Community Involvement Commission

Retreat Notes

March 31, 2018

**Racial Equity**

The City of Seattle RSJI (Race and Social justice Initiative) leads with race and follows the anti-racist principles put forth by the People’s Institute for Survival and Beyond. They believe that it is important to work with those who are most impacted, and historically black Americans have been disproportionately impacted by racist practices and policies.

**Questions raised**

* Why does the City of Seattle lead with race?
* When looking at racist systems, how do the interconnect and what is in your power as a commissioner to create change?
* Who is the target of the CIC’s efforts? Who should be the ones that the CIC is prioritizing for outreach?
* What individual traits can you give up to act as part of a collective?
* Who is your community? How are you a gatekeeper? How are you accountable?

**Next steps**

This was the start of a conversation. The trainers suggest that more training is needed for the group to be able to get on the same page.

**CIC Roles**

**Roles of the CIC:**

1. Provide direct feedback to the City

* Formalized? Create a mechanism?
* On what? (process vs. proposal)
* Clarify goal

1. Hold the city accountable (in terms of outreach and engagement). “Review”

**Outside of the scope of the commission:**

1. Share information with your communities

* Cautious about representation (individual vs. as a group)
* This is not something that is a role of the CIC, but individuals can choose to share if they feel so inclined

1. Host events and programs
   1. Commission can give feedback and suggestions, but it is not the CIC’s role to put on events or programs

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| **We’re here to…** | **Not to…** |
| * Review how city engages (policy around outreach, allocation of resources- grants) * Make recommendations for doing better (= more equitable) * Hold the city accountable for race and social justice * Directly advocate/voice beyond engagement * Chosen as experts on equity /champions * Get actionable results * Provide feedback /influence what engagement looks like * Advise the city on equitable practices/policies * Process * Make suggestions to DON * Be heard by DON on policy – formally * Point out the gaps * Ask questions * Bring a lens/perspective but not “speaking” for | * Do outreach * Provide political cover * Review or propose activities * Speak on behalf of communities * Represent particular groups * Do city’s job/play role that could be budgeted * Be a focus group * Direct outreach * “Shadow city council” |

**Workgroups**

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| **Work Group Name** | **Members** | **Statement of Purpose** |
| Commission Charter work group | Sonj, Julie | Establishing our charter, scope of work, workable norms, and relationship to other (relevant) organizations |
| Resources Committee | Ben, Natalie, Alex | Equitable distribute city resources so that communities are able to achieve self-determined goals |
| Relationship to City/ Feedback | Emily, Sally, Bereket | Develop best practices on how departments ask for feedback and how the CIC gives feedback |
| Community Involvement Principles and Best Practices | Alison, Carol, Patricia, Felix\*  \*to confirm on his return | To advise the City on community engagement/outreach practices to achieve equitable involvement of historically underserved populations |