submitted on requested forms and by a requested time they should have more weight than forms submitted after deadline.
  - This sounds like an insincere legislative obstructionism, not an authentic principle or position (red dot here)
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## NEW POSTER 9/6/25

**8. Implementation Concerns:** How DEI is being implemented in Ellensburg. Disenfranchises certain people, elevates others (e.g. Pool locker rooms, pizza clatch)

**Comments added 9/6/25:** 5 green, 1 red

**Post its:**

- Divisive at every level
- DEI is Neo-Marxism or Marxism in disguise. The ideology pits perceived oppressors against alleged oppressed and seeks to impose guidelines and punishments.
- Local families have fallen victim to DEI's scrutinizing over certain people groups, looking over others. Low income division
- I don't have a problem with the definitions of DEI but I have a problem with how it is being implemented into our town and community. It is disenfranchising certain groups of people and elevating other groups of people. Example: pool, pizza clatch, trans fishing trip.

**Chapter 9 Text Reference:** Page showing Chapter 9 "Goals, Policies, & Programs" with circled sections including:

- 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."

**Margin note:** "Translator services at Council mtgs."

- The DEI commission failed to implement interpreter accommodation services at Council mtgs. A marginalized speaker was not given adequate time to speak at a Council mtg
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