**COMMUNITY INVOLVEMENT COMMISSION**

**MINUTES**

October 15th, 2018

6pm-8pm

Seattle City Hall, Room 370

**Commissioners present:** Ben Mitchell, Bereket Kiros, Carol Redfield, Felix Chang, Julie Pham, Karyn Kubo Fleming, Leanne Do, Rani Hanstad, Chris Maykut **Commissioners not present:** Alison Turner, Emily Kim, Maria Jose Soerens, Natalie Curtis, Patricia Akiyama, Sonj Basha**,** Thais Marbles  
**Staff present:** Danielle Friedman

**Opening**

Commission members voted to approve the minutes and agenda.

Maria-Jose Soerens resigned from the commission. There is now an opening for a community member from District 1.

No public comment was given.

**Seattle Public Libraries Community Listening Briefing**

Hayden Bass, Outreach Program Manager presented an overview of what they did a few years ago and presented their plans for the next round of community listening in 2019.

**Guidelines they use for this work:**

* Listen and Learn
* Building relationships
* Prioritize equity

**Overall Goals:**

* Help staff knowledge of neighborhood
* Increase staff confidence and engagement skills
* Build a common vocabulary around Community Engagement
* Create relevant, community-based programs and services

**Goals for 2019**

* Librarians want more skills around racial equity work.
* There will be robust support for one project and they will consult with the branches.

**Questions for commission**

* How should we bring community to the table to direct this project?
* What allyship skills should librarians (a majority white group) focus on building?
* What would you hope to see the library learn from this second round of listening?

**Feedback from the CIC:**

* Library locations and programming don’t reflect the communities. Sometimes there is a lot of unfair discipline happening with children from immigrant and refugee families. It is important to hire members of the community that reflect the diversity of the neighborhoods.
* Do you work with King County libraries? Yes, somewhat. There is room for improvement. With the Community Listening they did check in with them.
* The downtown library is good for one- time programming but the branches don’t have as much. It is usually just happening downtown.
* If you backfill from the community then that person can help consult and be hired as an employee.
* In the 2nd round communicate the success you’ve had and close the loop to let people know what worked the first time. Can help strengthen your relationship with community members.
* Intentionally target people that you are not already engaging.
* How did you make those connections in the first round? Most librarians were not starting from scratch. Reached out to people that I lost touch with. Or they partnered and then never had the opportunity to sit down and talk intentionally. Then they asked who else should I be talking to? Cold calls happened as well. Looked at the data and made a list of about 25-30 organizations.
* Library can be a convener and making connections.
* Reach out to other groups that people convene at.
* Did you do cross over with other City departments? It could have been better to connect with Department of Neighborhoods or others. We did some initial conversations. It would have been good to do more integration.
* How could that integration work well? What would you need to know? Know what other departments are working on or have resources that we could use? What programs have worked well and been evaluated? To share best practices. Things take longer because we have a retail model. If SPL knew something was happening big next ear- they could collaborate. Harder to do it on a quick time scale.
* Partner with communities or color and homeless communities to come up with solutions.
* The library has a lot of business resources as well. Might be good to connect with co-working spaces to talk about partnering.
* SPL has good brand recognition, so people are willing to partner with you.
* Prioritize the goals that you didn’t complete. Keep it on the agenda until you do.
* Prioritize working with city departments.
* Shift city processes to be continuous as opposed to one off issues. How do we make it build in so people are continually getting that engagement? Maybe hold a train-the trainer with community members?
* City pilots things and then kill it. But just keep working on it and making the learning process continuous,
* The librarians are majority white, other classifications in the library are more diverse. The field is 85% white throughout the nation. Getting a Master’s in library science is a barrier for people.
* Hoping to make some significant improvements if the levy passes.
* Make an apprenticeship to help get people of color from the community involved and eventually employed.
* Be mindful of your approach. Don’t approach the community talking about what you need. They are often asked to do many things for free. Try to work with them as a partner to come up with solutions.
* Maybe looking at policies to look at creating a new classification that doesn’t require a Master’s degree. Look at getting funding for scholarships, etc. Work with long-term solutions to creating a more diverse workforce. Confirm that people are saying that they want to be librarians too.
* Is there a conference and ways that you can talk about your goals and looking for opportunities to collaborate? This is could be something that CIC could work on.

**Workgroups**

**Resources workgroup**Wanted to talk with the whole work group. Having a hard time finding a project. The workgroup has a broad charge. Wants to focus on grants and resources. Trying to have meetings and find the right person so we can get a project that sticks. Met last week with DON staff members. They suggested projects related to Neighborhood Matching Fund program. Interview neighborhood matching funds project managers.

Ideas:

* Evaluate the options of what the CIC could do. How do we want to impact and discuss what the criteria you want your outcomes to be?
* Certain communities are left out because they do not have capacity for writing grants. The people that has more resources and better grant writers get the most money. The city should help them and give them a hand. Many communities of color are left out. It should not be complicated.
* Have to contribute money for the matching fund and some struggle and don’t have it.
* Create a repository of DON’s information at times that they have come.
* Look at the data from the NMF.
* Resources work group will look suggestions sent and create an action plan.

**Best Practices workgroup**Splitting into two different work groups- best practices- now ½ is looking at Racial Equity workgroup. Setting up a meeting with DON liaison with RSJI. Then they will listen to the ideas and go from there.

Ideas:

* Run trainings with community members to emphasis civic engagement.
* Culture building and showcasing good examples
* Policy – looking at city vendors to make sure they go through racial equity trainings.
* Writing a letter to city council about what we are doing and who we are. Got examples from Danielle and will draft something for November.

**CIC Charter**

1. Firm up team laws and incorporate into bylaws. Incorporate, send it out and see if there are any final tweaks and vote next month.
2. Annual report. How advice was taken and used. And clarifying how we are an advisory commission.
3. Survey to other commissioners. Sonj will work with all commissions liaison. Will have rough draft of survey questions. When send out survey will invite people to annual report launch.
4. Danielle will reserve room and invite Councilmember Bagshaw. Rani will work with the Get Engaged folks.

**Next Meetings**

Next meeting will stay on the third Monday of November- Nov 19th.

Group voted to change the December meeting to Tuesday, December 11 from 6-8pm.