

Task Force Meeting #1

Equitable Communities Initiative

October 21, 2020



City of Seattle

Consent

To ensure transparency in this process, we wish to record today's meeting and will have a fuller discussion today about the Task Force's preferences. Before we can proceed, we need to know if anyone wishes not to be recorded.

Welcome

Dominique Stephens, Mayor's Office

Check-in

What is your hope for the Equitable Communities Initiative Task Force?

Agenda

Today’s goal is to build a shared understanding of how we can work together, as well as orienting Task Force members to relevant City policies and practices to guide the work.

Time	Topic
2 – 2:30	Welcome, check-in, and agenda
2:30 – 3:10	How can we support you?
3:10 – 3:25	<i>Briefing:</i> Legal FAQ
3:25 – 3:50	<i>Briefing:</i> Racial Equity Toolkit
3:50 – 4	Reflection, check-out, and next steps

The screenshot shows the Seattle.gov website for the Equitable Communities Initiative. At the top, there is a navigation bar with the Seattle.gov logo, Mayor Jenny A. Durkan's name, a search bar, and a menu icon. Below the navigation bar is a yellow banner with a warning icon and the text: "Help prevent the spread of COVID-19 in King County. Help prevent the spread of COVID-19 in King County. Find out more at King County Public Health." The main content area features the "Office of the Mayor" header with Mayor Jenny A. Durkan's name and a navigation menu with links for Home, Newsroom, Get Involved, and COVID-19. The main heading is "Equitable Communities Initiative". Underneath, there is a "Background" section with text explaining the City of Seattle's recognition of systemic racism and the launch of the "Equitable Development Monitoring Program (EDMP)". To the right of the background text is a "Contact Us" section with phone, email, and address information. Below the background text is a "Connect with us" section with social media icons for Facebook and Twitter, along with links to Mayor Jenny Durkan's profiles.

Today’s meeting agenda is also available to the public on seattle.gov/mayor/equitable-communities-initiative

How can we support you?

- Provide clarity into questions
- Ensure seamless logistics
- Support organizing structure
- Facilitate development of community agreements

Task Force Purpose

The Equitable Communities Initiative Task Force will engage with the broader community to prioritize focus areas for investment and make funding recommendations based on those priorities.

Areas for clarification/discussion

1. Where exactly is the funding coming from?
2. Will the mayor name the tension between funding the black community and funding BIPOC communities?
3. What will be our community engagement process? Will we assess and consider the equity plans that have already been built and proposed by King County Equity Now and others?
4. What will the process look like for gathering ideas and sorting to make recommendations?
5. How can we make this group more of a welcome and collaborative rather than a competition?
6. What will it take to ensure the Council members and the Mayor are on the same page?

Note: Questions were pulled from responses to the Pre-Meeting Survey.



Timeline

The ECITF's work over the next four months will inform Summer 2021 investments.



March – May: Mayor submits supplemental budget to City Council, with ECITF recommendations included

June – August: City issues RFPs for investment strategies

Logistics

City staff are here to support the ECITF to feel positioned for success.

Meetings

By Friday, October 23, we will confirm dates for Meetings #2 and #3.



Action requested: If you have not already done so, please respond to the Doodle scheduling poll.

Facilitation

Until the external facilitator is on-board and ready to lead, City staff will facilitate and welcome your feedback.



Actions requested: Please let Andres.Mantilla@seattle.gov know if you'd like to participate in interviews. Provide feedback on today's meeting via the Post-Meeting Survey.

Compensation

ECITF members will be compensated for their time. City staff will bring proposals for consideration, including a membership agreement.



In the Chat, use one word to describe your experience today with Teams.



Organizing Structure

Note: This slide was not discussed due to time constraints and will be shifted to the Meeting #2 agenda.

City staff will align with the ECITF's preferred organizational structure.

Governance

1. How do you envision organizing as a group to advance collaboration?
 - A. Empowered committees: e.g., sub-groups or sub-committees

Suggested initial focus areas

Community Wealth Building & Preserving Cultural Spaces
Building Opportunity and an Inclusive Economy
Climate Justice & Green New Deal
Community Wellness

- B. Leadership: e.g., steering committee or co-chairs
 - C. *Share your ideas!*

Membership

2. Who else should be at the table?
3. What are your preferences on how to manage membership requests?



Community Agreements

Note: This slide was fully not discussed due to time constraints and will be shifted to the Meeting #2 agenda.

We welcome the group's input to guide how to work together in a transparent way.

Draft

Stewardship: The City will follow the Task Force's lead.

Participation: Simply bringing people together will not lead to success; active and balanced participation is necessary to guide this work with all voices heard.

For Discussion

1. **Consensus:** How should the ECITF make decisions in your work together (e.g., Fist to Five)?

2. **Transparency:** How might the ECITF's commitment to transparency show up beyond providing meeting materials and information online?
 - A. Recording meetings
 - B. Livestream meetings

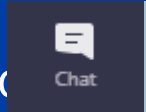


Briefings for future meetings

Note: This slide was not discussed due to time constraints; results from the Pre-Meeting Survey will be used to inform Meeting #2 briefings.

We are here to provide information that the ECITF needs, and want to hear directly from members to prioritize future briefings.

Possible Topic	Description
City Budget 101	Main revenue and expenditure areas, how City of Seattle budgeting works
Current BIPOC-Focused Investments	How and where the City currently invests in BIPOC communities
Race and Social Justice Initiative (RSJI) Overview	How the City brings its commitment to race and social justice to life across the work of City departments and within the Seattle Office of Civil Rights
Equitable Development Monitoring Program	Community indicators of equitable development spanning four broad themes - Home, Community, Transportation, and Education and Economic Opportunity - to measure how the City is doing overall with break out data by race and ethnicity and neighborhood
Reimagining Seattle City Staff Workgroups	The BIPOC-centered framework and ideas generated by department directors and their staff in areas including: (i) Build Community Wealth, (ii) Create an Inclusive Economy, (iii) Grow Digital Equity, (iv) Prepare our City Workforce, (v) Achieve Climate Justice, (vi) Ensure Community Wellness, and (vii) Reimagine Community Safety



In the Chat, please identify additional briefings that would be helpful to you.

Briefing: Legal FAQ

Michelle Chen, Mayor's Office Legal Counsel

Legal Topics

- Public Records Act (PRA)
- Open Public Meetings
- Seattle Ethics Code
- Legal Parameters when using “Race” as a factor in government spending
 - I-200 (RCW 49.60.400)
 - Constitutional requirements
 - Procurement rules



Note: This slide was not discussed due to time constraints and will be shifted to the Meeting #2 agenda.

Briefing: Racial Equity Toolkit

Mariko Lockhart, Seattle Office for Civil Rights

Andrés Mantilla, Department of Neighborhoods

Racial Equity Toolkit (RET)

Note: This slide was not discussed due to time constraints and will be shifted to the Meeting #2 agenda.

- Racial equity analysis tool innovated here in City of Seattle
- Now used in more than 200 government jurisdictions across the country and by community-based organizations
- Ensures that racial equity is at the heart of the decision-making process
- Especially important in decisions that have deep community impact



WHY conduct an RET?

Note: This slide was not discussed due to time constraints and will be shifted to the Meeting #2 agenda.

- Institutions and systems perpetuate racist and inequitable outcomes *regardless of good intent*
- Competition for \$\$ can be harmful to community

The RET:

- Interrupts and disrupts status quo decision-making processes
- Centers voices of those most impacted by the decision
- Allows us to do better in real time and heal our community relationships
- Can build consensus on an agreed upon process/path forward



WHEN have RETs been conducted?

Note: This slide was not discussed due to time constraints and will be shifted to the Meeting #2 agenda.

To explore new legal protections:

- Source of Income discrimination in housing
- Breastfeeding in public

To engage the public in budgeting decisions:

- Participatory Budgeting to engage youth
- Reduction of Parks Dept level of service

To inform policy decisions/positions:

- Children & Family Justice Center (“Youth Jail”)
- Hookah Lounge
- Pre-filing Diversion Program for people affected by DV

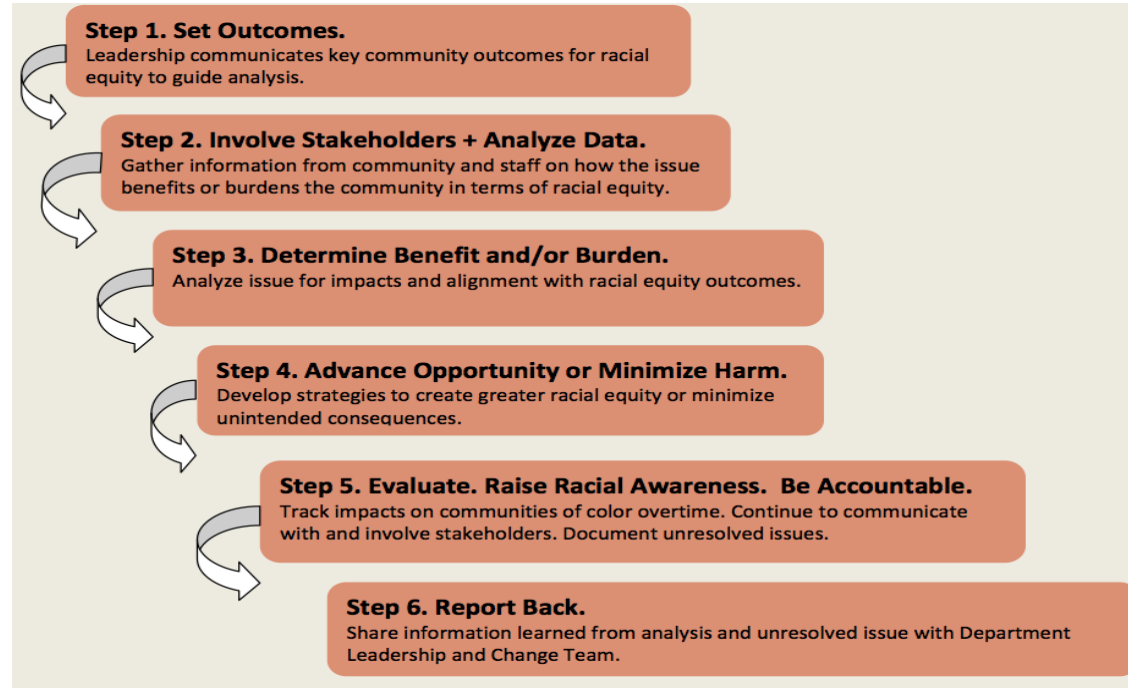
To strengthen workforce protections:

- 2016 Workforce Equity RET(Expanded Paid Parental Leave/Paid Family Leave)



HOW to conduct an RET?

- Six Step Process:



Note: This slide was not discussed due to time constraints and will be shifted to the Meeting #2 agenda.

- City departments can staff the RET (SOCR, DON, ARTS, HSD)
- ECITF can participate as critical stakeholders throughout community engagement which is the heart of the RET



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Racial Equity Toolkit Q&A



Reflection and next steps

In one word, describe your mindset right now as it relates to the Equitable Communities Initiative Task Force.

Next Steps

Portion	Action Item	For	Target date
Logistics	If you have not already done so, please respond to the Doodle scheduling poll.	TF Members	Th, 10/22
	Schedule and send invites for Meetings #2 and #3.	City core team	F, 10/23
	Please let Andrés.Mantilla@seattle.gov know if you'd like to participate in interviews for the external facilitator.	TF Members	Today
	Share proposals for paid participation with ECITF members.	City core team	In advance of Meeting #2
	Please provide feedback on today's meeting, including your Teams experience specifically, so we can improve for Meeting #2.	TF Members	M, 10/26
Legal FAQ	Follow up with additional clarity into Public Records Act.	TF Members	M, 10/26

