

Equity Committee – Agenda – 4/3

6:00 – Ice Breaker – What sign of spring have you most enjoyed, or are most looking forward to?

6:10 – Land Acknowledgement

6:12 – Review and approve or revise this agenda

6:14 - Approve or revise notes from 3/20 meeting

6:20 – Discuss proposed revisions to the DRAFT V-MCC By-Law and Standing Rules recommendations – All
Time permitting, address remaining items:

V-MCC publicity venues (VoV, Internal company newsletters, text)

Notice of alternate communication formats

7:05 – Next steps:

- Based on Committee member review of Outreach Interview results (located [HERE](#)), have we addressed all major comments in the DRAFT V-MCC By-Law and Standing Rules recommendations? Did not discuss
- Contact those you interviewed to discuss how we have addressed their inputs.

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.

V-MCC & Equity Q&A: Communications

Question:

- How does the Board communicate Board and Council meeting agendas? Which communities are receiving the message? Which are not? What recommendations come to mind?

Current V-MCC outreach
From our 3-20 meeting

Not currently used

Not timely

| Communication Method | Number of times mentioned |
|--|---------------------------|
| Email (one said English and Spanish) | 15 |
| The Beachcomber | 12 |
| Social Media (FB, Instagram, Vashon All) | 9 |
| Voice of Vashon | 6 |
| The Loop | 4 |
| Facebook | 3 |
| Other organizations, eg: Family Services, VIVA, Youth and Family Services, etc. (Hilary Emmer) | 3 |
| Tables in front of grocery stores | 2 |
| Posters | 2 |
| Internal company newsletters | 2 |
| Reader boards (Parks Dept, Health Club, Theater) | 1 |
| Text | 1 |
| V-MCC Newsletter | 1 |

Should V-MCC use VoV for meeting notices?

Two options:

- Public Service Announcements (requires one week to get on the air)
- Truman O'Brien: I'd be happy to make a PSA for the council. Perhaps two – one in the 9-10 hr and a second in the 10-11.

- Morning Scramble hosts
- Jeff Hoyt: The Morning Scramble is the best venue for live, on-air promotion

Should we recommend V-MCC use VoV for meeting notices? **Yes**

Should V-MCC use internal company newsletters for meeting notices?

Outreach feedback:

- One island employer has approved their internal newsletter for this purpose
- Hilary Emmer – suggested this approach

Unknowns:

- Publication schedules / frequency

Should we recommend V-MCC use company newsletters for meeting notices? **Yes**

Should V-MCC use text for meeting notices?

- **Seems straightforward:**
- **Easy to create text messages with multiple participants**

- **Concerns:**
- **Privacy – phone numbers visible to all text string recipients**
- **V-MCC does not collect phone numbers during registration**

Should we recommend V-MCC use text for meeting notices? **Yes**

V-MCC & Equity Q&A: Comm Formats

Sample alternate communication format notice: Include in standing rules recommendations

NOTICE OF ALTERNATIVE COMMUNICATION FORMAT

V-MCC does not discriminate on the basis of disability in its services, programs, or activities.

Effective Communication:

V-MCC will, upon request, provide auxiliary aids and services leading to effective communication for people with disabilities, including qualified sign language interpreters, assistive listening devices, documents in large print, Braille or online, and other ways of making communications accessible to people who have speech, hearing, or vision impairments.

Requests:

To request an auxiliary aid or service for effective communication, or a modification of policies or procedures contact (*ADA Coordinator name and contact information*) as soon as possible before the activity or event.

Equity Committee – Suggested Agenda Topics

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

Are current equity provisions in the VMCC bylaws adequate?

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

Vashon-Maury Island Community Council Equity Committee Meeting

Adjourned!

A close-up photograph of a tree branch covered in a thick layer of snow. The branch is dark brown and textured, with several small, dark, pointed protrusions. The snow is bright white and fluffy, covering the top and sides of the branch. The background is a bright, overcast sky with some light clouds.