

Equity Committee – Agenda – 6/21

6:00 – Ice Breaker – A friend gave you a free ticket to visit the International Space Station – do you go?

6:10 – Land Acknowledgement

6:12 – Review and approve or revise this agenda

6:14 - Approve or revise notes from 5-17 meeting

FINAL

Outreach Initiative

6:20 - Decision: Outreach Initiative approach revision?

The Outreach Initiative plan has been revised based on discussion at the 5/17 meeting

During this agenda item the Committee will vote to approve or reject these changes

6:40 – Check in on how interviews are progressing/feedback/insights

6:55 - Second round: Equity Toolkit, additional thoughts? – Kathleen and Terry (to be discussed at future meeting)

7:25 – Call for priority topics and next meeting date (7/5 or 7/19)?

7:30 – Adjourn

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 Approved Motions

DRAFT

Proposed process updates to V-MCC procedures

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

- GARE Racial Equity tools was 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.

*Equity -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.

*Will be substituting racial equity with ""equity"" which includes all areas of Equity described earlier.

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

Equity Toolkit
Toolkit for V-MCC Approved Motions

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

Equity Toolkit

Toolkit for V-MCC Approved Motions

- The Equity Tool is a simple set of questions
 1. **Motions**: What is the Motion's under consideration? What are the desired outcomes?
 2. **Data**: *Is the 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 Approved Motions

- The following sections provide a description of the overall questions.
 - **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.

Equity Toolkit

Toolkit for V-MCC Approved Motions

- **Step #1:** *What is your motion and the desired results and outcomes?*
continued:
 - 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 Approved 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) our 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 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 Approved 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 Approved 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 the your community outcomes defined in Step #1?

Equity Toolkit

Toolkit for V-MCC Approved 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?

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 about 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?

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

Youth

**Equity Committee
has discussed these
possible additions:**

Veterans

Disabled

Summer People

Low Income

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 Committee – Suggested Agenda Topics

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

Discussion: Meetings with V-MCC Board members

Discussion: “Ouch”, “Roses, buds and thorns” and “Don’t yuck my yum”

Decision: Resume coffee plan with new Committee members?

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

Vashon-Maury Island Community Council Equity Committee Meeting

Adjourned!

A photograph of a tree branch covered in snow against a bright sky. The branch is dark brown and has several small, dark, pointed leaves or buds. The snow is thick and white, covering the branch and the background. The sky is a pale, bright blue with some light rays emanating from the right side.

Outreach Initiative – Council abilities

UPDATED

Yellow shaded text added during the 11/16/2022 meeting Aqua added during 1/4 meeting

Roles the Council plays, to improve islanders' lives, within the community

- **Build awareness of opportunities and lived experience issues facing the Vashon Maury Island community.**
- **Act as change agents, or engage existing change agents, to resolve issues, barriers and concerns.**
- **Make their agenda and how to participate known via media and the VMCC website.**
- **Invite you to raise a topic for discussion at a meeting of community minded leaders and engaged citizens for the purpose of raising awareness and seeking solutions.**
- **Outreach to organizations (through sector liaisons?) that will be impacted by motions being considered by the Council.**
- **Doing our best to represent our community members and their needs**

Roles the Council plays, to improve islanders' lives, by working with external agencies, partners and elected officials

- **Communicate with elected officials and service providers to support, revise, oppose or create King County or Washington state policies, regulations and legislation.**
- **Influence elected officials, service providers (education, police, fire, etc) and community leaders on behalf of those who participate in the Council.**

Outreach Initiative – Council abilities

Yellow shaded text added during the 11/16/2022 meeting

SUGGESTED

Roles the Council plays, to improve islanders' lives, within the community

- **Build awareness of opportunities and issues facing the Vashon Maury Island community.**
 - **By-Laws:** Purpose. This Council exists to help the people of Vashon-Maury Island address Island issues
- **Act as change agents, or engage existing change agents, to resolve issues, barriers and concerns.**
 - **By-Laws:**
 - The Council may promote networking between community groups to facilitate Island collaboration.
 - Facilitate communication between the community and government, corporate, and other entities.

Outreach Initiative – Council abilities

Yellow shaded text added during the 11/16/2022 meeting

Roles the Council plays, to improve islanders' lives, within the community (continued)

SUGGESTED

- **Make their agenda and how to participate known via media and the VMCC website.**
 - **Standing Rules:**
 - Notice (of meetings) can also be communicated by delivery, by a newspaper of general circulation to the community, by radio, or by other forms of public broadcast communication.
 - Written or digital copies of the agenda shall be made available to all **members**.
 - The Council is only required to give notice to **members** entitled to vote at the meeting.
- **Invite you to raise a topic for discussion at a meeting of community minded leaders and engaged citizens for the purpose of raising awareness and seeking solutions.**
 - **By-Laws:** Council members have the right to ...propose motions at the regular meetings.
- **Outreach to organizations that will be impacted by motions being considered by the Council.**

Outreach Initiative – Council abilities

SUGGESTED

Roles the Council plays, to improve islanders' lives, by working with external agencies, partners and elected officials

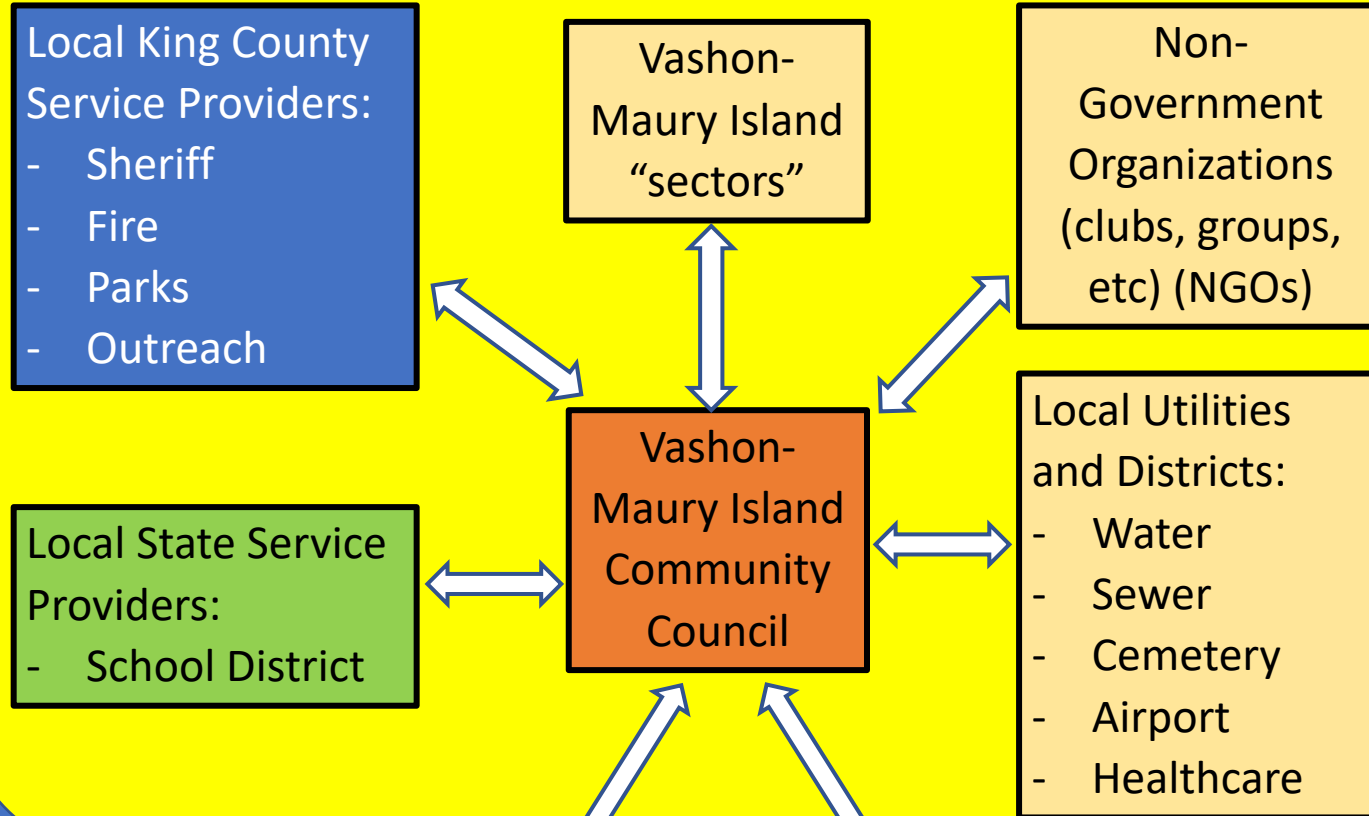
- **Communicate with elected officials and service providers to support, revise, oppose or create King County or Washington state policies, regulations and legislation.**
 - **By-Laws:** The Council ... aims to represent the interests of the Vashon-Maury Island community to King County and other government and non-governmental organizations
- **Influence elected officials, service providers (education, police, fire, etc) and community leaders on behalf of those who participate in the Council.**
 - **By-Laws:** The Council ... aims to represent the interests of the Vashon-Maury Island community to King County and other government and non-governmental organizations

King County Services and Budgets

Determinants of equity :

- child and youth development,
- economic development and jobs,
- environment and climate,
- health and human services,
- housing,
- information and technology,
- justice system, and
- transportation and mobility.

Vashon Island Community



Within this context, what is the role of the Community Council?

State
Representatives

Congressional
Representatives

King County Services and Budgets

In communication with Vashon-Maury Island “sectors”, the VMCC seeks to “connect with these sectors to understand their issues and needs and encourage participation in Council meetings” (per VMCC policies and procedures).

Applying an equity lens, the VMCC should assure these “sectors” are inclusive, Board member liaisons conduct “meaningful communication” with sector members to understand and remove equity, social justice and inclusion barriers and understand how to advocate for bias-free norms in the wider community.

- information and technology,
- justice system, and
- transportation and mobility.

Providers:
- School District

Community

Vashon-Maury Island “sectors”

Non-Government Organizations (clubs, groups, etc) (NGOs)

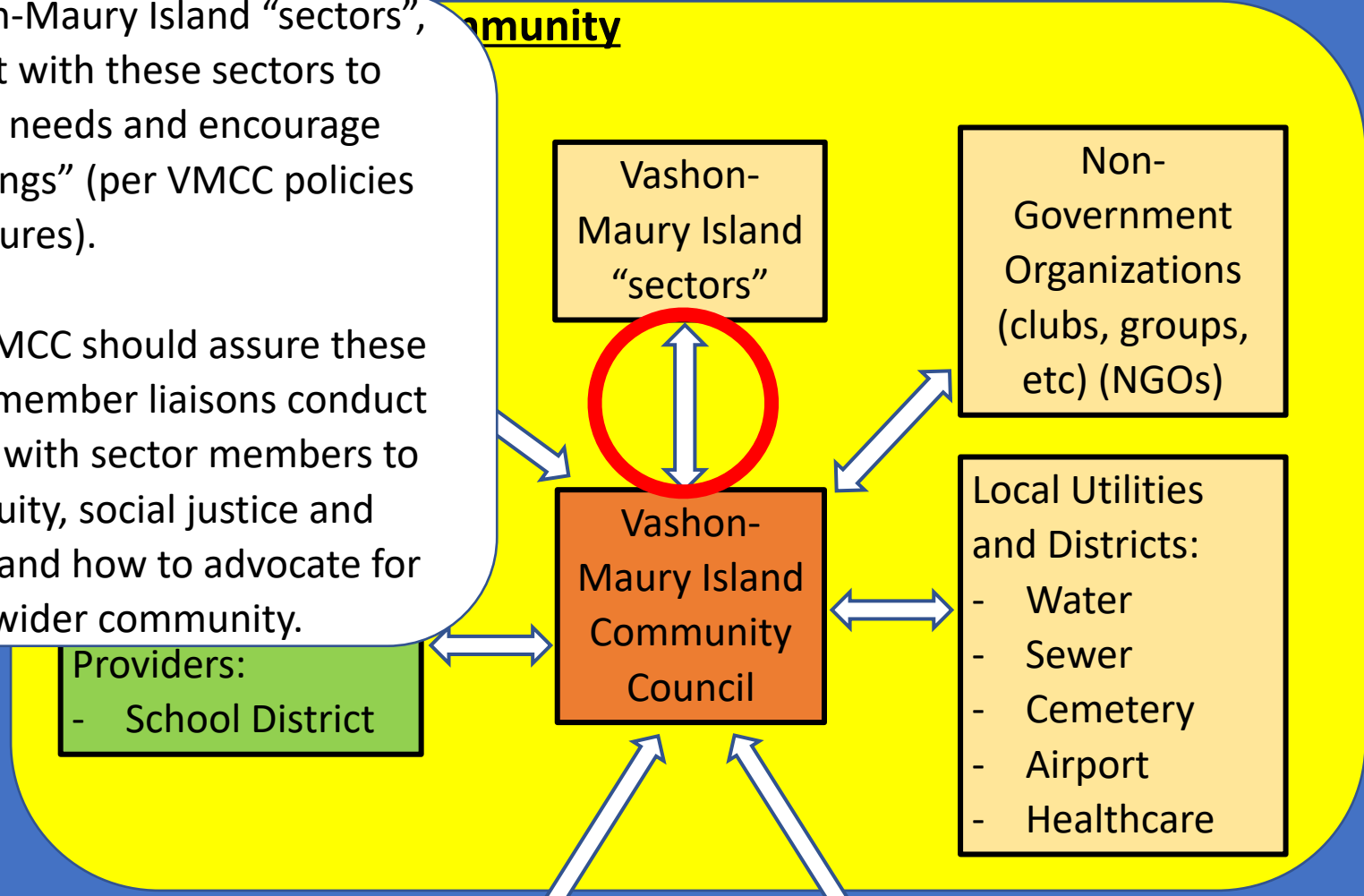
Vashon-Maury Island Community Council

Local Utilities and Districts:
- Water
- Sewer
- Cemetery
- Airport
- Healthcare

State Representatives

Congressional Representatives

Within this context, what is the role of the Community Council?



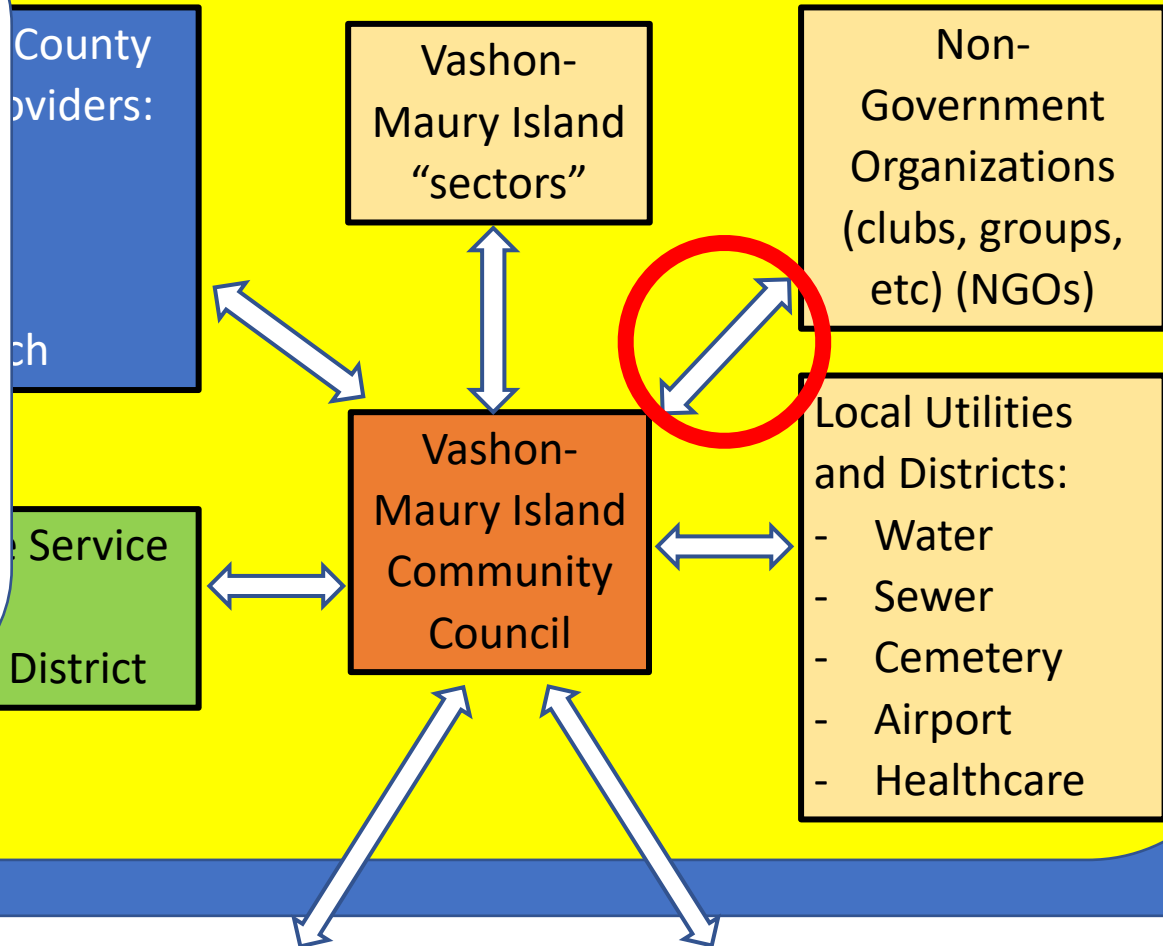
King County Services and Budgets

Vashon Island Community

In communication with Vashon-Maury Island Clubs and Groups, the VMCC is able to connect with the Vashon-Maury Island "sectors"

Applying an equity lens, the VMCC should conduct a survey of Island Clubs and Groups, identify which Clubs and Groups are associated with which sectors, and identify VMCC Board members who will maintain relations with the Club and Group leaders.

- justice system, and
- transportation and mobility.



Within this context, what is the role of the Community Council?

State Representatives

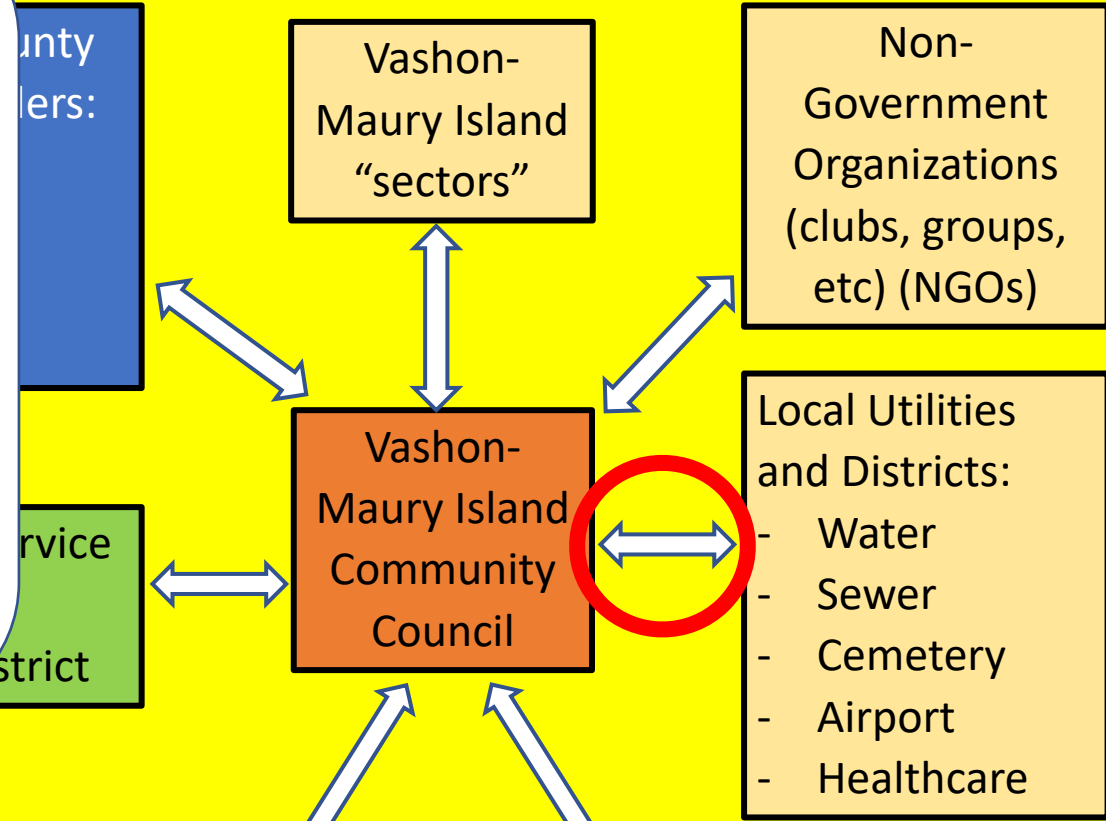
Congressional Representatives

King County Services and Budgets

Vashon Island Community

Determinants of equity:

- In communication with Local Utilities and Districts, the VMCC is able to understand how services are provided to Vashon-Maury Island residents.
- Applying an equity lens, the VMCC should develop an understanding of which "sectors" are served by the Local Utilities and Districts and seek to understand where these sectors are underserved by the Local Utilities and Districts.
- justice, equity, and
- transportation and mobility.



Within this context, what is the role of the Community Council?

State Representatives

Congressional Representatives

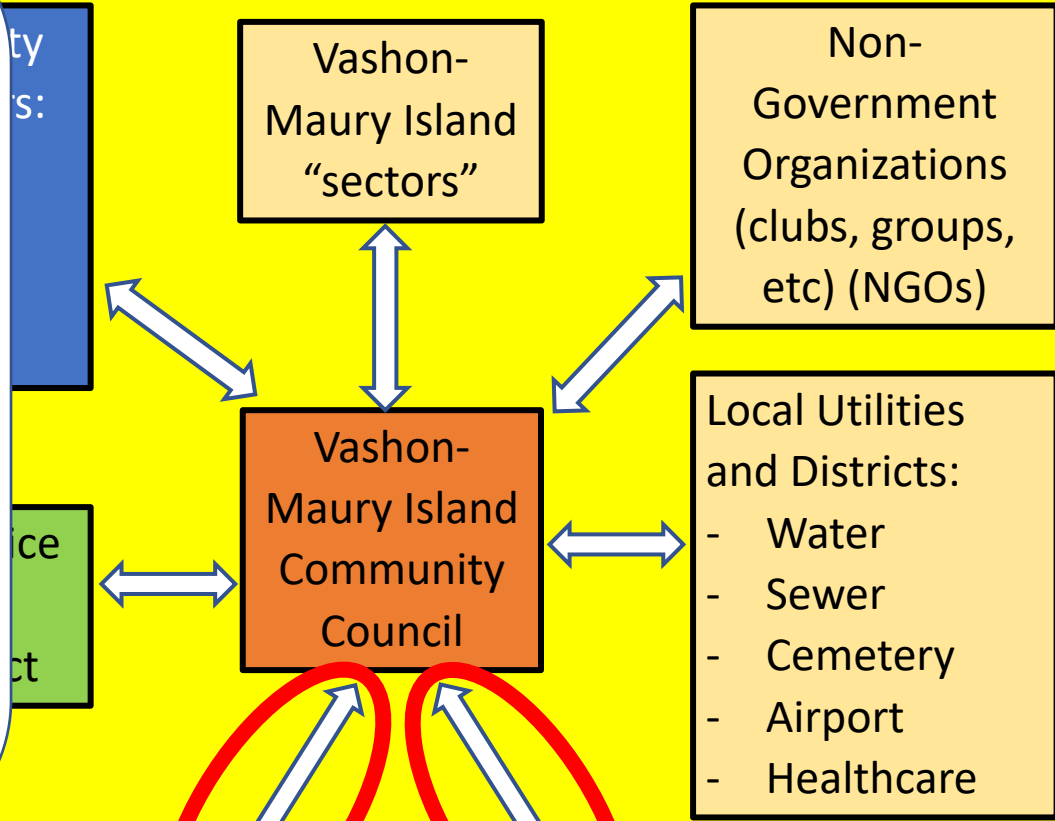
King County Services and Budgets

Vashon Island Community

Determinants of equity:

In communication with State and Congressional Representatives, the VMCC is able to communicate the needs of Vashon-Maury Island residents and understand new legislation being proposed which would affect Island residents and "sectors".

Applying an equity lens, the VMCC should develop an understanding of how Vashon-Maury Island "sectors" could be better served by changes in State and Congressional legislation and understand the impact of new legislation on Vashon-Maury Island "sectors".



Within this context, what is the role of the Community Council?

State Representatives

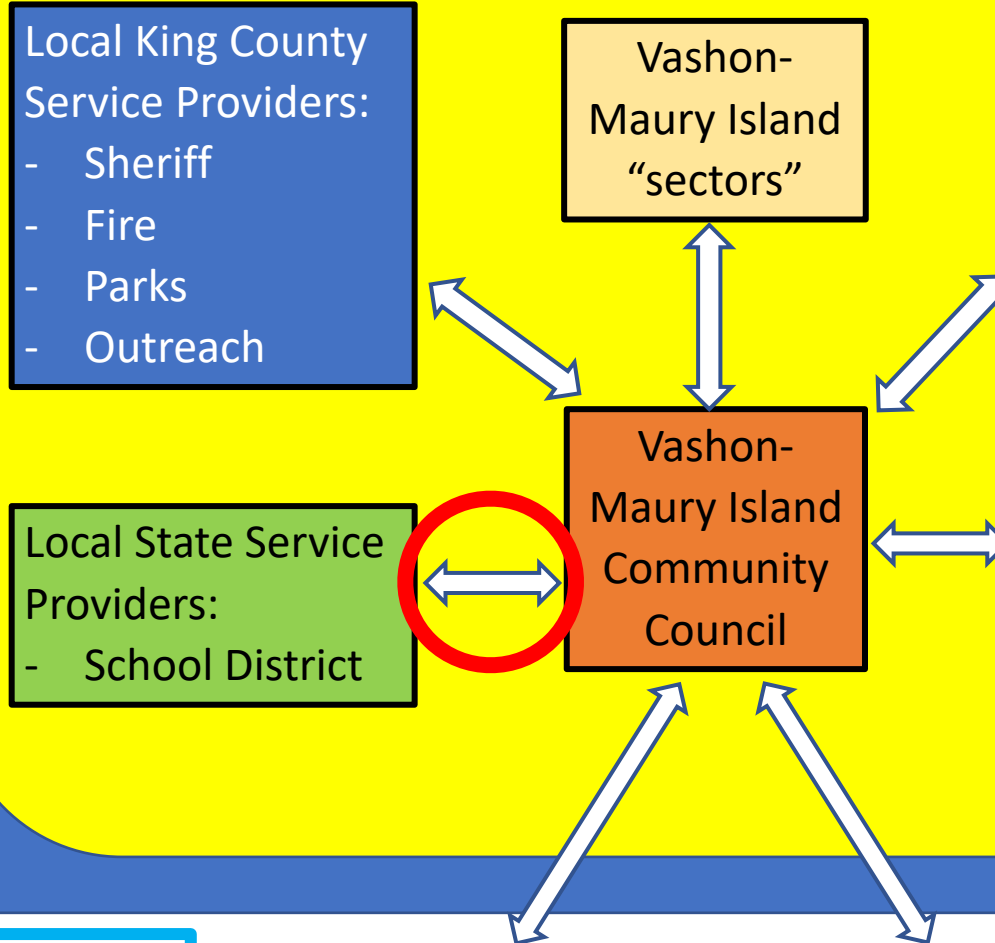
Congressional Representatives

King County Services and Budgets

Determinants of equity :

- child and youth development,
- economic development and jobs,
- environment and climate,
- health and human services,
- housing,
- information and technology,
- justice system, and
- transportation and mobility.

Vashon Island Community



In communication with Local State Service Providers primarily the Vashon Island School District (VISD), the VMCC is able to better understand issues and concerns facing Vashon-Maury Island youth.

Applying an equity lens, the VMCC understanding from their work with Vashon-Maury Island "sectors" forms the basis of recommendations for how VISD could provide better service.

Within this context, what is the role of the Community Council?

State Representatives

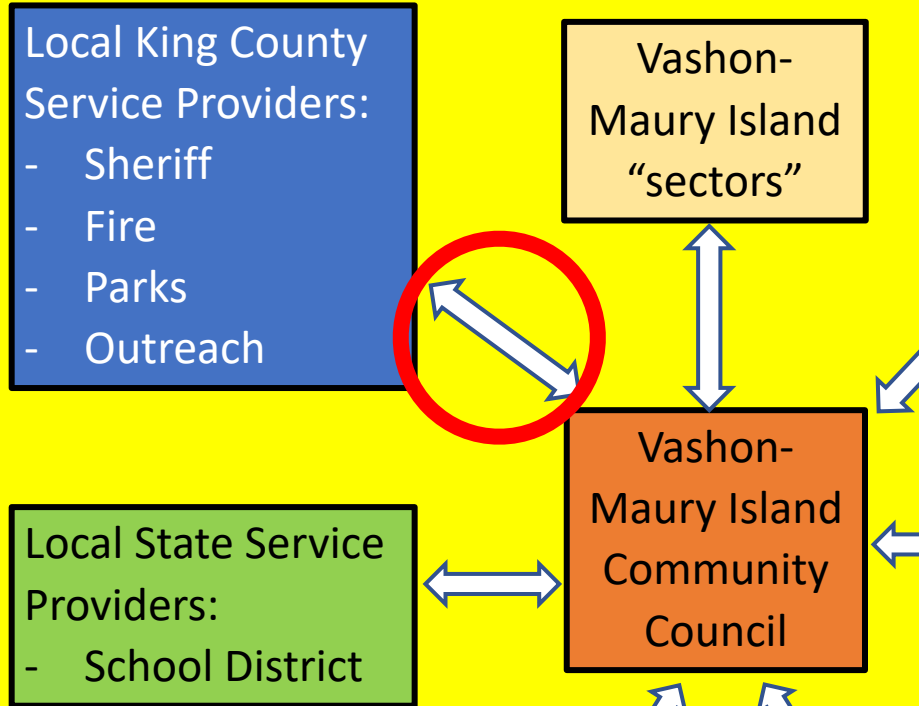
Congressional Representatives

King County Services and Budgets

Determinants of equity :

- child and youth development,
- economic development and jobs,
- environment and climate,
- health and human services,
- housing,
- information and technology,
- justice system, and
- transportation and mobility.

Vashon Maury Island Community



Communication with King County elected officials and Local King County Service Providers is a very important interchange of the VMCC. Representing the collective voice of Islanders for all King County policies, services and budgets.

Applying an equity lens, the VMCC must assure that "sector" leaders and NGOs are aware of policy, service and budget changes proposed by King County, assure those topics are included on the VMCC agenda and the result of those discussions relayed to King County representatives so they are best able to include them in their analysis of equity impacts.

Within this context, what is the role of the Community Council?

State Representatives

Congressional Representatives