



COMMUNITY INVOLVEMENT COMMISSION (CIC)

February 27, 2023

4:30 – 6:30 pm

Webex Meeting & Seattle City Hall L2-80

Commissioners present: Saba Rahman (she/her), Ahoua Koné (she/her), Martha Lucas (she/her), Fiona Murray (she/her), Marcus White

Commissioners not in attendance: Bill Southern (he/him), Julia Jannon-Shields (she/her)

City of Seattle Staff present: Alvin Edwards (Seattle Department of Neighborhoods, he/him), Laura Jenkins (Seattle Department of Neighborhoods, she/her)

(Transcriber’s Note: The notes shown below are summaries of statements provided. They are not transcriptions and have been shortened and edited to include the major points raised. Full comments are retained in the files in video recording and available upon request.)

Community Comments and vote on 1/30/23 Meeting Minutes

Jason Todd Morris is a first person, self-advocate for people with disabilities and lives in Magnolia. Jason mentioned that there are some street lights out on the Magnolia Bridge and community is concerned about visibility and safety. Also, there has been a lot of construction on sidewalks and ADA ramps being put in. Jason has tried to reach out to City Council to see what the status on the project is and how many ramps will be put in. Jason has not heard back and is hoping the commission can help get information. Staff Liaison Laura Jenkins provided Jason with her contact information, as a Community Engagement Coordinator, and said she could check into Jason’s questions if they email her.

Afua Kouyaté, the co-founder and executive director of ADEFUA Cultural Education Workshop, introduced themselves. The organization is involved in a lot of different endeavors and looking to connect everywhere.

The 1/30/23 meeting minutes were approved with no changes later in the meeting when a quorum of commissioners were present.

Facilitated Group Norms Conversation

KJ Williams and AJ Williams with RISEWITHUS facilitated the conversation around group values and norms. Commissioners completed some initial individual prework to think through personal values and consider what are 5 current norms of the commission & 5 norms commissioners would like to see in the future. KJ and AJ were invited to come in and facilitate a dialogue around the identification of common norms and values with which to govern how the commissioners interact with one another. The conversation will also include how the commission makes decisions, and to inform the ideal culture that the commission collectively decides they want to develop.



City of Seattle

Community Involvement Commission

Decision-Making

AJ noticed that the current model for consensus decision-making in the commission bylaws, Fist to Five Method, is not inclusive because some people may not have five fingers. KJ and AJ will provide information on other possible decision-making models during the meeting.

The commission talked through community intentions for this meeting space. These intentions stood out to commissioners:

- Commissioner Murray – Take Space/Make Space
- Commissioner Rahman - Take Space/Make Space and Expect & Accept Non-Closure
- Commissioner Koné – Speak Your Truth; Let Other Speak Theirs and Expect & Accept Non-Closure
- Commissioner Lucas – Turn Judgement into Wonder

Session Goals:

1. Review and utilize the Commission's Decision-Making Tool (Fist to Five Method).
2. Identify group values and vote on them.
3. Identify group norms and vote on them.

KJ asked commissioners if they are physically able to participate in current decision-making method.

Currently in the Community Involvement Commission Bylaws:

"5.1 Decision-Making Process

- 5.1.1 Consensus
 - In developing recommendations, the Commission shall work by consensus; a method of making decisions through which a group strives to reach substantial, though not necessarily unanimous, agreement on matters of overall direction and policy which can be supported by all.
- 5.1.2 Fist-to-Five Method
 - The Commission shall come to consensus utilizing the fist-to-five method. Commissioners use specific hand signals to: block consensus (fist), express having strong reservations and propose changes (one finger), express having some reservations and discuss minor issues (two fingers), pass without further discussion (three fingers), strongly support (four fingers), or champion the decision and volunteer to take a lead in implementing it (five fingers). If a proposal receives three or more fingers from all seated members, it is approved. If not, members who held up fewer than three fingers voice their concerns to be taken into consideration when revising the proposal. Votes shall be recorded in the meeting minutes.
 - Decision-making on all resolutions, statements, and policy decisions must take place in an open meeting of the Commission pursuant to the Open Public Meetings Act. Decision-making may not be conducted by electronic means, although information related to the Commission may be exchanged by email. Any and all email communication conducted on the Commission's listserv may be subject to disclosure under the Public Records Disclosure Act."



Facilitators presented another possible decision-making model called Gradients of Agreement that uses numbers instead of fingers to show support for a decision.

Commissioner Murray said she is the newest commissioner and has not used the Fist to Five decision-making model. Facilitators asked if any commissioners had used it before. Out of the group, Commissioner Koné has in another setting. The commissioners have not used this model in a Community Involvement Commission meeting.

Commissioner Rahman asked if both decision-making methods would be used. Since the Fist-to-Five method is in the bylaws, that is what commissioners would need to use at this meeting. Facilitators provided the Gradients of Agreement model for the commission to consider as they move forward.

Group Values

The facilitators shared a document that commissioners could add their personal values to during the meeting. Commissioners then bolded the values they think the commission should also have.

After KJ asked commissioners to further explain some of the values they listed, the draft commission values that commissioners mentioned included:

Equity

*Majority Rules (Democratic process)

Mutual Respect

Sensitivity to difference

Selflessness

Service

Caring

Compassion

Shared Responsibility

Efficiency and Productivity

Attention to Detail

Organization

Value Time for everyone



City of Seattle
Community Involvement Commission

Personal and Professional Accountability

Long Sightedness

Flexibility

Integrity

Direct Communication

Professionalism

Commissioners still need to vote on values and prior to that will need to understand what each of them means.

Note around the “*Majority Rules (Democratic process)”: The commission will need to discuss this further to make sure that certain voices aren’t being silenced.

- There was a discussion around decision-making and the commission.
- KJ said it is up to the commission to explore which decision-making model will work best for the commission.
- KJ asked if there is a stipulation listed in the bylaws if there is a tie vote by commissioners. There is not currently a mention in the bylaws for this scenario to the best of the staff liaisons’ knowledge.

Commissioners discussed wanting to move forward, make decisions, and take more action.

- Commissioner Koné mentioned the commission priorities, and someone mentioned that something had been recalled. It was confirmed that all three commission priorities are still in place.

For follow-up:

- The staff liaisons will check in to see if there is budget to bring back facilitators to finish this conversation.
- The staff liaisons will check with the City Attorney’s Office to see what work can be done in between meetings on this that is not in violation of the Open Public Meetings Act.
- Staff liaison Jenkins will keep the group updated on follow-up related to Jason Morris’ concerns.

The subcommittee groups who will focus on the three commission priorities will not start up until the norms and values conversation is done.

Commissioners agreed they would like to bring back facilitators, if there is budget available, and the norms and values conversation can be wrapped up at the next meeting.



City of Seattle

Community Involvement Commission

Community Comments & Closing

There were no community comments during this portion of the meeting.

The meeting was adjourned.