

Oct. 5, 2022 VMICC Equity Committee Notes

Equity Committee – Agenda – 10/05

FINAL

- 6:00 – Welcome
- 6:05 – Land Acknowledgement
- 6:08 – Review and approve or revise this agenda
- 6:10 - Approve or revise notes from 9 -21 meeting
- 6:15 – Update: Land Acknowledgement motion – Jessica and James
- 6:25 - Update: VHS community service support proposal status - Jessica

- 6:30 – Update: Possible Committee / Council meeting time conflict – Hunter
- 6:35 – Discussion: Engage in meaningful communication with the Vashon -Maury community about equity barriers
 - Should we create a grass -roots survey, meet with community leaders or both?
 - Definitions of Equity, Social Justice and Inclusion – Deborah at the next meeting
 - Outreach Initiative plan / spreadsheet – Kevin
 - Another view of our Outreach Initiative - Kevin

- 7:10 - Committee Board Liaison support – Hunter and Kevin
- 7:20 – 10-19 Committee meeting call for priority topics
- 7:25 – Coffee breakout rooms
- 7:30 – Adjourn

Present: Kevin Jones, James Rickard, Jenna Riggs, Terry Sullivan, Kathleen Fitch, Jessica Lisovsky, Allison Trundle, Jessica Anakar, Hunter Davis, Yvonne Kuperberg

The meeting convened at 6 pm.

The land acknowledgement was read by James.

Approve/revise notes from 9/21: Approved and ready to be published on the VMICC website.

Update: Land Acknowledgement motion latest status

There was a straw vote on the land acknowledgment at the last board meeting that passed. Going forward, there will be 3 public readings so the public can give input, discuss and ask questions. The intended outcome of these community meetings is to have the community embrace the land acknowledgment. The hope is that the final land acknowledgment should be ready to be incorporated into the meetings by February 2023. Committee members involved in this latest endeavor are James, Jessica A, Hunter and Kevin. James and Jessica have plans to expand the final

community discussion to more than “what” and “why” of the land acknowledgement, but how we move beyond it to do more.

Update: VHS Community Service support proposal

The board has approved the proposal. Currently, the process and potential teacher liason are being developed and explored so that students can be invited to volunteer for the Community Council.

Update: Community Council changing meeting dates

Hunter said the board is looking at Thursdays at this point, so we don't have to worry about moving our current meeting dates.

Discussion: Engage in meaningful communication with the Vashon-Maury community about equity barriers

Should we create a grass-roots survey or meet with community leaders?

Pros:

- Good way to test the temperature of the community
- Can take the place of cold calling, another tentacle to reach out
- The survey will give us information on training WE may need to do ourselves before approaching members of the community.

Cons:

- Not a way to really reach vulnerable community members
- Volunteer time required to develop and summarize the results
- Meeting in person is a better way to build trust and listening cannot be underrated.
- Some people are survey adverse. A phone call is more personal and can alleviate worries about sharing information. Does a survey contribute to “self-selection bias”?

Other concerns:

- What do we do if someone answers in the survey that they have been discriminated against? Do we have resources/tools?
 - Possible solution: we need to make sure that if we ask certain things, we have resources/connections to suggest if needed.
- Having a survey/list is useful so that we are asking the same questions/same language/same order

- Is there a way for this to be anonymous? Is that useful for us?
- How do we make sure we get a good response?
- Relationship building: Once we get the initial information (survey or other) do we see us having multiple conversations with the groups? Keeping them updated, addressing their specific concerns etc. How do we know what “success” looks like?

Definitions of Equity, Social Justice and Inclusion – Deborah – at the November meeting

2. Outreach Initiative plan / spreadsheet – Kevin

- The spreadsheet was briefly reviewed.

3. Another view of our Outreach Initiative – Kevin

- Question: how do we include and navigate our relationships with “exclusive” groups (that for instance don’t include LGBTQ+ folks). What do we mean by equity for **everyone**? Is it important for us to understand their own vision of equity? Discussion around recommitting to equity for everyone, acknowledging that this is hard, slow work, but crucial.
- Upcoming topics on outreach:
 - GARE tool-kit

Coffee meetups assigned

Discussion: Committee Board Liaison support – Hunter and Kevin

- See slide notes for updates added during the meeting.

Next meeting October 19, 6:00 pm