

# Equity Committee – Agenda – 3/15

6:00 – Ice Breaker – To commemorate the birth of a child, what tree would you choose to plant?

6:10 – Land Acknowledgement – Volunteer request

6:12 – Review and approve or revise this agenda

6:14 - Approve or revise notes from 3-1 meeting

6:15 – Update: Land Acknowledgement and volunteers to post associated actions at Council meetings – Jessica & James

**FINAL**

## Outreach Initiative

6:20 - Plan: Signing the confidentiality agreement

6:25 – Plan: Arranging interviews with community leaders

6:35 – Plan: Disclosing Committee interviewers to interviewees, closing the opportunity for new interviewers and “Double Blind” interviews

6:50 - Discussion: Equity Toolkit – Kathleen and Terry

~~7:10 – Discussion: “Ouch”, “Roses and Thorns” and “Don’t yuck my yum” – Kevin~~

7:20 – Discussion: Committee meeting frequency - Kevin

7:25 – 4/5 Committee meeting call for priority topics

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

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**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.**

# Disclosing Committee interviewers to interviewees

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## Proposal:

**Community members interviewed by the Committee should know who has access to the data they provide.**

## Recommended approach:

**Add the names of all Committee members who have, or are expected to sign confidentiality agreements, to the Outreach Initiative information package.**

# Outreach Initiative – Double Blind Interviews

**Proposal:** Community members may request a “Double Blind” interview.

**Recommended approach:**

Notify Kevin when a “Double Blind” interview is requested, who made the request and their contact information

Kevin will recruit an “outreach partner” who does not know the name of the interviewee

The “outreach partner” will recruit an “interviewer” whose name is not disclosed to Kevin

Kevin and the “outreach partner” set up a meeting time which works for all four participants

The “interviewee”, the “interviewer”, the “outreach partner” and Kevin

Kevin and the “interviewee” join zoom. Kevin assures the “interviewee’s” camera is off and their zoom name is “interviewee”

Kevin admits the “outreach partner” to the zoom meeting and makes them the zoom host

Kevin leaves the zoom meeting

The “outreach partner” calls the “interviewer” to join the zoom meeting, admits them to the meeting, assures their camera is on and their name is accurately displayed and makes the “interviewer” the zoom meeting host

The “outreach partner” leaves the zoom meeting

The “interviewer” and the “interviewee” complete the interview – the “interviewer” does not enter an interview date

The “interviewer” posts the results of the interview to the database at least two weeks after the interview is complete

# Equity Toolkit

~~Applying tool to V-MCC needs.~~

Toolkit for V-MCC Approved Motions

**DRAFT**

Proposed process updates to V-MCC procedures

# Equity Toolkit

## ~~Applying tool to V-MCC needs~~

### Toolkit for V-MCC Approved Motions

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  
~~Applying tool to V-MCC needs~~  
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  
~~Applying tool to V-MCC needs~~  
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  
~~Applying tool to V-MCC needs~~  
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.
    - 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

## ~~Applying tool to V-MCC needs~~

## 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

## ~~Applying tool to V-MCC needs~~

### 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  
~~Applying tool to V-MCC needs~~  
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

## ~~Applying tool to V-MCC needs~~

### 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?

# Equity Toolkit

## ~~Applying tool to V-MCC needs~~

### Toolkit for V-MCC Approved 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 about your motion, **and in what language**, 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**

**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 4/5 Topics

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

Discussion: “Ouch”, “Roses and Thorns” and “Don’t yuck my yum” – Kevin

- **Items suggested during or following the meeting:**

- Update on Outreach progress

- **Add items here**

# Vashon-Maury Island Community Council Equity Committee Meeting

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**Adjourned!**

A close-up photograph of a tree branch heavily laden with snow. The branch is dark brown and textured, with several small, dark, pointed buds or leaves protruding from it. The snow is thick and white, covering the top and sides of the branch. The background is a bright, overcast sky with some light clouds.