



AGENDA

GOVERNANCE GROUP

October 16, 2020 2:00 – 4:00 p.m.

Zoom: <https://zoom.us/j/98288183002>

<u>Time</u>	<u>Agenda Item</u>	<u>Facilitator</u>
2:00	Welcome	Andrea Akita
2:05	Consent Agenda <i>Objectives:</i> review and approve the agenda and notes from September 18 th Meeting	Michael Brown
2:05 – 2:15	Grounding & Equity Moment <i>Objectives:</i> center the group in the COO guiding principles and reflect more deeply on the 3 rd guiding principle	All
2:15 – 2:50	Learning Community Learning from Community Stories RFP <i>Objectives:</i> acknowledge work of staff leading Learning Community efforts; introduce Community Stories RFP and receive recommendations.	Kai Domingo, Blishda Lacet, and Robin Haguewood Q&A → Vote
2:50 – 3:50	The COO Narrative <i>Objectives:</i> further the development of the COO narrative, building on the work done in recent GG meetings	Sian Wu Discussion, White Board
3:50 – 4:00	Updates <i>Objective:</i> share pertinent information across the group	All
4:00	Adjourn	

Refer to the attachment in the email from Andrea

- Minutes from the September 18th Governance Group meeting
- COO meeting guide and staff updates
- Materials related to the Learning Community RFP
- Slide Deck on the COO Narrative process
- Learning Community Update/Report

Governance Group Members

Lydia Assefa-Dawson
Michael Brown
Vazaskia Crockrell
Deanna Dawson
Kacey Guin

Ubox Gardheere
Matelita Jackson
Paola Maranan
Jenn Ramirez Robson
Yordanos Teferi

Marguerite Ro
Sili Savusa
Tony To
AJ McClure



COMMUNITIES OF OPPORTUNITY GOVERNANCE GROUNDING

RESULTS STATEMENT

Create greater health, social, economic and racial equity in King County so that all people thrive and prosper, regardless of race or place.

GUIDING PRINCIPLES

- Consistently demonstrate the values of equity, respect and partnership.
- Ensure low-income communities and communities of color affected by inequities develop and own the solutions.
- Advocate for and change institutional policies and processes to support equity goals.
- Encourage investments (both funding and in-kind resources) in long-term community capacity building and in systems, policy and practice changes that lead to greater racial and economic equity throughout King County.
- Catalyze alignment of funding streams and partner across issues and sectors to seek preventive strategies that address root causes of today's inequities.
- Be transparent and show how data and community expertise inform initiative strategies.
- Continuously learn, improve and share work publicly.
- Focus on geographic communities with the greatest needs, while simultaneously sharing lessons learned and building relationships across King County – *We are one King County.*

VALUES

We commit to guide Communities of Opportunity using these values:

Equity: work intentionally to eliminate racial, ethnic, socio-economic and geographic disparities in health and well-being

Process Equity: an inclusive, fair and open process

Community Engagement: authentic community engagement that involves listening to and understanding the unique histories of communities

Driven by quantitative and qualitative data: Data will track and report progress, as well as support given for promising and evidence-based practices

Innovation: Recognize that change involves risk and value an adaptive approach that views failure as an important part of the learning process

2 – Communities of Opportunity – Governance Group Meeting Notes

Friday, September 18, 2020

2:00 pm – 4:00 pm

Zoom Call

Members Present: Lydia Assefa-Dawson Tony To, Kacey Guin, Ubax Gardheere, Yordanos Teferi, Marty Jackson, Sili Savusa, Jenn Ramirez Robson, Paola Maranan, Vazaskia Crockrell

Facilitator: Alessandra Zielinski

Staff: Andréa Akita, Whitney Johnson, Blishda Lacet, Aaron Robertson, Kalayaan Domingo, Dionne Foster, Dan Bernard

Guests: Sian Wu (Resource Media), Haregu Kidane (RV Partnership), Tino Salud (DCHS), Chuck Depew (NDC), Melissa LaFayette (NDC), Che Wong (Craft3), Mac Acabado (NDC), Marco Dorado (NDC)

Grounding and Equity Moment: The meeting began with a review of the Governance Group principles and values. Members were invited to reflect on the guiding principle “Ensure low-income communities and communities of color affected by inequities develop and own the solutions.” What opportunities exist for us to more fully live out this principle in alignment with what is currently going on in the world?

- Centering the lived experience of communities and lifting the solutions that community has identified for themselves.
- Trying to break down the barriers within systems. Making sure that resources get to communities and tackle barriers especially within government head on.
- Valuing community self-determination and influence and being accountable to community-led movements and efforts around equity and justice e.g. KCEN.
- Upstream focuses on income/wealth inequities and racial equity.
- Acknowledgement of the Duwamish Tribe and concretely putting them into the land transfer from government to the WCCDA. Pushing the County and partners to be good stewards and go beyond land acknowledgements but moving to action and accountability and living out values re: land, housing, etc. COO has helped to elevate and push the boundaries in the way that we work and our ability to drive the relationships we build within systems and community is one way that these values show up.

Consent Agenda: Governance Group (GG) approved the consent agenda that included meeting minutes from the August 21, 2020 meeting and the September 18, 2020 agenda. Motion was made by Vazaskia Crockrell; and seconded by Sili Savusa. All are in favor with one abstention by Marguerite.

Commercial Affordability: The GG welcomed NDC (National Development Council) and Craft3 to share their team’s work to develop the Commercial Affordability Pilot. Presentation: [PowerPoint slides](#)

Melissa LaFayette introduced the Commercial Affordability Team made up of NDC, Craft3, BDS Planning & Urban Design and Moving Beyond. She provided overview of goals of the Commercial Affordability Pilot to: **Identify and develop** models, tools, and services that will **increase community stability** and equitable development opportunities; and **Support business owners** who risk being displaced from their neighborhoods within Communities of Opportunity partnership communities. The pilot intends to build on existing projects within Communities of Opportunity partner communities that promote commercial affordability; Identify new tools to increase access to capital; and find ways to address other barriers to commercial affordability, such as technical

assistance for business operations or capital improvements. The project will deliver lessons learned, detail about the selection of projects, and report on accomplishments; it will also provide specific recommendations and learnings and why and what could be scaled, for example.

NDC and their team are close to completing Phase I (design, development, project selection/proposal):

- NDC and team has compiled data on commercial affordability that indicates small business owners in COO communities may lack equitable access to lending capital and are likely underserved.
- The team conducted 24 stakeholder interviews with small business owners, property owners, community-based organizations, and lenders in South Seattle and South King County and created a Technical Advisory Group (TAG) to inform project proposal and selection criteria. The TAG members see commercial affordability as an essential element of broader community initiatives.
- Project proposal and selection criteria were developed. Melissa reviewed the process for creating an applicant pool and reviewed the characteristics of the project proposals that they received. She noted that there were fewer project submissions from African American business owners, overall. Geographic spread in South/Central Seattle and South King County including in White Center. All the applicants have demonstrated strong resiliency in both response to COVID19 and generally.
- Next steps in the process include final selection of projects, based on criteria and feasibility (including use of Best Starts/COO funding by 12/2021). Implementation phase for the pilot will begin in November 2020. The pilot anticipates that 3-4 projects could receive capital funding. They may be able to increase the number of projects if more capital is secured.
- Craft3 will also be exploring more inclusive lending practices.

Discussion, Q&A:

Are there tradeoffs in supporting new businesses and established/legacy businesses? There was some acceptance of the displacement that's already occurred and an interest in supporting new (not displaced yet) businesses, and incorporate into the initial theory of change (focus on existing and legacy businesses at risk)

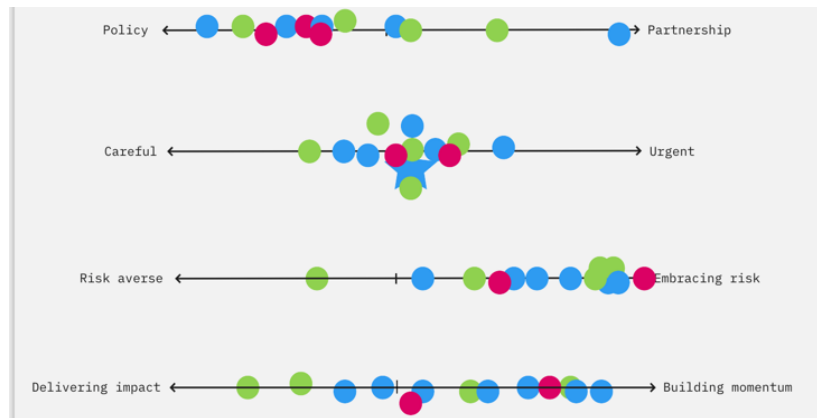
Have you been tracking data of businesses impacted by 2010 recession and COVID-19? And are there any changes to the program due to the current impacts? Third party data and always lagging, but the team is familiar with the current writings and trends. They are specifically targeting communities of color businesses and they reframed the focus, based on resiliency and looking at home businesses have been resilient. The Pilot funding is finite, Craft3 and NDC are also involved in other lending and business activities that can be bridged or scaled to this work and learning.

How is Sharia compliance integrated into this pilot, e.g. Sharia compliant loans? Not as part of this funded work but looking at how that work/learning can be leveraged through other work that has occurred through Craft3 lending programs.

Other learnings about needs that may not be met through this project: NDC knows of a range of programmatic financing, startup businesses needs, acquisition financing needs that can't be covered by the scope of this project. There are capacity needs around project management e.g. enormous need for small biz and nonprofit project management (construction/building). And an interesting question was raised about whether to support legacy business that wanted to expand but was moving out of the neighborhood.

COO Narrative: Values Mapping

Sian Wu led the GG members through an interactive values mapping exercise in which participants viewed a board that contains series of word pairs and were asked to place a dot along a line to indicate where they COO currently was / hoped to be along between the two value points. The exercise was designed to help discover and illustrate where there are commonly held values. The discussion provided an opportunity to share interpretation of the concepts and values and whether there are any opposing or divergent interests or values.



Discussion: The discussion helped clarify how we interpret these values. Some of the value pairs were not seen as being opposing ideas or either/or scales. They were interpreted to be both/and choices. There's greater nuance in these categories.

What does cross-sector mean? Using example of the Commercial Affordability pilot ---- multiple points of leverage and bringing the expertise and knowledge of all sectors (e.g. business, finance, community). We can't do it alone.

Race & Place. While there was a leaning toward Race, the point was made that it is hard to build intergenerational wealth if you're being displaced and unstable in your location. Cultural displacement and fragmentation of cultural communities requires solutions that include place.

Evidence without relationship. We need relationship to validate the evidence. There are so many ways to slice and dice data that benefit understanding and interpretation that comes from relationship.

Thinking about learning vs. teaching --- we're learning through relationship to create the evidence.

On the idea of "risk" and "risk-taking": Part of our work is the ability to create the environment where risk-taking is ok. Our working environment is a risk so how can we help cross-sectors in taking risks and that this work is worth taking a risk. In watching the Executive's panel discussions re: post-pandemic, Dr. Danielson's quote about willpower and courage and to center equi-recovery to center anti-racism comes to mind; we cannot be worn down by incrementalism. To move this work forward we can't be worn down by incrementalism even if it feels risky.

Trying to change the system and status-quo which feels uncomfortable --- need to make this the norm and ok. We need to challenge the idea that investing in business of color is risky or folks with chronic disease are too much of a risk to give coverage. We look at these communities from a place of opportunity and resilience and changing and fighting against these conceptions of "risk". There may be audiences and other stakeholders who may be more risk averse. There are confines that we work in that make us more risk averse.

Updates

- **COO Retreat** – Andrea will send out a poll for scheduling a retreat in October. One option will be to extend the scheduled GG meeting time on October 16th.
- **Request for Proposals (RFPs)** – There have been several RFPs released in recent days. The staff report to GG, website, and email blasts provide more detail on these opportunities.
- **Black-led Systems & Policy Change** -- The RFP release delayed considering community conversations that were taking place at the time of the schedule release, regarding Seattle Foundation donor directed funds. The RFP was released on September 16th, but the few days difference condensed the schedule for an already ambitious time frame. Our plan is to have recommendations to the Governance Group in December and awards to grantees in January 2021.

It was noted that there is a significant difference in how Seattle Foundation, a complex organization and community foundation, can deploy staff directed vs. donor directed funds.

- **Conflict Resolution** -- Blishda Lacet provided an update on conflict resolution discussion and actions:
 1. COO Policy Guidance: The GG workgroup will be reviewing a draft partnership policy guide that was adapted from a framework that Seattle Equitable Development Initiative is creating.
 2. MCC and HomeSight Discussions: Matt Echohawk Hayashi (Headwater People) is facilitating conversations with MCC and with HomeSight to develop a narrative of key events of the last two years. Through this process, he is identifying what both groups can agree on and will provide suggestions for next steps. Matt is working under contract to COO will also be meeting with COO and EDI staff to see how staff can support the partners and their work.
 3. Contract Payment to MCC and with HomeSight: José and Blishda will be meeting with MCC and HomeSight to identify ways to make payment to both organizations as process/discussions continue with Matt.

3- Staff Report

October 16, 2020 Governance Group Meeting

Meeting Discussion: **Strategic Communications – Audience Mapping, Messengers, and Tactics**

Sian Wu of Resource Media will work with us as we continue our narrative and strategic communications development. Our interactive Miro whiteboard activity will focus on Narrative, Audiences, Messengers, and Tactics. This discussion will build on our values mapping, strategic communication goal identification, and connecting audiences with values that resonate with them.

During our session, we will how to achieve our objectives through strategic communications and will look for you all to engage with this discussion. We will think through the phases of engagement with each audience, and which tactics and messengers would be effective in moving these different audiences toward the outcomes we want.

Please review Sian's slide deck for a preview of the discussion is attached as Item #5 (and also [here](#)). We'll send out an updated Miro Board link prior to the meeting.

Meeting Discussion and Decision: **Learning Community Request for Proposal (RFP)**

Kalayaan (Kai) Domingo, who leads COO's Learning Community strategy work, will be joined by Blishda Lacet and Robin Haguewood to present a slate of proposed grant awards for the recent *Learning from Community Stories RFP*. The Governance Group will be asked to review and make decisions on funding awards.

The Community Stories RFP is one of five funding opportunities that COO released over the summer, and one of the many projects that are taking shape within COO's learning community. Kai has provided an overview and update of these activities in an attached, Update Report - Packet Item #6 (and also [here](#)).

RFP Learning from Community Stories – Impact of COVID19

In August, COO released an RFP making \$400,000 available for groups to tell the stories of the intersections of the pandemic in low-income/communities of color/immigrant-refugee communities by **collecting and analyzing data** related to the health/social and economic impacts of COVID-19 and to **develop communications materials** in order to share these stories with broader audiences. The resulting materials created may work to serve many purposes, such as informing community about the need for policy change, serving as a basis for organizational strategic plan updates, or highlighting innovative practices in addressing the impacts of inequities by race and place.

COO received 27 eligible applications which have been reviewed by a panel with diverse community representation, expertise in community research and evaluation, and COVID crisis response. A confidential list of these applications is attached, Item #4 (and also [here](#)).

The panel will hold interviews with applicants and make final recommendations next week (October 14th-16th). Staff plan to present the funding recommendations to the Governance Group for their consideration and decision on the 16th.

Purpose of the RFP. Communities of color are disproportionately impacted by the negative impacts of COVID: the disease burden, social and economic impacts of social distancing measures, and the on-going bias stemming from the racialized perception of the virus. As COVID-19 has impacted our county and beyond, there has been limited funding available to communities to explore the health, housing, and economic

impacts of the pandemic. This is particularly true for low-income/communities of color/immigrant-refugee communities who have higher numbers of essential workers, who continue to be impacted by institutionalized racism and/or who have higher numbers of limited English-speaking members.

Structural inequities in policies and system that have led to disproportionate outcomes for communities of color have been highlighted as COVID-19 has reached pandemic levels. Community based research is vital to understanding the nuances within specific communities that our current data cannot tell us, understanding the lived experiences, strategies of resilience and impacts within this stage of the pandemic.

RFP Funding Process: COO held an information and data training session, and an information session in Spanish. Technical assistance on the application process was available from Best Starts consultants at no cost to applicants.

Aligning with Equity Initiatives: **Best Starts for Kids**

Meeting with CYAB. Sili Savusa, A.J. McClure, Michael Brown, Marguerite Ro and Andréa Akita will attend introduce the Best Starts Children and Youth Board to Communities of Opportunity next week, during the October CYAB meeting. We're planning to host a meeting with CYAB members later this month or in November.

Community Conversations

This fall, Best Starts is partnering with organizations across all corners of King County to host a series of community conversations.

The community conversations are virtual and aim to: provide a brief update on the state of Best Starts for Kids, learn from Best Starts Champions, partners, and providers on what you think went well during the first 5 years of the levy, discuss what needs improvement going forward.

You can expect smaller breakouts and larger group sharing. It is important that we stay the course in the next levy and we hope that you will join us in listening, learning, and sharing your wisdom on how we can continue to support a region where our kids are happy, healthy, safe and thriving.

To find a session and RSVP to attend: <https://dchsblog.com/2020/10/08/best-starts-for-kids-community-conversations/>

Update: **Evaluation Activities**

The evaluation team completed interviews with six Governance Group members in August-September. Roxana Chen and team have finished coding key informant interview data and have begun summarizing key themes. The evaluation team will begin coding and summarizing themes from GG interview data and grantee mid-year reporting.

Roxana and Kim Tippens are currently developing plans for displacement community conversations to take place early 2020. This qualitative data will help us understand what is happening around neighborhood change and displacement and will contribute to our interpretation of the quantitative housing data regarding in/out residential migration and shifts in percentage of income spent on housing.

Roxana is working on compiling additional and updated data for a Fall Evaluation report. Building on the data presented in the Spring Evaluation Summary slides, this report will include key themes from the key informant and governance group member interviews, findings from Puget Sound Sage's CREST's Learning Circle survey from their CREST 1.0 pilot, and data from grantees mid-year 2020 reporting.

COMMUNITIES OF OPPORTUNITY – Governance Group October 2020
 LEARNING FROM COMMUNITY STORIES Applications Received
 For Deliberative Discussion: **CONFIDENTIAL**

Applicant Name	Application Question	Amount Requested
Center for Public Impact	<i>In what ways can King County strengthen its relationship with community members disproportionately impacted by the COVID-19 pandemic?</i>	\$ 97,800
Centro Cultural Mexicano	<i>How has Covid-19 directly affected low-income Latino children in King County in terms of housing stability, education, food security, physical health, and social-emotional well-being, and what is the estimated long-term effect</i>	\$ 97,000
Coalicion de Pueblos Originarios	<i>P'urhepecha: How did COVID bring you back to your culture and traditions? (adults) How did COVID exacerbate the inequities we already face? (youth) Ñuu Savi: How did we survive COVID and how will we move forward? Kichwa Otovalo: What were our weaknesses and strengths during COVID?</i>	\$ 100,000
Community Health Board Coalition	<i>1. How are you (and your) community feeling? 2. How is your community caring for each other? 3. What do(es) you (and your) community need to stay safe? What are the lessons learned in how you (and your) community combatted the pandemic? 4. How can systems (e.g. health care, social services, economic, housing, policing) be improved to support you (and your) community? What have been the impediments of our health care and institutional systems that have led to us seeing the disparate impacts of COVID</i>	\$ 100,000
First Five Years & Beyond	<i>How the community has worked together in creating opportunities that will support the social emotional, academic, physical, and overall wellbeing of the children in the community</i>	\$ 100,000
Gay City	<i>We will identify how digital literacy contributes to the risk of COVID-19, what digital spaces vulnerable LGBTQ communities often visit, how nonprofits can mitigate the risk of COVID-19 through digital spaces, how to build upon the tools community has already developed during the pandemic, and how the LGBTQ community would like to see COVID-19 risk and other health inequities addressed</i>	\$ 91,300
Highline College	<i>What strengths and barriers exist for students, staff, and faculty in the Highline College community to be able to help students pursue their education during the COVID 19 pandemic</i>	\$ 99,997
Hopelink	<i>How have changes in mobility and transit due to COVID19 helped or hurt access to services for immigrants and refugees?</i>	\$ 90,238
Integrated Family Services	<i>How are the capacity and operations of Somali-led childcare providers impacted by the COVID19 pandemic?</i>	\$ 100,000

COMMUNITIES OF OPPORTUNITY – Governance Group October 2020
 LEARNING FROM COMMUNITY STORIES Applications Received
 For Deliberative Discussion: **CONFIDENTIAL**

King County Equity Now	<i>What are the priorities of King County residents who are Black, Indigenous, and People of Color (BIPOC) in the wake of the COVID19 health and economic crisis? Additionally, in what ways do BIPOC communities envision creating thriving communities?</i>	\$ 100,000
King County Play Equity Coalition	<i>What do BIPOC and low-income youth in King County need to support increased access to fun, safe physical activity during the Covid19 pandemic and beyond?</i>	\$ 88,711
Living Well Kent	<i>Amidst the economic dislocation caused by the COVID19 pandemic, what resiliencies and learnings emerged within the Somali community of small entrepreneur families in Kent?</i>	\$ 98,175
Mercy Corps Northwest	<i>How have immigrant, Black, Latinx, people of color, and other economically marginalized communities in King County remained financially resilient during the COVID-19 crisis?</i>	\$ 100,000
Metropolitan Seattle Sickle Cell Task Force	<i>How has the Seattle-area Sickle Cell Disease (SCD) community responded to COVID19 and what can we learn from them?</i>	\$ 30,500
Port Jobs	<i>What health, education, employment, technology and family-focused supports have helped furloughed refugee and immigrant, low income, BIPOC airport workers to survive and continue to build their employability skills during COVID-19?</i>	\$ 62,578
Profitable Nonprofit	<i>Do Black-disabled Lives Matter?</i>	\$ 100,000
Skyway Childcare Partnership Collective	<i>Seek to uncover the impacts of this pandemic on BIPOC childcare providers while gaining more insight on how these learning stories can guide King County and the State of Washington in future policy recommendations and childcare access plans.</i>	\$ 100,000
South Seattle Emerald	<i>Research Q1: What are the effects of the dual pandemics of COVID19 and systematic inequities on the mental health of Black Young Adults in South Seattle and surrounding areas in South King County? Research Q2: What are the local gaps, resources and solutions that help or hinder the ability of south end BYA to thrive now and in the future?</i>	\$ 87,750
SRE Media Group	<i>How has COVID-19 affected the job and immediate household of (BIPOC Artists, Planners and Producers of the music/arts industry)?</i>	\$ 82,250
Sustainable Seattle	<i>How do we identify, map, and mobilize the Generative Community Ecosystem of Practice in King County made visible during the COVID-19 crisis response?</i>	\$ 100,000

COMMUNITIES OF OPPORTUNITY – Governance Group October 2020
 LEARNING FROM COMMUNITY STORIES Applications Received
 For Deliberative Discussion: **CONFIDENTIAL**

Tesfa Program	<i>What communication and outreach strategies are effective in reaching the Amharic-speaking community in King County to increase health, economic, and social resource access and decrease negative community impacts during the COVID-19 pandemic?</i>	\$ 100,000
The Maternal Coalition	<i>How have pregnant people and families in BIPOC communities been affected by COVID19 during prenatal, postpartum and birth and how has it affected birth outcomes particularly related to mood disorders, birth trauma, and racism within healthcare?</i>	\$ 80,000
Washington Dream Coalition	<p><i>How has our undocumented and communities of color experienced the COVID-19 pandemic? How do experiences vary by individual circumstances?</i></p> <ul style="list-style-type: none"> <i>How have systemic regional responses to the pandemic impacted the ways undocumented and communities of color navigated the COVID-19 pandemic to meet their basic needs, such as health, safe and affordable housing, and economic opportunity? What types of short-term assistance are most impactful? What types of long-term systemic changes are most needed?</i> <i>In what ways have undocumented and communities of color come together during this unprecedented time to provide support to one another?</i> 	\$ 100,000
World Relief Seattle	<i>How has COVID 19 and its relief efforts impacted immigrant and refugee owned businesses in South King County? What do cities and counties need to know about reaching and partnering with immigrant and refugee communities so they can thrive in the next economic recovery?</i>	\$ 99,972
YMCA of Greater Seattle	<i>What has been the role of other residents and the connection with each other in mitigating or exacerbating the harms and trauma due to the intersecting disasters of COVID, racial and immigrant injustice and community violence?</i>	\$ 100,000
YWCA Seattle King Snohomish	<i>Gain new information and insights into the needs of White Center and South King County residents most at risk those who identify as Black/African American, Indigenous, and People of Color (BIPOC)</i>	\$ 100,000
South End Stories	<i>What are the impacts of COVID-19 on BIPOC youth as it intersects with community health and intensified civil rights movements? And how does storytelling activate students to engage in their education and communities during this fraught time?</i>	\$ 100,000

Strategic Communications Planning

*King County
Communities of Opportunity*

Sian Wu



Today's Agenda

1. Review of last session's takeaways
2. Narrative
3. Messengers
4. Ladder of engagement
5. Tactics



Takeaways: Top Goals

- Funding: Policy makers understand COO and become champions for growing, sustaining and leveraging funding
- Influence & Leverage: COO is known by others (policymakers, funders, potential partners) about who we are, what we do and why we do it

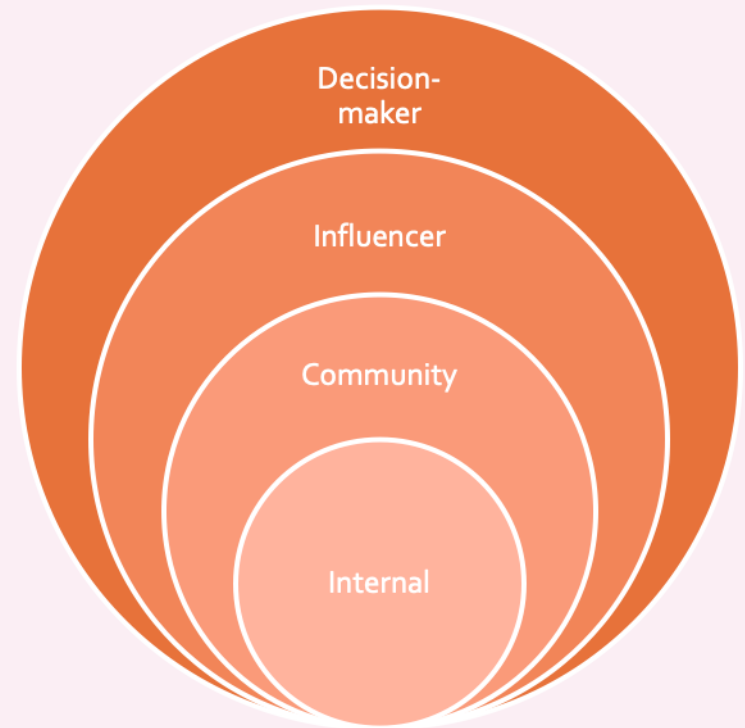
What got us thinking

- 1) Our immediate communications efforts are about taking advantage of a window of opportunity with BSK renewal
- 2) The Core Narrative of COO hasn't changed (as reflected in our values work) but there is an opportunity to focus and clarify our work and theory of change.
 - a. For example: What does “filling in the gaps” funding-wise mean and how do we convey this accurately and optimistically?
- 3) Aspects of our political environment have changed; for example the County declaring Racism as a Public Health Crisis, Anti-Racist Agenda and associated budgets.

Audiences

Audience mapping, from internal to external, influencer and decision-maker

- BSK CYAB
- Community partners
- Mayors and city councilmembers from cities
- Other funders
- Racial justice leaders
- King County Executive and staff
- King County Council
- *We're not talking directly to voters



Values

Internal

- Embracing risk
- Learning

Community

- Relationship-based
- Led by communities, cross-sector model
- Engagement and power building

Influencer

- Transforming
- Delivering impact while building momentum
- Idealist

Decision-maker

- Carefully tackling urgent problems
- Intermediary
- Working on policy, systemic change
- Focus on race

What we need from you

- **Engage!** Participate in conversation
- **Remember:** Think of your experience working in and with COO communities to draw upon your lived experiences
- **Listen:** Make space for others and their truths
- **Create:** Draw energy from creative, out-of-the-box thinking, don't get daunted by barriers, "what ifs" and other people's judgment.
- **Respect:** Other people's expertise, lift it up, add on and challenge if necessary



Meet you over on Miro.com!

Stay connected to Zoom, so you can hear us.

Click on the link in the chat, and go over to your web browser

Increase size if you need to

Use your mouse or finger (if using a touch screen) to interact with the board

We're starting on the pink section: Narrative.

Thank You

Sian Wu (she/her/hers)
sian@resource-media.org





6 - Update for Governance Group

October 16, 2020

Through COO’s Learning Community strategy area, we are creating opportunities to bring people and organizations together to build capacity that contributes to a stronger and sustained equity movement; build relationships and uplift the work of COO partners; and build the new – invest and test new ideas and innovations.

Capacity building in the time of COVID. COO’s consultants, Communities Rise & Sarah Tran, were poised to launch a carefully designed framework for actualizing equity in action [framework for actualizing equity](#) in action and implementation plan for activities in 2020. Then, everything changed.

Over the last six months, COO’s Capacity Building team shifted its plans for 2020 and began responding to COO partners’ needs as they navigated the COVID pandemic and a racial uprising. This challenging and uncertain environment required us to slow down, listen, and pivot in response to emerging priorities.

While our current context is still shifting, we are sensing a settling and adaptation within organizations to the long-term nature of virtual interactions and social distancing. Many organizations are feeling more confident with the adjustments to virtual spaces and are building this internal capacity while finding creativity and space to test new approaches. We recognize that these virtual transitions are only one component of the complexity that organizations are facing and while we seek to solidify more consistent plans this winter and into 2021, we also aim to maintain flexibility and responsiveness.

This report provides an overview of the Learning Community opportunities that have been developed, re-imagined, and launched over the last six months.

Increasing capacity to operate and collaborate in digital, virtual spaces. Several workshops and training sessions were offered by COO in the spring and summer of 2020. Activities are described below:

Activity	Description
Zoom How To	Resource Media provided training for 23 participants with an overview of low-cost or free online meeting platforms. The participants learned mechanics of hosting a meeting using Zoom including specific features, technology requirements, and security measures.
Introduction to Virtual Meetings and Equitable Facilitation Techniques	Resource Media and Horst Real Communication held three workshops with 85 participants on best practices, tips, and ideas for effective virtual icebreakers; encourage attendee involvement and input; and decision-making processes.
Digital Advocacy	Resource Media and Van’s Captioning Services worked with 30 COO-funded partners on a variety of digital advocacy tools, with tips on how to create effective calls to action in newsletter & social media posts and how to evaluate and adjust as you go.
Remote Management through COVID -19	The Management Center held a training session with 35 COO funded partners on remote management individuals, teams, and assignments, all with a focus on clarity, connection, communication, and equity.

In addition, 1:1 technical assistance a coaching was available for all trainings/workshops described in the table, to support participants who had specific questions on use of digital and virtual tools or on remote management.

Grants awarded to 26 organizations for technology upgrades. In August, COO responded to technology needs of its Place-Based and Cultural Community Partnership organizations, making technology grants of up to \$5,000/organization available to help groups address technology and remote work needs, as a result of COVID-19 impacts. [Cascadia Consulting](#), COO's Learning Community Administrator facilitated the process for groups to apply for and receive grants.

27 organizations within these partnerships requested funds to purchase equipment and other tools essential for meeting COO deliverables. COO made 26 grants, totaling \$125,775 for items such as:

- Laptop computers
- Tablets and wi-fi hot spots for youth organizers
- Sound equipment: microphones and speakers for recording of videos and virtual workshops
- Subscriptions for virtual meeting platforms to accommodate various size groups for meetings, trainings, and workshops
- Hot spots and tablets for youth organizers

Taking stock of what was needed. After initial activities were put in place in response to the sudden transition from in-person interactions to primarily virtual work and engagement, Sarah Tran, stepped back to look at what was working and where improvements were still needed.

Common themes identified on what would be most useful:

- Offering concrete tips, tools, and tactics that can immediately be applied to the organization/coalition's work
- Insight into what other organizations are experiencing, doing, and thinking related to the issue at hand
- Trainers who model new approaches in workshops and provide opportunities for participants to practice new tools or approaches during the workshop

Reflections from partners and participants helped clarify ways we could refine the capacity building offerings. Sarah determined that for more complex, abstract topics, the most effective approaches would leverage interactions through several group coaching sessions in combination with individual, 1:1 coaching.

A final set of summer workshops was developed and brought together 15 COO partners for *Reflecting and Strategizing: Moving forward into an uncertain future*. The sessions were facilitated by Sarah and Wendy Watanabe with conversation that explored the questions -- *What are we doing? What are we facing? What are we recommending?* -- and documented ways that organizations are responding to current conditions. These organizations will also participate in coaching sessions related to individualized goals. This winter, they will gather for a third group session.

Strengthening connections across partnerships: Community of Practice

In response to feedback that we have received across COO partnerships, we released a Request for Applications to select a consultant to co-design a Community of Practice with COO's nine community partnerships (place-based and cultural communities). The Community of Practice will be a space for partnerships' lead organizers to engage in peer learning and facilitated activities to learn strategies and develop effective skills. The goal is to support these leads who manage a complex set of responsibilities, such as the coordination of partner's activities, convening and strengthening the partnership, and manage the deliverables of the COO funded activities.

COO selected [BDS Planning & Urban Design](#), in association with [Jackie St. Louis](#) and [Roxana Pardo Garcia](#) as the consultant team for this project. The \$50,000 contract includes co-design of a Community of Practice model, convening partnership leads, compiling research and activities into handbook for participants and the COO network. The team will also document learnings and recommendations; and provide a presentation on the model, approach, and reflections to COO stakeholders.

A review team, made up of a representative from Kent Community Development Collaborative, Replanting Roots-Rebuilding Community, and Seattle Urban Native Nonprofits, reviewed five applications, identified two strong applications, and conducted interviews in order to make a final recommendation to COO for this contract.

BDS has worked with all COO Community Partnerships grantees (both cultural communities and COO places) in some capacity and the consulting team is very familiar with the work. The reviewers felt BDS team members brought unique skills/experiences that complement each other. They provided a very descriptive workplan outlining the process from beginning to end; and they provided examples of previous and current work that were directly or indirectly related to this project and described how racial equity was imbedded in these projects.

Strategic communications: Five of COO's Policy and System change grantees participated in individualized coaching with Jen Soriano, a local [communications strategist](#) and leader in movements for racial, economic and climate justice. These groups received individualized support to support crisis communications, narrative development and building communications strategy in an uncertain time.

Additional communications technical assistance (TA) will be available across COO strategies later this year. The **Communications Capacity Building** RFP will select an organization or individual/consultant to create and coordinate a learning and TA series available for COO community-based organizations to develop and strengthen communications skills and strategies. The learning series may include activities that are designed to progressively build on one another and/or as stand-alone activities. COO Staff will select a contractor, based on recommendations from a community review panel for a contract of up to \$75,000 that is slated to start in November 2020. For more information on the RFP, click: [here](#).

Showcasing Partners' Work: We're excited to expand the ways we lift up partners and highlight COO partnerships over the next year. Later this month we'll select an organization or individual/consultant through an RFP process to design a **Speaker Series** for the COO network. The series of conversations will offer opportunities to learn about innovative strategies and approaches from local/national leaders in the field. COO Staff will select a contractor, based on recommendations from a community review panel. The contract of up to \$75,000 is slated to begin in November 2020. For more information on the RFP, click: [here](#).