

**Seattle Domestic Workers Standards Board
Meeting Minutes**

Meeting Summary	Date: Time: Location:	Monday, April 23, 2018 6 PM- 8 PM Seattle City Hall, Rm 370
Members Present	Andra Kranzler, Silvia González, Elijah Blagg, Emily Dills, Lani Todd, Liz Hunter-Keller, Dana Barnett (by phone), Teresa Hillis	
Members Absent	N/A	
Vacant Positions	Position # 9 – Vacant (Board Appointed)	
Guests	N/A	
Minutes	Jeneé Jahn, OLS	

1. Welcome and Introductions

2. Public Comment

- a. None

3. Minutes

- a. No revisions to minutes, adopted unanimously

4. Updates

- a. DWSB Website
 - URL- <https://www.seattle.gov/domestic-workers-standards-board>
 - Will have all of the final minutes, agendas, presentations, and meeting schedules posted
- b. Listserv
 - OLS created a DWSB listserv for sending communications to the board members.
- c. New OLS Liaison starting in May
 - New hire, Jasmine Marwaha, will be taking over as OLS Liaison in May.
- d. Future Meeting and Retreat Dates
 - Starting in July, regular meetings will be the fourth Mondays of the month. The Board will revisit the regular meeting date later this year.
 - The next meeting is on **Monday, May 20** (to avoid conflict with Memorial Day closures)
 - The following meeting will be a special 90-minute meeting on **Monday, June 10** at 6:30 PM to consider applications for the 9th member.
 - Due to availability, the retreat will be held on **Saturday, June 29**
- e. Future Open Public Meetings Act and Public Records Act Training
 - OLS will invite one of the City Attorneys to provide a short training on the OPMA and PRA at our next meeting. OLS staff will check for availability for next meeting.

5. Decision Making Processes

- a. *Please see OLS Presentation from 4-23-19.*
- b. The following themes emerged in response to the following discussion questions: *What kind of environment does the Board need to make its best decisions?*
- An explanatory and learning environment (emphasis on making complex concepts easily understandable and in learning from one another) ++
 - Creating a culture of curiosity and open mindedness
 - Emphasizes equity ++
 1. In representation of communities and industries
 2. Examines the similar and different needs of all impacted industries and endeavors to find equivalent solutions for each
 3. Elevates the voices of workers
 - Inclusive
 - Places value on language access
 - Welcoming environment
 - Supports meaningful decision making
 - Places value on thoughtful planning and making enough time to make good decisions
 - Thinks big (does not limit themselves)
 - Members commit to adequate preparation in advance of meetings/decisions
 - Acknowledges that people are the authority of their own stories/experiences
 - Creates space for dissenting opinions

What are your ideas on how to create the environment?

- OLS staff: need to be able to access the staff support -- provide approachable and available
 - Meeting needs: interactive, utilizes things like icebreakers (as done at the first meeting), physical set-up would like to be accessible to community members (e.g. not at the end of the room in L-280)
 - To counter concerns about the lack of time (2 hour monthly meetings, for example) and productivity:
 1. Develop committees to do work outside regular meetings
 2. Give advance notice of meeting topics and distribute meeting materials early so members can take the time to prepare
 3. Structure meetings so that there is enough time tackle a topic thoroughly
 - Spend time with one another (to get to know each other)
 - Making space for each other's work and communication styles
- c. OLS made a short presentation on two distinct decision-making models (simplified Robert's Rules of Order and Modified Consensus). The following themes emerged in response to the following questions: *What are your reactions to the two different models? What do you like/dislike?*
- Roberts Rules
 1. NDWA uses Robert Rules frequently, and it takes time to learn (lots of work). They use a neutral facilitator. There can be significant discussion. If less than 50% agree with the decision, there is no motion.
 2. Likes that it can support full discussion (everyone gets an opportunity to share)

3. Shy away from RR because it can be “overly-procedural”
4. Model may exacerbate power dynamics

- Modified Consensus

1. Like the idea of the modified consensus- At least one member has a strong preference for this model
2. Reflects the type of environment that they want to create
3. Concerns about how much time it takes (can take longer to make decisions) and “blocks” if there is no decision
4. The time consumption can be reduced if there is a majority vote option to prevent deadlock
5. Likes that it creates space opinions and disagreements
6. Reduces group think and people can express where they are at in their decision, which helps to highlight on what to focus the conversation

6. Ninth Member

- a. *Please see OLS Presentation from 4-23-19.*
- b. Tentative Timeline (subject to change): June 25 submission of appointment packet, July 11th hearing at HHEWR Committee, July 15 possible vote by Full Council
- c. Application Process: Done online at Boards & Commissions Website. The application is only in English, but OLS is exploring translation of that application.
- d. The following themes emerged in response to the following question: *What experiences, skills, knowledge, and community representation might be needed as we move towards selection?*
 - Worker representation of the industries not represented thus far (e.g. cooks, gardeners, homecare worker, household manager)
 - Representation from the disability community or someone with strong connection to the disability community
 - Someone with an organizing or outreach background
 - Valuing employers who was once a worker
 - Adds diversity, including and especially racial diversity
 - Someone whose home language is other than English
 - A worker who can speak from experience, including about negative workplace experiences

7. Final Action Items

- a. OLS will reschedule the following month’s meetings and will look to booking Room 370 (the favored room)
- b. All members are encouraged to encourage to invite community members to apply for the 9th position