



COMMUNITIES OF OPPORTUNITY

 King County

Best Starts for
KIDS



SEATTLE
FOUNDATION

the heart & science of philanthropy

GOVERNANCE GROUP

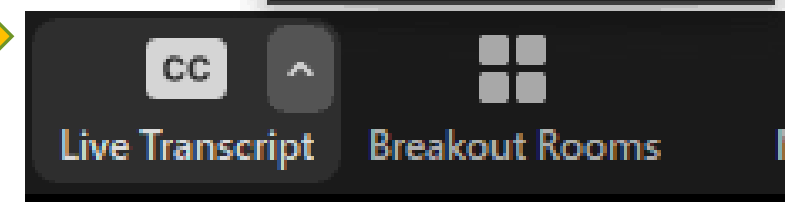
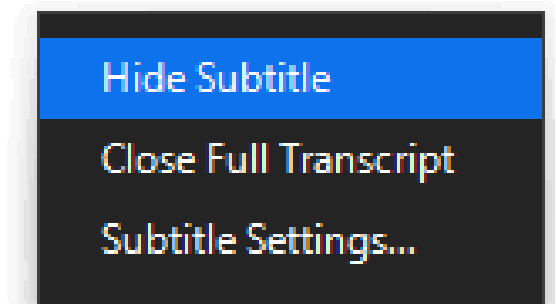
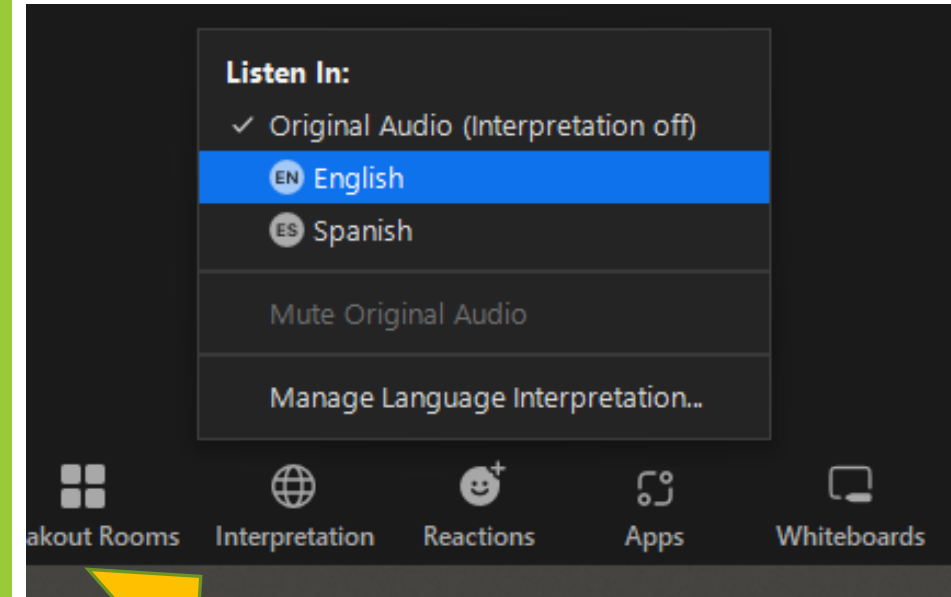
ONBOARDING MEETING #5

OCTOBER 28, 9AM-11AM

Interpretation & Closed Captions

Reminders:

- For anyone speaking – please be aware of pacing (*speak slowly, pause*) to assist Martha in interpretation!
- To **EVERYONE** listening in English, please select the Globe symbol “Interpretation” and then “Listen in: English”. To listen to Martha’s Spanish interpretation, select “Spanish”.
- To view Closed Captions, click on “CC / Live Transcript” and show full transcript.



Agenda

- Welcome, Grounding and Review
- Reminders and Upcoming events
- COO staff transitions and updates
- COO Director Hiring Process (permanent and interim)
- COO Community Partnerships and Systems & Policy Change RFP updates
- Community Partnerships Strategy discussion
- Upcoming / Next Steps / Questions
- Nomination Committee and Retreat Planning Volunteers
- Close / Share Outs

Ten Canoe Rules

EVERY STROKE WE TAKE IS ONE LESS WE HAVE TO MAKE

THERE IS TO BE NO ABUSE OF SELF OR OTHERS

BE FLEXIBLE

THE GIFT OF EACH ENRICHES ALL

WE ALL PULL AND SUPPORT EACH OTHER

A HUNGRY PERSON HAS NO CHARITY

EXPERIENCES ARE NOT ENHANCED BY CRITICISM


THE JOURNEY IS WHAT WE ENJOY

A GOOD TEACHER ALLOWS THE STUDENT TO LEARN

WHEN GIVEN ANY CHOICE AT ALL, BE A WORKER BEE—MAKE HONEY!

Ten Canoe Rules

The very first introduction of the “10 Rules of the Tribal Journey,” was developed as part of a presentation by the Quileute people for the Northwest Experiential Education Conference at University of Puget Sound, [Tacoma, WA] in 1990.



Communities of Opportunity's mission is to create greater health, social, economic, and racial equity in King County so that all people thrive and prosper, regardless of race or place.

COO is a unique community-public-private partnership that believes every community can be a healthy, thriving community—and that equity and racial justice are both necessary and achievable.

So far...

There have been 4 Governance Group onboarding meetings:

- **July 15:** Intro to one another, History of COO, Role of Governance Group, and COO staff transitions
- **July 29:** Intro to COO roles and leadership structure; Governance Group responsibilities
- **August 12:** Introduction to the Place-Based & Cultural Community Partnerships and Systems and Policy Change strategy areas and RFPs
- **September 30:** Updates & Conversation re: COO Director Hire and Community Partnerships RFP

Reminders... Upcoming

- **Governance Group confirmations – Executive & County Council**
 - Nominations are still open – Dist 3 & 4 representation
 - Subsequent to confirmation: King County Board training(s), sign KC Code of Conduct, KC Code of Ethics understanding
 - Committees/Workgroups? e.g. Nominations & Succession Planning, Narrative & Political Strategy, Restorative & Healing groups established at 2020 Retreat
- **Discussion & decision-making as Advisory Board to COO-Best Starts for Kids Levy:**
 - Formal consensus process or other voting system
 - Conflict of interest policy
 - RFP awards
- **Continued relationship building and learning:**
 - COO “1.0” evaluation and strategy learnings in implementation
 - Continuation on COO history & structure, theory of change, GG role and opportunities for growth and strengthening work...
 - Continuation on COO strategy areas, including introduction to the Learning Community strategy... And more
- **AND ALSO.....Next Slide, Please**

COO Community Partner Celebration! Thursday, November 3, 2022 !

Agenda:

In-person lunch and connection time **starts at 11:30am** at the Des Moines Park Event Center (22030 Cliff Ave S, Des Moines, WA 98198)

Program for in-person and online participants will start at 12:15pm and close at 2:30pm:

- 12:15pm - opening, celebration of partners
- 1:00 pm - Keynote with Ejeris Dixon
- 2:00pm - collective reflection
- 2:30pm - official closing and gratitude

Please RSVP to join in-person or online here: <https://www.eventbrite.com/e/community-partners-10-concluding-event-ejeris-dixon-tickets-440474800987>

Please join COO for a conversation with Ejeris Dixon in-person or virtually!

COO staff transitions & updates

- **Current open positions:**
 - COO Director*
 - Administrative Specialist III
 - Program/Project Manager III
 - **Congratulations to Kalayaan Domingo on her new role!**
- **Change in King County COO Sponsor**
 - Matias Valenzuela, the Director of PHSKC's Office of Equity and Community Partnerships has been appointed by Dr. Faisal Khan as the new KC COO Sponsor. **Welcome Matias!**

* Please note that an interim director will need to be hired as soon as possible. This process can begin along with the permanent director selection process.

Permanent COO Director hire process updates

- Please identify where in the process you would like to participate
 - Review/Revise job posting & supplemental questions
 - Review applications and recommend for interview
 - Review/Revise interview questions
 - Participate in interview panel (1st or 2nd round)
 - Attend meet and Greet
- Link:
<https://www.dropbox.com/sh/1col1v0ayl5av7c/AAB3TNTCFajaP4uuUC6akeEQa?dl=0>
- Representatives engaged in the process
 - GG members/GG Rep
 - Other Community Rep
 - Sponsors (SF & KC)
 - KC Council Rep
 - BSK Leadership
 - COO Staff
 - Hiring Manager/Supervisor
 - King County Division Leadership/Final Decision Maker

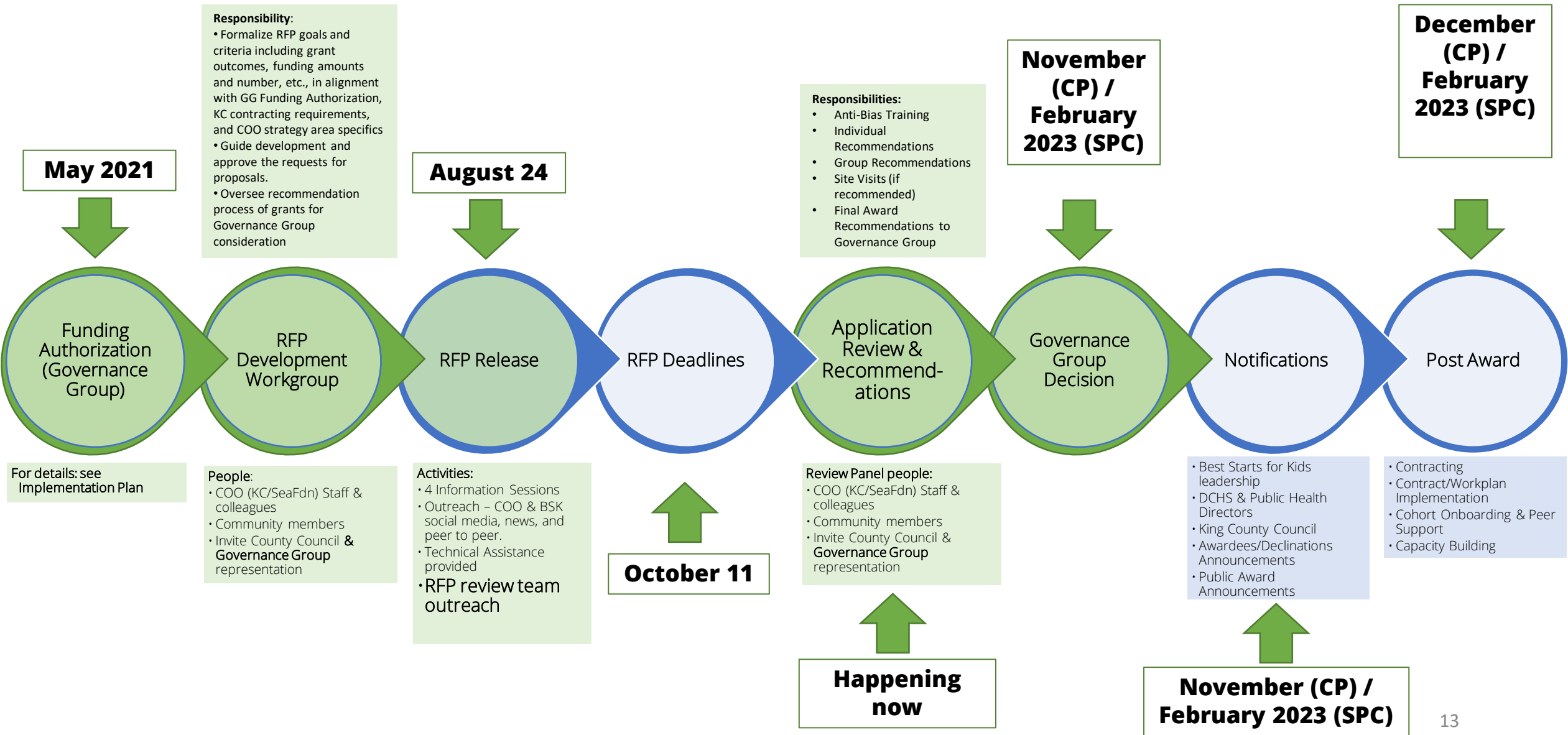
Interim COO Director Hire Process

- Until a permanent COO Director is hired, an interim director will need to be in place. In order to support COO in managing its many day to day operations, Blishda recommends GG supporting one of the following:
 - Post the current COO director position as an interim position or special duty (6-months)
 - use current posting and interview questions, COO staff review applications, a GG member participates in the interview panel
 - OR-
 - KC Division leadership appoints an internal King County staff person to the Special Duty position (6-months)
 - The appointment can be based on COO staff and BSK Leadership recommendation

Request for Proposals (RFP) updates

- **Place-Based & Cultural Community Partnerships RFP**
 - Received 41 applications
 - RFP workgroup have reviewed applications and made recommendations for next steps (workgroup include 3 GG members)
 - Virtual “Site Visit Interviews” are being scheduled with recommended applications
 - RFP workgroup presentation of recommendations to GG at the November 18 GG meeting
- **Systems and Policy Change (SPC) RFP**
 - Received 66 applications
 - RFP workgroup reviewing applications in coming month(s)
 - RFP workgroup presentation of recommendations to GG at January or February meeting

COO RFP Timeline



COO Place-based and Cultural Community (also referred to as Community Partnerships)Strategy

Information on COO 2.0 Strategies discussions

- Link to a November 2021 information session with updates on COO strategies [Communities of Opportunity — Communities of Opportunity Info Session Recording and Updates - November 2021 \(coopartnerships.org\)](#)
- Link to COO Implementation plan shared with COO Governance Group on November 16, 2022 [FINAL BSK Implementation Plan - Approved 11.2.21.pdf \(dropbox.com\)](#)
- [Link](#) to content of email from Andrea Akita sent to COO funded grantee in November 2021

Upcoming / Next Steps

- ❑ COO Director Search updates
- ❑ Place-Based & Cultural Community Partnerships RFP recommendations for funding – presentation to GG at November onboarding meeting
 - ❑ Reminder: This group is a Best Starts for Kids Advisory Board / Governance Group (often shortened to Gov Group or GG)
- ❑ Update on District 3 & 4 Governance Group member nominations
 - ❑ Governance Group process? How does GG want to nominate, vote and onboard other new members?
- ❑ In the next few days, you will receive via email a draft copy of the COO 2017-2021 Evaluation Report. Please review and provide comments by November 18, 2022.

Questions?

Who from Governance group will be part of the GG member nomination committee ?

Who from Governance Group will work on the requested GG retreat with Matt?



Close and Share-outs

- Next Governance Group (GG) meeting will be **November 18, 9-11am**
- COO Community Partners Celebration and keynote with Ejeris Dixon – **Nov 3, 11:30am-2:30pm** (online and in-person options)

Other items to share?

Communities of Opportunity Advisory Board/Governance Group onboarding meeting

September 30, 2022

Via Zoom

Members Present: Carlos Jimenez, Gloria Ramirez, Dae Shogren, Bilan Aden, Lydia Assefa-Dawson, Michael Brown, Kris Hermanns, Cilia Jurdy, Blishda Lacet, Sandhya S Nakhasi, Michael Seiwerrath, Yordanos Teferi, Jackie N Vaughn, Agaiotupu I. Viena, Joy Sebe, Joon-Ho Yu

Facilitators & Staff Support: Matthew (Matt) Echohawk-Hayashi (Headwater People), Crystal Grosshuesch (Headwater People), Martha Guerrero (Spanish language translator), Whitney Johnson (COO staff, notetaker), Cristina Gonzalez (COO), Kalayaan Domingo (serving as interim COO Director rep)

Guest: Haregu Kidane (Rainier Valley COO partnership)

Welcome and Check-in

Pause and reflection for everything happening in the world around us.

Reminder of how to use Zoom interpretation and ten Canoe Rules.

Review of onboarding meetings and work still to come

Sili – want to acknowledge there is so much here, so much happening and don't want to make it seem like we set up new GG members, and also acknowledge that we haven't yet gotten into some of the questions that people have – I have a question of the COO portion of Best Starts for Kids for example.

COO Director hire update

Yordanos – public process has happened in other hiring processes – like there was a community panel with the hire of the COO Director, so why not here?

Sili – timing felt fast, heard about Marguerite with no warning, meet & greets felt funky.

Carlos – advocacy for community decision-making

Michael Brown – can take these recommendations forward. new GG members were being onboarded at the same time – also is a tough position to ask those new folks who are learning about COO to be in the hire process.

Agaiotupu – it's best practice to include community in the process from the beginning. Being given the opportunity to openly provide those recommendations goes hand in hand with that process

Blishda – raises the staff burdens to working without a Director.

Joon-ho – think of meet & greets differently, an opportunity to give feedback that can give pause or significant changes to the process. Maybe a few people in the GG who feel strongly can be involved in the

process and to structure future processes – is there room for that without invalidating what the process is supposed to be/is currently?

Sili – ditto-ing Joon-ho and also talked with Yordanos about assigning different people to the different moving pieces – like the hiring, the onboarding, the RFP process, etc. Want to nominate Yordanos for the hiring.

Sandhya – want to reflect on what Blishda shared and the tension in the room, we’re all on the same team and want to support one another --- how can GG and staff be on the same team together? For COO staff wanting you all to feel welcome to vocalize what the needs are.

Lydia – suggestion is to have someone from the GG (who is a recipient) - either Sili or Yordanos since they are PBCC recipients and returning GG members.

Yordanos – big picture – the void in GG representation with the Sponsors is what I see and want to change; want to shift the power imbalance and why we are sometimes surprised about decisions. For the hiring process I don’t know if it can be re-opened and done right – want to establish trust in this process -- - or hiring an interim.

Matt – want to be clear that we’re not making decisions here and will have to

Agaiotupu – want to reiterate comments about staff and also there should be flexibility and room to include community in hiring. Hard to talk with one another in this virtual space without the chat.

Jackie – want to reiterate everything GG has said. For me personally, trust is so important and we’re going to be working with this person closely – how do they see accountability and working with community – what will their onboarding process look like and can we support that and do that relationship and trust building?

Carlos – our purpose is to have a voice in every decision as a minority – to provoke a change; we must have a seat at the table [for the hiring].

Michael Brown – appreciate all the comments. This is at the essence of what this GG should be – we need to create and maintain a safe space to talk with each other and have debate and hopefully come to consensus on things. And there’s one thing I want us to be aware of – want us to be really careful about some of the language that has been used “we represent community” and sort of us vs. them. COO is a partnership between the county-seattle fdn-community – as a person of color and someone who holds community in every decision – we have to remain tethered to the fact that we have shared values and we’re in this together and have to navigate that – and that’s true of all the COO staff as well.

Yordanos – so what are the final decisions here?

Blishda – the Sponsors are meeting right after this, along with Kai (in role as interim COO Director role at Governance Group) and we will take all this feedback.

Matt – want to reiterate the staff transitions that have happened, at the same time as the RFP release, Governance Group onboarding, etc. So just want to lift up the many different activities progressing at the same time being held together.

COO RFP Review, Learnings & Questions

Review of the COO RFP slides and timeline:

- Funding authorization done by the last Governance Group
- RFP Development workgroup that took recommendations from staff inclusive of evaluation findings, community partner feedback etc.
- RFP released and we're in the process now of recruiting reviewers – email went out to GG members
- Working on an onboarding process for community partners; integrating reporting and evaluation and capacity building expectations; relationship-building partners; etc. From the start so staff also doing that planning now.

Questions? Concerns?

- **Sili:** what has come up for a lot of folks is the partnerships – if groups that have been in partnerships in the first iteration, there's a sense that they're not allowed to be part of a partnership in this current/future iteration (because of the reduction of funds – so partnerships that existed previously have less money to go around, especially for smaller organizations). This is the second time we've experience a loss of COO funding overall – my question to the Sponsors – has there been any conversation to put additional resources into COO?
 - **Blishda:** want to acknowledge that for the initial three Community Partnerships the new budgeted amount is much lower than what they have received in the first Implementation Plan iteration, though for those six Community Partnerships that came on in 2018 the amount in this current RFP is about the same amounts they've received.
 - Some background: Two additional programs were added to Best Starts for Kids within this iteration related to childcare. And there were delays in the initial rollout of COO so funds unspent in years 1-2 were able to be moved forward to the Community Partnerships strategy. Whereas now within this Implementation time period (2022-27), COO has all 3 strategies and all staff positions (so underspend to be carried forward wouldn't be the case) and the money is the same but split over a longer period of time (5 years vs. 6 years).
- **Yordanos:** the three first Community Partnerships convened together and talked about the why are we doing place-based sites if we're not going to have the same level of funding? And we're

confused who made the decisions? And back to the question of additional resources to fill that gap (e.g. the three original place-based partnerships). Is COO shifting the strategy away from Place-Based sites (are Place-Based sites being treated the same as Cultural Communities?)?

- These three Community Partnerships may be sending a letter to the Governance Group about their feedback.
- **Joy:** I feel a little lost as a new GG member – I'm still trying to understand some of the language here. I'd like to move to an in-person so that these conversations and side-bars can happen in-person.

How does Governance Group want to work with one another to accomplish the mission & vision of COO? With staff? With sponsors?

- **Jackie** – recently reminded by an elder in my community the importance of knowing the people you're in the room with. If there could be additional opportunities to get to know one another that would be really helpful.
- **Whitney** – Headwater People can maybe do scheduling and admin for in-person and relational opportunities. COO staff are currently beyond capacity.
 - **Matt** – I will say yes on behalf of Headwater People.
- **Blishda** – want to say that we really appreciate your feedback and want this to be a space for transparent feedback and conversation – and we want to work and be within our stated values and bring things up here – with one another in this space – and not triangulate or bring in the threat and involvement of the systems that we're trying to change.
- **Kai** – want to feel that we're in partnership (staff and Governance Group) and it's hard to have to justify that we (staff) are also community members and are partners in the work and mission of COO. There have also been really generative online spaces – including the Strategy Lab process which was on Zoom and even had an organic moment of conflict resolution.
- **Joon-ho** – question about the change in the zoom chat messaging function and uplifting the idea that these formal meetings may not be the best format for the interpersonal ways we want to be together.
- **Whitney** – change in zoom chat was done to align with Open Public Meetings (these meetings and related documentation must be open to the public); the formal, business meetings of the Governance Group may not be the best places to also accomplish the relationship and trust building that are also needed – Governance Group can decide together the ways they work together (formally and informally) to support what they need, including scheduling additional more relational opportunities.

- **Sili** – offer the WCCDA meeting space for future in-person meetings.
- **Yordanos** – maybe we can have an agreement not to private chat and still open the everyone-to-everyone chat
 - To what Kai said – we are a partnership and there is still a power-imbalance; we support you all but you have to support us back. Have critiques about the Learning Community strategy.
 - Want to talk about the RFP process (or lack thereof)
 - Would like there to be a GG Retreat for all these things to be talked through. Maybe staff can work on that.
- **Haregu**: want to know about the strategies – and emphasis on place-based sites – is there still a priority for the first three place-based sites, particularly interested in the Rainier Valley site?

Updates/Share-outs

- The next on-boarding meeting is October 28th at 9:00 am.

Close