

April 6, 2022 VMICC Equity Committee meeting notes

Agenda:

6:00 – Welcome

6:05 – Brief introductions – tell us about the Committee member you had coffee with!

6:20 – Report: VMICC by-laws and standing rules equity elements – Allison and Hunter

6:30 – Report: King County equity policy relevant to VMICC – Jessica A, Kyle and Rachel

6:40 – Discussion: Compare and Contrast

7:00 – Breakout rooms – join another Committee member for coffee

7:10 – GARE toolkit – quick status – Kathleen, Rachel, Tanya and Terry

7:15 - Equity Committee Charter – first look - Kevin

7:20 - Our next meeting and volunteer requests

7:30 – Adjourn

Meeting Notes:

Welcome

Attendees: Jessica Anakar, Deborah Anderson, Kathleen Fitch, Kevin Jones, Yvonne Kuperberg, Jess Lisovsky, Jenna Riggs, Tanya Roberts, Rachel Rome, Terry Sullivan and Allison Trundle.

Brief introductions – share something about the Committee member you had coffee with!

Report: VMICC by-laws and standing rules equity elements – Allison

Equity within VMICC Bylaws and Policy and Procedures

The VMICC Policies and Procedures include:

1. “Seek out and consider all sides of VMICC issues while striving for equity and fairness.” (VMICC Policies and Procedures page 1/8 bullet point #8 under first paragraph.)
2. Sectors listed within board liaison portion (2/8 under Board Operations) this could be expanded.

Ideas:

- A mission statement to establish clarity and more language using specifics within VMICC Policy and Procedures -also within the bylaws.
- GARE toolkit could be mentioned/ used to recognize/ acknowledge/ educate

- Statement of equity- the process of an organizational engagement to guarantee that marginalized people have chances/ opportunities to grow, offer, participate, engage and develop. (cite GARE)

- Board diversity as signifier -set tone

VMICC Bylaws

Article III Section III

Vashon-Maury Island Community Council shall not discriminate against individuals/groups on the basis of race, religion, color, sex, sexual orientation, gender identity, disability, national origin, income, or political affiliation. (Bylaws page 1/6)

Section 5

Ethical standards mentioned could be defined further. (Bylaws page 3/6)

Ideas:

Bylaws can include provisions that VMICC organization will devote resources to values (can be inclusion steps/ trainings / board members/ other.)

Noteworthy for discussions:

1. Discuss examples how Bylaws and Policies and Procedures could be and have been effective. (Using goals of Vashon/ Maury Council Policy and Procedures) Who is the audience?
2. History of boards/board culture influence of underlying assumptions, source of values in a culture and what cause actions. Assumptions are not discussed, nor are they written or easily found. They comprise unconscious thoughts, beliefs, perceptions, and feelings—and they drive action. (From an article “Boards, Governance, and Racial Equity” by Cathy Trower)

Report: King County equity policy relevant to VMICC – Jessica A, Kyle and Rachel

- Rachel reviewed the presentation located [HERE](#)
- Highlights and emphasis on Vashon-Maury islands:
 - o Racial equity
 - o Including people early in the equity process
 - o Pro-equity focus notes their effort will be applied “where we can affect change”
 - o Community partnerships and Communication / Education highlight items the team believes will most apply to Vashon-Maury islands
 - o Community programs on Vashon slide – noted that VMICC is not currently engaged in allocation of these resources
 - o Discussion: Self-selection bias
 - Jessica – Important to understand intersectionality, which are attributes of members of all communities. Disability and persons of color intersectionality is one.

- Deborah – pointed out that Councilmembers have already self-selected to live on Vashon-Maury islands. Self-selection has strengths and weaknesses – how can we maximize the strengths?
 - Kevin – other ideas for avoiding this bias?
- Discussion: Who do we identify as our community?
 - Deborah – develop layers or levels of participation in the VMICC based on their residence or other engagement with Vashon-Maury islands
 - Jenna – Questioned how we determine our actual demographics and the matching demographics of the VMICC Board
 - Jessica – We really need community outreach to really learn about our community and the barriers these community members experience. Churches and community partners can be helpful liaisons in this endeavor.

Discussion: Compare and Contrast

This agenda item will be moved to a future meeting

Breakout rooms – join another Committee member for coffee

Sufficient time did not remain for breakout rooms. Jenna identified the “coffee partners” shown below. Please contact each other and arrange a brief meeting or a chat on the phone!

Deborah Anderson/Kathleen Fitch

Allison Trundle/Rachel Rome

Jessica Anakar/Jess Lisovsky

Yvonne Kuperberg/Terry Sullivan

Tanya Roberts / Kevin Jones

GARE toolkit – quick status – Kathleen, Rachel, Tanya and Terry

Time did not allow a discussion of this agenda item

Equity Committee Charter – first look – Kevin

First draft Equity Committee Charter statement for review by the Committee, based primarily on the motion which established the Committee:

The goal of the Vashon-Maury Island Community Council (“the Council”) Equity Committee (“the Committee”) is to foster ownership and implementation of best practices to remove equity barriers and to advocate for bias-free norms in the wider community in all business conducted by the Council.

The Committee seeks to develop equity policy considerations so these best practices may become persistent elements of how the Council actively engages in racial justice and equity issues affecting Vashon-Maury Island residents.

Recommended revisions suggested at the meeting have been incorporated into the draft Charter statement as shown below. **There is an open invitation to propose improvements to the Charter statement. Please send your thoughts to kevinjonvash@gmail.com.** Thanks for all the great improvements made during the meeting.

The goal of the Vashon-Maury Island Community Council Equity Committee is to foster ownership and implementation of best practices to remove equity barriers and to advocate for bias-free norms in the wider community in all business conducted by the Council.

The Committee seeks to develop equity policy considerations so these best practices may become persistent elements of how the Council actively engages equity, racial justice / dismantling ableism and other issues affecting Vashon-Maury Island.

Our next meeting and volunteer requests

- Our next meeting is Wednesday, May 4 at 6PM.
- Requests for individuals to reach out to Vashon-Maury Island groups to let them know of the VMICC Equity Committee is shown in the image below. Below the image, please find guidelines / recommendations for this outreach.

Equity Committee – Volunteer Req

- **Outreach to Vashon-Maury Island groups and individuals**

- Backbone Campaign – Jess Lisovsky
- Comunidad Latina de Vashon – Jessica Anakar
- The DOVE Project - Kyle Britz
- Parents and Friends for Race Equity on Vashon - Kevin Jones
- Race Equity Advisory Board (REAB) – Kevin Jones
- Vashon Food Bank – Kyle Britz
- VHS Student Racial Equity Pact – Jessica Anakar
- Vashon Household – Tanya Roberts
- Vashon Interfaith Council on Homelessness – Terry Sullivan
- Vashon Island Growers Ass’n – Kathleen Fitch
- Vashon Island Unitarian Fellowship – Tanya Roberts
- Vashon – Maury SURJ – Yvonne Kuperberg
- Vashon Resettlement Committee – James Rickard
- Vashon Park District – TBD
- Vashon Veterans Association - TBD
- Vashon Land Trust – TBD
- Vashon Library – TBD
- Vashon Outreach (Hilary Emmer) - James R
- Vashon Youth and Family Services - Tanya R
- VARSA – TBD, Kathy R or Jessica Anakar?
- The Mukai Gardens – Deborah Anderson
- Vashon-Maury Senior Center - Allison Trun
- Vashon Pride – Kevin Jones
- Sally Adam - Jessica Anakar
- Betty Capehart – Jess Lisovsky
- Tami Brockway Joyce – James Rickard
- Julia Lakey – Deborah Anderson
- Nidia Sahagun – Jenna Riggs
- Beverly Skeffington – TBD
- Yve Susskind – TBD

- Guidelines / recommendations for outreach to Vashon-Maury Island groups and individuals
 - **Objective:** Actively reach out to others to reduce the “self-selection bias” of the current Equity Committee membership
 - Let them know the Equity Committee exists
 - Share the Beachcomber commentary [HERE](#)
 - Share the latest Committee charter statement
 - The goal of the Vashon-Maury Island Community Council Equity Committee is to foster ownership and implementation of best practices to remove equity barriers and to advocate for bias-free norms in the wider community in all business conducted by the Council.
 - The Committee seeks to develop equity policy considerations so these best practices may become persistent elements of how the Council actively engages equity, racial justice / dismantling ablism and other issues affecting Vashon-Maury Island.
 - Extend an invitation to participate in the Equity Committee’s work
 - As a Committee member – join the discussion to help the VMICC develop and implement an equity policy
 - As a reviewer of our work – review and provide your thoughts on equity policy statements created by the Committee

- Ask if there are other Vashon-Maury Island groups we should be talking to about the work of the Equity Committee

Adjourn