



City of Seattle

CIVIL SERVICE COMMISSIONS

The Civil Service Commission

Commission Chair Amy S. Bonfrisco

Commissioner Angelique M. Davis

Commissioner Mary Wideman-Williams

Staff

Andrea Scheele, Executive Director

Teresa Jacobs, Executive Assistant

April 19, 2021

Civil Service Commission Retreat

Approved: May 17, 2021

Call to Order: Commission Chair Amy Bonfrisco called the retreat to order at 1:00 pm. The retreat was held via WebEx per the Washington Governor's Proclamation No. 20-28.

In Attendance:

Commission Chair Amy S. Bonfrisco

Commissioner Angelique M. Davis

Commissioner Mary Wideman-Williams

Andrea Scheele, Executive Director

Teresa Chen, Assistant City Attorney

Teresa R. Jacobs, Executive Assistant

CALL TO ORDER- INTRODUCTIONS

1. OPENING, LIBERATING STRUCTURE EXERCISE

Teresa Jacobs, the Commission's Executive Assistant opened the retreat with a Land Acknowledgement to the Coast Salish land and the Duwamish, Suquamish, Stillaguamish, and Muckleshoot Tribes.

Andrea Scheele, Executive Director facilitated a Liberating Structures group exercise.

2. CSC'S MISSION/NORTH STAR: Commissioner Mary Wideman-Williams led discussion on the Commission's hallmark of Who We Are, What We Do, and Who We Serve as a commission.

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729

Tel (206) 437-5425, Fax: (206) 684-0755, <http://www.seattle.gov>

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3. **ANTI-RACISM:** Commissioner Angelique Davis led discussion on Recognizing CSC's role as part of a racist institution, and actively working to:

- Undo past harm;
- Embed equity in every aspect of the CSC's function;
- Help dismantle existing racist structures and practices.

CSC commissioners discussed their commitment to embed social justice and equity in its processes.

4. **ROLES AND RESPONSIBILITIES :** Commission Chair Amy Bonfrisco led discussion on roles of a commissioner. The commission discussed the hearing process, their roles presiding, deliberating, and drafting decisions.

5. **CLOSING:** The commission agreed to hold another retreat by the end of the year to follow up and gauge action on today's topics, and further discuss the work of the commission.

6. **EXECUTIVE SESSION (MAY BE CANCELLED IF NOT NEEDED):** The commission did not go into Executive Session.

ADJOURN: All other business before the Commission having been considered, Commission Chair Bonfrisco adjourned the retreat at approximately 3:30 pm

Respectfully Submitted By:

/s/ Teresa R. Jacobs 5/17/2021

/s/ Amy S. Bonfrisco 5/17/2021

Teresa R. Jacobs Date: 5-17-21

Amy Bonfrisco Date: 5-17-21

Teresa R. Jacobs
Executive Assistant

Amy S. Bonfrisco
Commission Chair

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