

# Equity Committee – Agenda – 9/4

**6:00 – Ice Breaker – Do you have a story to share about the expanded King County water taxi?**

**6:10 – Land Acknowledgement**

**6:12 – Review and approve or revise this agenda**

**6:14 - Approve or revise notes from 8/21 meeting**

**6:20 – Decision: proposed revisions to the EC recommendations narrative – All**

**6:35 – Discussion: What provisions should we recommend, if any, to shield the identity of Councilmembers who have a valid need to remain anonymous for their safety? - Kevin**

**6:45 – Review and Finalize Equity Committee recommendation slides to V-MCC Board - Kevin**

**7:00 – Discussion: Should the EC issue a statement of support of the Thunderbird Treatment Center?**

**7:15 – Update on INN – Kathleen, James & Jessica**

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

**7:30 – Adjourn**

**FINAL**

# Land Acknowledgement



Created by the Seattle International Film Festival in partnership with Nia Tero & the Snoqualmie Indian Tribe, narrated by McKenna Sweet.

# 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.**

# Committee Recommendations Narrative

**See narrative document for proposed language changes**

# **Equity, Social Justice and Inclusion committee recommendations to the VMCC**

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- **Overview and Committee Charter statement**
- **Regarding Representation**
- **Expectations and aspirations**
- **Cultural Norms**
- **Recommended V-MCC Policy Revisions**
- **Next Steps**

# Overview and Equity Committee Charter statement

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The goal of the Vashon-Maury Island Community Council Equity, Social Justice and Inclusion Committee is to **foster responsibility and implementation of best practices to remove equity barriers and to advocate for bias-free norms in the wider community in all business brought to the Council.** We envision these equitable actions and responsibilities will evolve to meet the needs of the community.

The Committee seeks to **develop equity policy recommendations so these best practices may become persistent elements of how the Council actively seeks to address issues affecting Vashon-Maury Island,** such as equity, inclusion, social and racial justice / dismantling ablism, while valuing and respecting human dignity.

# Overview and Equity Committee Charter statement

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## The Equity Committee will:

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 Committee Community Outreach

## Who we interviewed – by Sector:

Sector	Number of interviewees who self-selected this sector			Total
	As their #1 choice	As their #2 choice	As their #3 choice	
Affordable Housing	8		3	11
Business	2	3	1	6
Culture, Art and History	1	2	3	6
Education	7	2	1	10
Environment		3	3	6
Faith	3		1	4
Food	1	4	1	6
Health and Human Services	3	9	3	15
Latinx	1		1	2
LGBTQIA+	1	3	2	6
Recreation		1	1	2
Safety	2	1	2	5
Youth	2	1	5	8
Added by Equity Committee:				
Veterans		1		1
Disabled	3			3
Summer People		1		1
Low Income	2	1	4	7

# Equity Committee Community Outreach

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Who we interviewed – by Organization Affiliation:

Number of interviewees who spoke on behalf of	
Themselves	31
Organization	11

# Regarding Representation

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## Current V-MCC By-Laws:

“It (*the V-MCC*) aims to represent the interests of the Vashon-Maury Island community to King County and other government and non-governmental organizations in lieu of a municipal government”.

- V-MCC Board member candidates are selected by a nominating committee comprised of current V-MCC Board members.
- V-MCC Board members are not included on special or general election ballots distributed to the community at large.

**This “representation liability” concern makes community outreach through the V-MCC “sector” process critically important**

# Expectations and aspirations

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- **“Our” Council**
- **“High achievement always takes place in the framework of high expectation.”**
  - **Charles Kettering**

# Cultural Norms

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- **The location of “Sector Reports” on V-MCC Board meeting agendas**
- **“Journalists” vs “Change Agents”**

# Recommended V-MCC Policy Revisions

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- The V-MCC Purpose statement is revised to say the “Council exists to support the people of Vashon-Maury Island to address island issues.” Previous words said the “Council exists to help the people...”
- Allow people, other than V-MCC Board members, to act as liaisons to the Vashon-Maury sectors.
- Strive to assure that each Vashon-Maury sector is paired with a liaison to the V-MCC Board.
- Require a sector report be presented to the Board for every sector at least twice per year
- Clarify the role of a liaison includes “assure these sectors are aware of and are represented during Council discussions and decisions on issues that affect them” to “enable the Council to become better advocates for the people of that sector.”

# Recommended V-MCC Policy Revisions

## Clarify and rearrange the Vashon-Maury Sectors

### Current VMCC sectors

Affordable Housing

Business

Culture and History

Education

Environment

Faith

Food

Health and Human

Services

Latinx

LGBTQ+

Recreation

Safety

Youth

### Proposed VMCC sectors

Diversity and Inclusion (Asian, BIPOC, Indigenous, Latino/Latina, race / racial equity, mixed race families, language barriers / diverse language speakers, LGBTQIA+, disabled, immigrants)

Quality of Existence (affordable housing / homeless / unhoused, wellness - healthy habits / food / activities, safety)

Business and Workforce (workforce training, service industry workers / laborers / employees)

Culture, Art, History and Recreation

Education

Environment (clean water / air / ground, land sustainability, climate)

Spiritual Pursuits

Healthcare (health and human services, people with mental health issues)

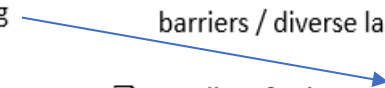
Children and Youth (including child care services)

Seniors and Elderly (including isolated adults and adult care services)

Veterans

Commuters

Visitors (summer people, day visitors)



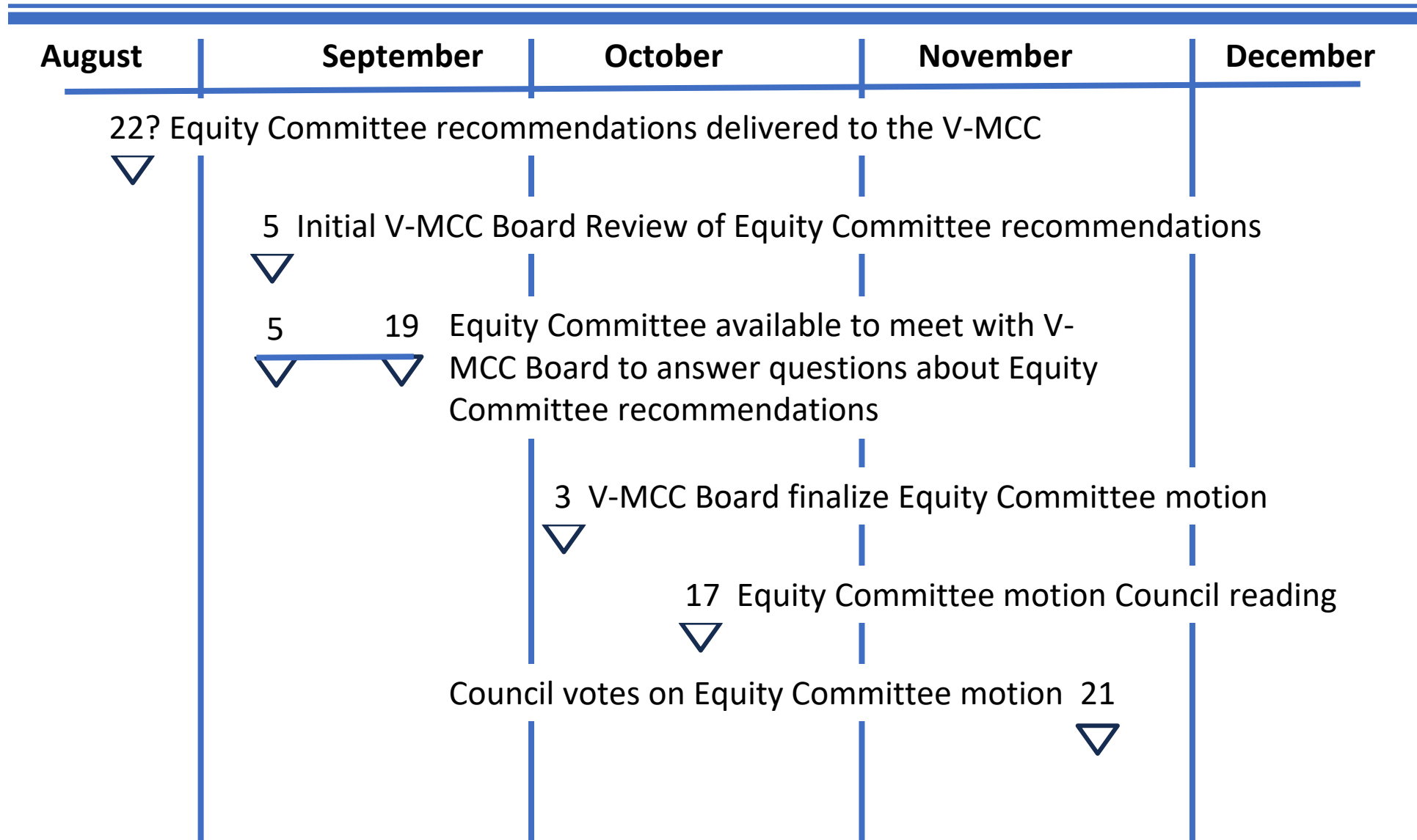
# Recommended V-MCC Policy Revisions

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- Candidates seeking a position on the V-MCC Board will identify the Vashon-Maury sectors with which they would choose to liaise as part of the candidate evaluation process.
- Allow both the V-MCC Board and the Council (ie: the people in attendance at a council meeting) to establish advisory committees.
- Add text messages and employer / social services organization newsletters to the list of methods used to notify the community of V-MCC meetings.
- Provide alternative communication formats, upon request.
- Assign a liaison to support Councilmembers seeking to bring a motion to the V-MCC and Councilmembers seeking to create an advisory committee.
- Add a provision that disagreement between the V-MCC Board and an Advisory Committee on the committee charter be resolved by simple majority vote of the Councilmembers (ie: the people in attendance at a council meeting).
- Include guidelines for evaluating motions brought to the V-MCC based on the Government Alliance on Race and Equity (GARE) toolkit.



# Next Steps



# Equity Committee – Suggested Agenda Topics

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

**Decision:** Participation (inclusion) increases if you offer a meal and a place for their kids to hang out with a chaperone

**Discussion:** Trauma informed community training. Online training modules, designed for community deployment, are available ([HERE](#), [HERE](#), [HERE](#)). Offer training for VMCC Board members?

**Discussion:** Training for Advanced Allyship (AD) / Listening Circles (CdS, others) to create space for community integration and collaboration? Jim Diers has expertise creating “[bumping up places](#)”

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

- **Review and update Committee mission statement following approval of EC recommendations**
- **Sept 28th meeting status – Kathleen, Jessica, James**

# 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 top of the branch and the background. The sky is a pale, bright blue with some light clouds. The overall scene is a winter landscape.