

Equity Committee – Agenda – 11/15

6:00 – Ice Breaker – If you could add anyone to Mt Rushmore, who would it be?

6:10 – Land Acknowledgement

6:12 – Review and approve or revise this agenda

6:14 - Approve or revise notes from 10-18 meeting

6:16 – Volunteer Request – Identify / post an action to support NW tribes at the December V-MCC meeting (see notes)

Outreach Initiative

6:20 – Check in: Outreach Initiative interviews – All

6:30 – Sign up: Outreach Interview signups by segment (thanks Kathleen) – [review document](#)

6:35 – Final review – GARE Toolkit - Kevin

7:20 - Volunteer request: Vashon-Maury Community Needs Assessment survey

Contact Sara Estiri, sestiri@kingcounty.gov if you would like to assure the process equitably reaches multiple communities on Vashon and Maury islands

7:25 - Call for priority topics for our next meeting

7:30 – Adjourn

FINAL

Land Acknowledgement

(A) Please take a moment of silence to acknowledge and show our respect to the Coast Salish people. [insert 30 seconds of silence]. We gratefully honor Coast Salish People for their land stewardship and commit to continuing to grow our relationships with them and the lands we now live on.

(B) Please join me in acknowledging the Coast Salish People. The land we occupy today is their ancestral land. For thousands of years they lived on it, stewarding its resources with care and wisdom. Today with gratitude, we acknowledge them and their elders, past present and emerging and recognize that this land remains a vital part of their cultural sovereignty.

(C) We acknowledge the people of the Puyallup tribe and that we are on their traditional land. We gratefully honor the Puyallup and commit to building relationships with the homelands of the Puyallup tribe. We commit to stewarding the land in partnership and preventing the erasure of the Twulshootseed language and the history of the Puyallup people.

(D). We acknowledge and honor the tribes of WA state as political entities. We commit to respecting the laws of treaties and sovereignty under the United States constitution article VI.

We commit to taking actions of reconciliation, working with the tribes to identify ways to steward the land, restore habitats, and fostering practices that will benefit future generations.

(E). Please join me in paying respects to the Coast Salish people including the S~xwbabs, the S'homami, the Swobabe, the Puyallup and the Muckleshoot and those who we do not name.

They built their homes, told stories, created community, birthed children, fought battles, developed medicine, buried relatives, created art, and lived in unity with the natural world for thousands of years.

We pay our respect to your relatives, your elders and your ancestors past, present and emerging. We acknowledge that we have benefited significantly from the intentional care they have provided that continues to preserve our natural resources for present and future generations. This Acknowledgement does not take the place of authentic relationships with Indigenous communities. but merely serves as a step in honoring the land and resisting the erasure of Indigenous people, past, present and future.

Outreach Initiative – Goal Statement

Conduct meaningful conversations with our community to be aware of the equity, social justice and inclusion barriers which community members face while embracing diversity as a positive goal.

Based on this insight, make recommendations so the Council may become a more effective change agent to remove barriers and improve the lives of community members.

Equity Toolkit

Toolkit for V-MCC Motions

UPDATE

Proposed process updates to V-MCC procedures

Equity Toolkit

Toolkit for V-MCC Motions

Review of King County Racial Equity toolkit, GARE*, and how it will provide V-MCC a tool to utilize in all V-MCC motions to improve Equity on Vashon-Maury island.

- GARE Racial Equity tools were designed to integrate explicit consideration of Equity in all decisions. Use of the Equity** tool can help to develop strategies and actions that reduce inequities and improve success for all groups.
- Why use the following Equity Tool in all Motions ?
 - Many current inequities are sustained by historical legacies and structures and systems that repeat patterns of exclusion. Institutions and structures have continued to create and perpetuate inequities, despite the lack of explicit intention.

*GARE = Government Alliance on Race and Equity which was a reference guide in developing this tool.

**Equity: The fair and impartial access to opportunities and resources providing full acceptance and support for surviving and thriving for all people in the Vashon Community. Recognizing historical systems of oppression that prevent equal provision to individuals each to each other are removed.

Equity Toolkit Toolkit for V-MCC Motions

- Why and when to use the Equity Toolkit?
 - Using this Equity toolkit early means that individual decisions can be aligned with organizational Equity goals and desired outcomes.
 - Using this Equity toolkit means that Equity is incorporated throughout all phases, from development to implementation and evaluation.

Equity Toolkit

Toolkit for V-MCC Motions

- The Equity Toolkit is a simple set of questions
 1. **Motions**: What is the Motion under consideration? What are the desired outcomes?
 2. **Data**: Is data available to provide the measurements needed?
 3. **Community engagement**: How have communities been engaged? Are there opportunities to expand engagement?
 4. **Analysis and strategies**: Who will benefit from or be burdened by your Motion? What are your strategies for advancing equity or mitigating unintended consequences?
 5. **Implementation**: What is your plan for implementation?
 6. **Accountability and communication**: How will you ensure accountability, communicate, and evaluate results?

Equity Toolkit

Toolkit for V-MCC Motions

- **STEP #1** *What is your motion and the desired results and outcomes?*
 - While it might sound obvious, having a clear description of the Motion at hand is critical.
 - Be vigilant in our focus on delivery benefits.
 - Results are at the community level. Results end conditions we seek to achieve. Community indicators are the means by which we can measure benefits in the community.
 - You should be able to answer the following questions:
 - 1. Describe the motion under consideration?
 - 2. What are the intended results (in the community) and outcomes (within your organization)?
 - 3. What benefits does this motion hope to deliver?
 - List of Sectors in [Appendix A](#)

Equity Toolkit

Toolkit for V-MCC Motions

- **STEP #2:** *What information / data will you use to evaluate / measure the effects of your Motion?*
 - Measurement matters:
 - Using data that clearly states:
 - 1) community indicators and desired results,
 - 2) your specific Motion's outcomes and performance measures.

You should be able to answer the following questions about data:

1. Will the Motion deliver benefits to specific sectors (neighborhoods, areas, or the entire island)? What are the demographics of those living in the area?
2. What does population data tell you about existing inequities? What does it tell you about root causes or factors influencing inequities?
3. What data do you have available for your Motion? This should include data associated with existing programs or policies.
4. What additional data would be helpful in analyzing the Motion? If so, how can you obtain better data?

Equity Toolkit

Toolkit for V-MCC Motions

- **Step #3:** *How have communities / sectors been engaged? Are there opportunities to expand engagement?*
 - It is not enough to consult data or literature to assume how a Motion might benefit a community. Involving community organizations impacted by a topic, engaging everyone throughout all phases of the project, and maintaining clear and transparent communication as the Motion is implemented will help produce more equitable results.
 - You should be able to answer the following questions about community engagement and involving stakeholders:
 - 1. Who are the most affected community members who are concerned with or have experience related to this Motion? How have you involved these community members in the development of this Motion?
 - 2. What has your engagement process told you about the burdens or benefits for different groups?
 - 3. What has your engagement process told you about the factors that produce or perpetuate inequity related to this Motion?

Equity Toolkit

Toolkit for V-MCC Motions

- **Step #4:** *Who benefits from or will be burdened by your motion? What are your strategies for advancing equity or mitigating unintended consequences?*
 - Usually, a new Motion is viewed in isolation. Because inequities are perpetuated through systems and structures, it is important to also think about complementary approaches that will reduce inequity in the community. Expanding your Motion to broaden partnerships will help increase your Motions benefits.
 - You should be able to answer the following questions about strategies to advance equity:
 - 1. Who would benefit from or be burdened by your Motion?
 - 2. What are potential unintended consequences? What are the ways in which your Motion could be modified to enhance positive impacts or reduce negative impacts?
 - 3. What are ways in which existing partnerships could be strengthened to maximize benefit to the community?
 - 4. Are the benefits aligned with your community outcomes defined in Step #1?

Equity Toolkit

Toolkit for V-MCC Motions

- **Step #5:***What is your plan for implementation?*
 - Upon review of the unintended consequences, benefits, and impacts of the Motion and having developed strategies to mitigate unintended consequences or increase benefit, it is important to focus on implementation.
 - You should consider the following questions about your implementation plan:
 - Is your plan:
 - Realistic?
 - Adequately funded?
 - Adequately resourced with personnel?
 - Adequately resourced with mechanisms to ensure successful implementation and enforcement?
 - Adequately resourced to ensure on-going data collection, public reporting, and community engagement?

Equity Toolkit

Toolkit for V-MCC Motions

Step #6: *How will you ensure accountability, communication, and evaluation of the results?*

Accountability entails putting processes, policies, and leadership in place to ensure that your Motion achieves the desired outcomes.

How you communicate your Motion is important for success. Poor communication can cause misunderstanding or unintentional results.

Evaluating results means that you will be able to make any adjustments to maximize benefits.

Performance measures can include three different questions:

- Quantity — how much did we do?
- Quality — how well did we do it?
- Who is better off?

Thoughts - Actions - Questions

- **Thoughts utilizing Equity Lens within the Equity Toolkit**
 - **Equity Lens**
 - **The National Equity Project uses the metaphor of a lens to describe "the possibility of seeing our contexts in new and revealing ways". In other words, the glasses we wear can have a profound effect on what we see.**
- **Actions going forward with Equity Toolkit**
 - **Adapt to findings from outreach Initiative – Subcommittee**
 - **Review with Equity Social Justice and Inclusion Committee**
 - **A Motion to V-MCC for adoption within their by-laws and standing rules**
 - **Available on V-MCC as a toolkit for creating Motions to V-MCC**
- **Questions?**

Equity Toolkit
V-MCC Sectors
Appendix A

Affordable Housing

Age

Business

Culture, Art and

History

Education

Environment

Faith

Food

Health and

Human Services

Latinx

LGBTQIA+

Recreation

Safety

Transportation

Equity Committee
has discussed these
possible additions:

Veterans

Disabled

Summer People

Low Income

Equity Committee – Suggested Agenda Topics

Agenda items suggested by Equity Committee members for our next meeting:

What we are hearing through our interviews about possible improvements to V-MCC by-laws and standing rules?

- **Items suggested during or following the meeting:**
 - **Add items here**
 - **Add items here**

Vashon-Maury Island Community Council Equity Committee Meeting

Adjourned!

A close-up photograph of a tree branch heavily laden with snow. The branch is dark brown and textured, with several smaller twigs extending from it. The snow is thick and white, covering most of the branch and the background. The sky is a pale, overcast blue-grey color.