MEETING AGENDA

COO-BSK ADVISORY BOARD/GOVERNANCE GROUP

November 17, 2023, 9:00 – 11:00 a.m.

Office – King County International Airport Terminal Building – 7277 Perimeter Road S., conference room 110, Seattle, WA 98108

Meeting ID: 836 8123 1681
Passcode: 016600

Time	*Agenda Item*	*Facilitator(s)*
9:00 am	**Welcome & Connection**	*Matt Echohawk-Hayashi*
9:10 am	**Consent Agenda** *Objectives: Review and approve the November 17 agenda and the minutes from October 27 meeting.*	*Matt*
9:15 am	**General Business** *Objectives: GG Member Updates, Sub-Committee report outs — Nominating, Learning Communities, Evaluation and Advisory Group, General Announcements.*	*Elsa Batres-Boni, Co-Chairs & Committee Representatives*
9:35 am	**Learning Community Updates** *Objectives: Update GG members on the Learning Community strategy area.*	*Whitney Johnson*
10:05 am	**COO Principles and Values & Discussion** *Objectives: Ground GG members in overarching COO principles and gather feedback.*	*Elsa*
11:00 am	**Adjourn**	

COO-BSK Advisory Board/Governance Group Members

Bilan Aden	*Elsa Batres-Boni*	*Dae Shogren*
Lydia Assefa-Dawson	*Patience Malaba*	*Yordanos Teferi*
Michael Brown	*Sandhya Nakhasi*	*Matias Valenzuela*
Kris Hermanns	*Gloria Ramirez*	*Jackie Vaughn*
Carlos Jimenez	*Sili Savusa*	*Agaiotupu Viena*
Cilia Jurdy	*Joy Sebe*	*Joon-Ho Yu*
	Michael Seiwerath	

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
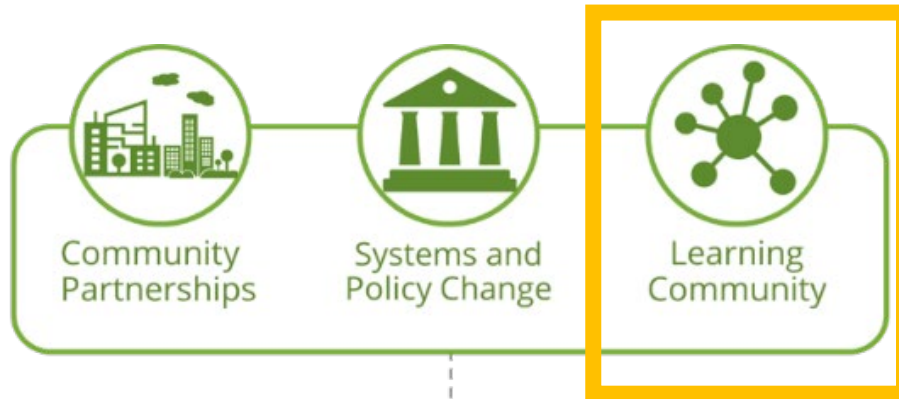
COO LEARNING COMMUNITY

- Background & Components
- Learnings
- Learning Community & Community Power Building
- 2024 - 25 Activities & Plans
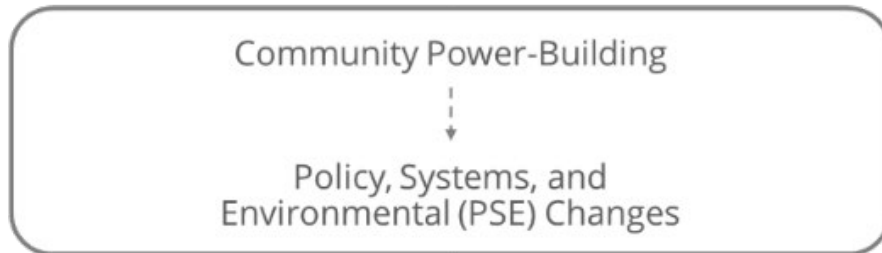- Questions / Discussion

COO LEARNING COMMUNITY

Investment Strategies
- Community Partnerships
- Systems and Policy Change
- Learning Community

Structural Changes
- Community Power-Building
- Policy, Systems, and Environmental (PSE) Changes

Results Areas
- Community Connections
- Housing
- Health
- Economic Opportunity

Convenes and resources activities to **build capacity**, **share learning**, **facilitate new connections** and **test transformative models** that catalyze and accelerate collective momentum for structural changes & more equitable systems & just outcomes.

Two central components:

- *Innovation funding* – small grants and resources in support of community-based research, and piloting and testing new ideas/models that contribute to systems and policy change

- *Capacity Building* - resources and activities that are aligned with COO's values and goals, as well as the needs & priorities of funded organizations and partnerships & other aligned groups, to support the infrastructure and sustained civic capacity to actualize equity – policy after policy, issue after issue, year after year.
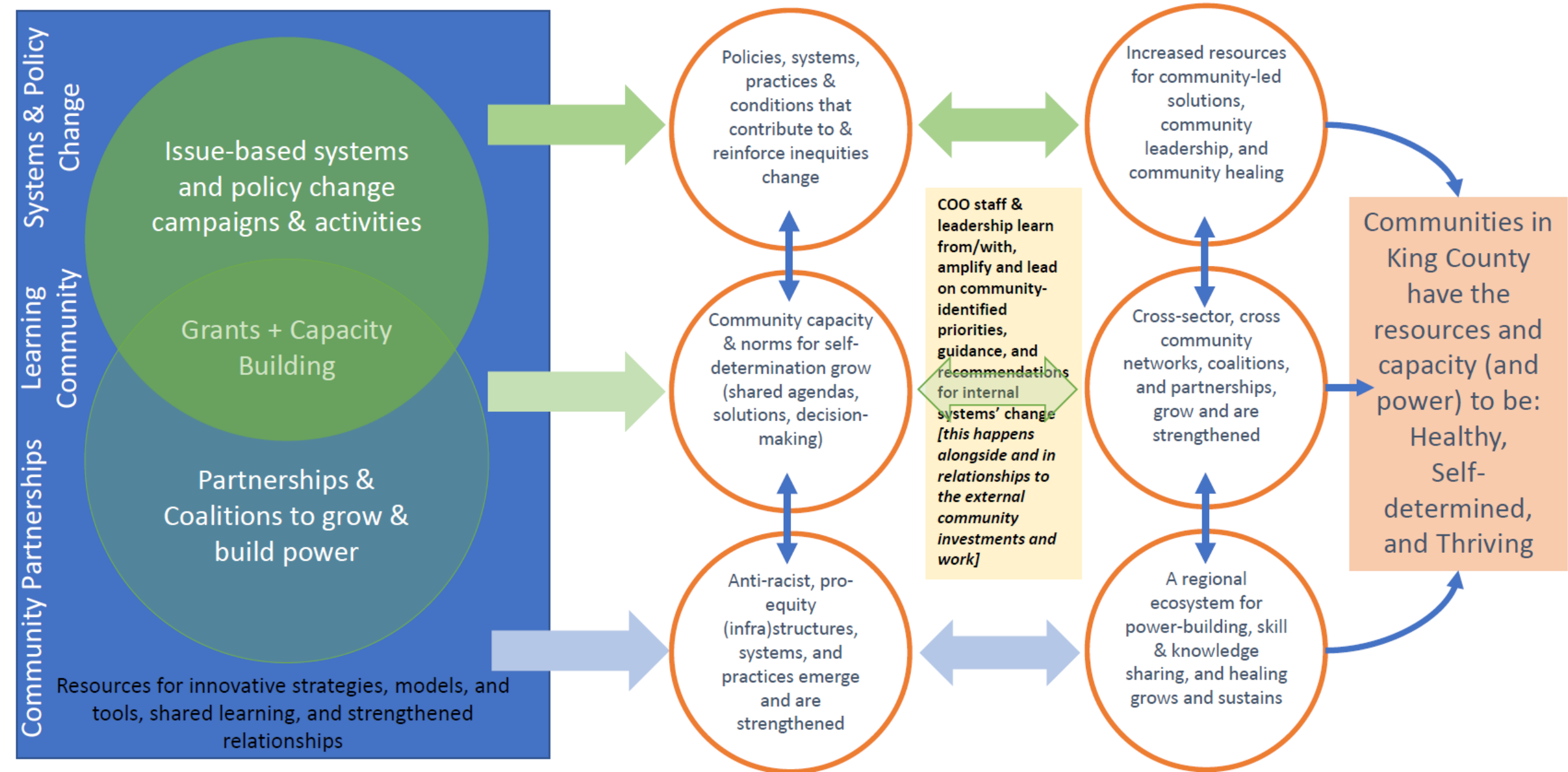
2023-24 BUDGET (NON-STAFF)

COO Strategy	% in Implementation Plan	2023 Budget	2024 Budget	Biennium Totals
Place-Based & Cultural Community Partnerships	45-50%	$2,615,000	$2,584,501	$5,177,951
Systems & Policy Change	40-45%	$2,255,174	$2,297,334	$4,552,508
Learning Community	10-15%	$789,311	$861,500	$1,650,811
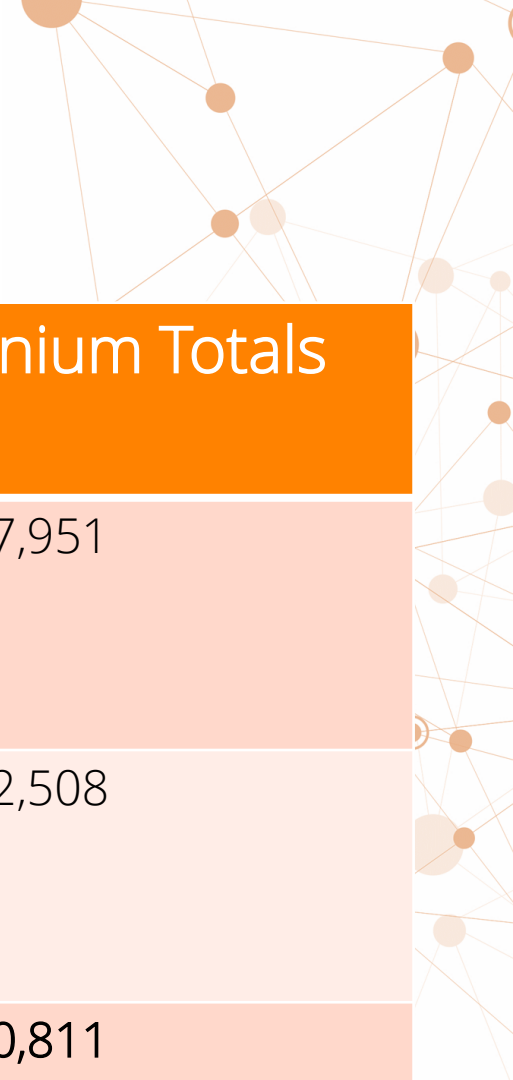
Inequities in Housing, Health, Economic Opportunity, and Community Connection are rooted in racism, oppression, and othering, and are barriers to self-determination, and healthy and thriving communities for all. Communities of Opportunity (COO) supports communities' power to influence the decisions that affect them by providing financial and learning resources, and relationship-building and capacity-building opportunities that strengthen policy and systems change networks and activities.

Systems & Policy Change

Learning Community

Community Partnerships

Issue-based systems and policy change campaigns & activities

Grants + Capacity Building

Partnerships & Coalitions to grow & build power

Resources for innovative strategies, models, and tools, shared learning, and strengthened relationships

Policies, systems, practices & conditions that contribute to & reinforce inequities change

Community capacity & norms for self-determination grow (shared agendas, solutions, decision-making)

Anti-racist, pro-equity (infra)structures, systems, and practices emerge and are strengthened

COO staff & leadership learn from/with, amplify and lead on community-identified priorities, guidance, and recommendations for internal systems' change [this happens alongside and in relationships to the external community investments and work]

Increased resources for community-led solutions, community leadership, and community healing

Cross-sector, cross community networks, coalitions, and partnerships, grow and are strengthened

A regional ecosystem for power-building, skill & knowledge sharing, and healing grows and sustains

Communities in King County have the resources and capacity (and power) to be: Healthy, Self-determined, and Thriving

COLLECTIVE LEARNING AS A STRATEGY TO BUILDING COMMUNITY POWER & EQUITY

Building individual and collective power is what will create change, transform systems, and sustain thriving people and communities.

The work of COO is grounded in a racial equity framework which acknowledges that when we look across social, economic and health data there are consistent and clear racial inequities, determined by racism.

To work toward greater equity COO addresses the systems, policies, and practices that benefit some and disadvantage others. **This requires intentional relationships, knowledge and skills.**

- Intentional opportunities that support the time and space to reflect, re-imagine, and transform as individuals, groups and larger coalition groups.

- Responsive resources to support the development, growth and sharing of skillsets, technical knowledge and organizational infrastructure.

- **Building power includes building <u>trust, relationships, healing, and time.</u>**

Learning and capacity building spaces create the opportunity for individuals, groups, and communities to build relationships, skills, knowledge, leadership, vision and tools in service of change for greater equity and well-being.

LC + COMMUNITY POWER BUILDING

Investing in…

- Critical connections
- Organizational & community capacities
- Community leadership
- Leveraged resources & connections

… for community power that can act on policy, systems and community conditions (environments).

Examples:

- Learning Circles – Community Real Estate Stewardship Team (CREST); Economic Development Now! (ED Now!)
- KC Equitable Contracting research report & recommendations
- COVID-19 Data Collection & Storytelling learning cohort
- Grounded & Cultivating Community Speaker Series
- Workshops/Trainings/Coaching opportunities have reached 1,000+ individuals

CAPACITY BUILDING FRAMEWORK

Capacity building: building an organization and partnership's infrastructure and sustained civic capacity to actualize equity – policy after policy, issue after issue, year after year.

LEARNING & CB ACTIVITIES

Trainings & Workshops

Coaching

Cohorts

Tools
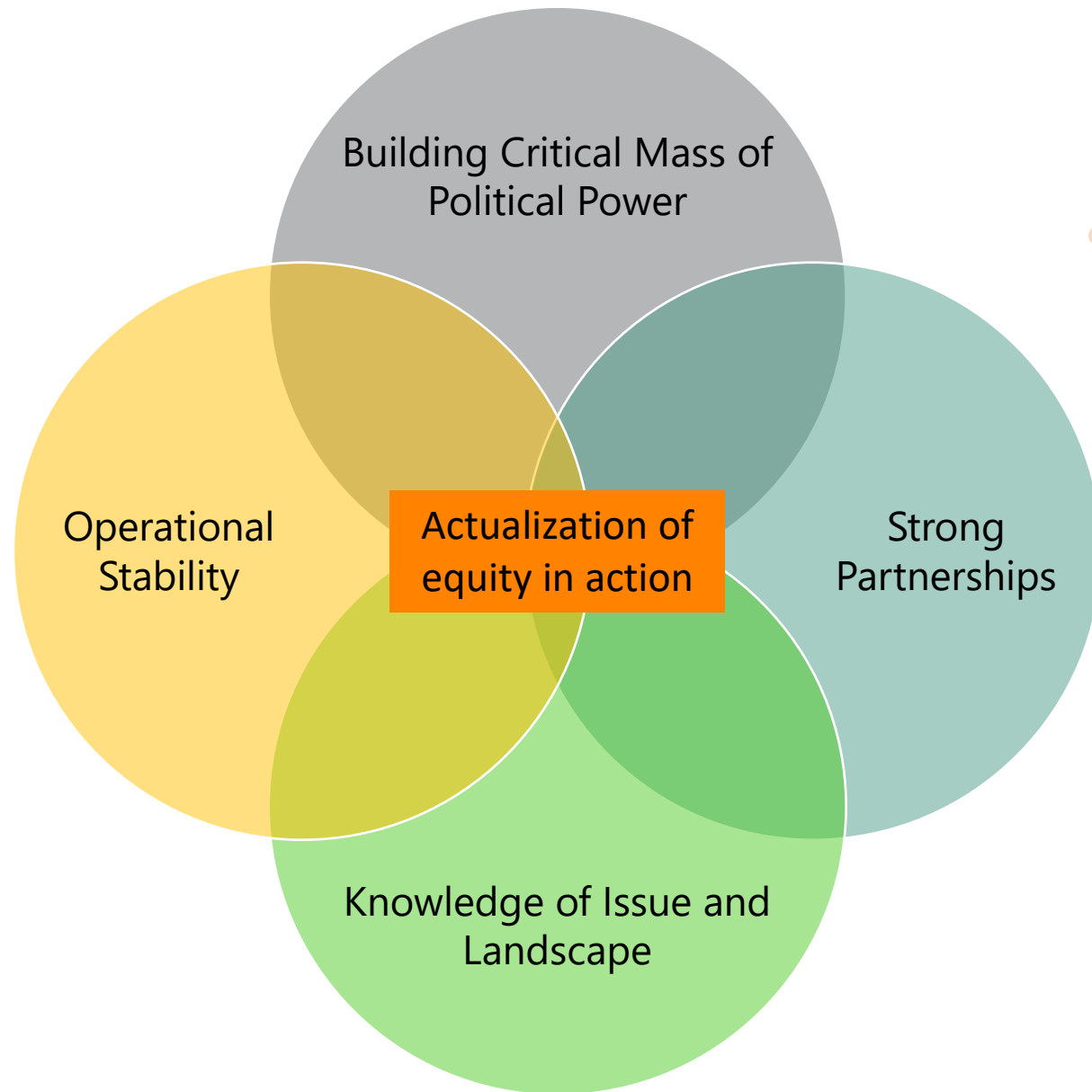
Mini Grants

Designed and informed by:

- COO "Strategy Lab" community engagement process and feedback

- 1.0 Evaluation Reports and feedback

- 2023 informational conversations with all funded COO partner groups

- Ongoing partner and provider feedback

LEARNING & CB 2024 THEMES

Operational Stability

- Strategic planning & financial planning

- Organizational development & fundraising

- Evaluation

- Project management

- Staff infrastructure/development

- Organizational & Leadership structure & roles

- HR policies and capacity

- Mental health & burnout

- Resource/Asset/Power Mapping

Running throughout LC activities:

- Healing & Belonging

- Relationship & Connection

- Community Leadership & Expertise

- Shared Learning

Knowledge of Issue & Landscape

- Community-driven development / physical space needs

- Policy + Communications strategy

- TA for legislative advocacy, policy change and implementation

Strong Partnerships

- Financial and funding for collaboration/partnership

- Coalition building & management

- Contracts & agreements

Building Critical Mass of Political Power

- Learning from national work and other regions

- Peer learning cohorts for base-building & innovation

- Community capacity for shared decision-making, organizing and community care

2024 INNOVATION FUNDING & CAPACITY BUILDING ACTIVITIES

- Trainings & Workshops:
    - Narrative Connections working with Media and Funders
    - HR/Wellness Policies & Practices
    - VCW security & safety org training
    - Asset Management training series
    - Finance helpline & peer workgroup sessions
- Coaching & Tools:
    - Fiscal Sponsorship Toolkit & webinar
    - Finance, Fundraising and Leadership coaching
    - Finance Resource tool
    - White Center CDA "Hub" Case Study
    - Commercial affordability models summary

2024 INNOVATION FUNDING & CAPACITY BUILDING ACTIVITIES

- Convenings:
  - Spring & Winter All-Partner Convenings
    - December 14th w/adrienne maree brown
  - October Commercial Affordability Pilot summit

- "Spark" resource opportunity for innovative community-led work connected to PSE; low barrier application.

- NextCycle & circular economy project support and story sharing

- Earned & sponsored media / story sharing for COO and partner stories – Seattle Medium, Int'l Examiner, Real Change, Grist, Collective Impact Forum…

SOME UPCOMING

- RFPs:
  - Capacity Building design consultant
  - Learning Community Administrator
  - Community Wealth Building innovation circle
- Partnerships (funding + community learning opportunities)
  - Re+ circular economy
  - Climate equity team
  - Funder briefings
  - Best Starts' capacity building team
  - Across COO strategies & Best Starts teams

SOME UPCOMING

- Deepening community engagement and co-design
  - Community & partner learning events
  - LC evaluation projects
  - Evaluation "deep dive": Systems change impacts of LC investments in "2.0"

- Growing partnerships, leveraging resources
  - Continue and grow the breadth & depth of capacity building resources, convening/learning opportunities, and funding for innovative community-held work
  - Partner feedback: align internal funding strategies increase institutional capacity/knowledge to better support community

- Hire of PPM II – Community Engagement and Communications project manager

QUESTIONS?

- What is most interesting / exciting to you?
- Where do you see particular opportunities to leverage funding and partner with others working in aligned ways?
- Who is coming on Dec 14th?

RECOMMENDATIONS FOR CAPACITY BUILDING PROGRAMMING

- **Lead with Values**
  - Center Black, Indigenous, and People of Color-led organizations and individuals to lead sessions
  - Center equity and ensure cultural responsiveness of programming
  - Center systemic change
  - Shared values as a connection point
- **Delivery and Follow Up to Apply knowledge**
  - Continue to provide individualized coaching
  - Provide mentorship opportunities
  - Additional materials and time to access
  - Consider how to expand knowledge transfer from individual to organization
  - Delivery of content
- **Continue Relationship Building Work**
  - Continue to connect partner organizations
  - Provide specific support for coalitions and partnerships

RECOMMENDATIONS FOR BROADER COO INITIATIVE

- **Contracts**
  - Integrate resources for capacity building in contracts
  - Expand amount of time for funding
  - Allow for negotiations on funding constraints
  - Provide resources for future visioning and planning
  - Streamline reporting requirements
- **Funder Role**
  - Facilitate regular check-ins
  - Increase transparency of decision-making frameworks
  - Leverage role as funder to influence others

COLLECTIVE LEARNING IS A VIABLE AND IMPORTANT STRATEGY TO ACHIEVING EQUITY

- **Learning as tool to reach goals and aspirations** - technical knowledge, professional development and consultant costs are often out of reach

- **Confidence and self-efficacy** is an outcome from learning – disrupting individuals' feelings of powerlessness

- Collective learning spaces can be a container for **movement building** and long-term **systemic change** (e.g., King County EDI!)

INTEGRATING EVALUATION LEARNINGS

- **Continuing and strengthening/deepening:**
  - Partnering with community as experts / capacity builders
  - Coaching, training, workshops, tools
    - Diversity of platforms / deliveries
  - Re-emphasizing current tools & toolkits
  - More opportunities for partners to gather / convene
  - Responsive to partner needs (1-on-1 conversations)
- **New:**
  - Centering and orienting partners to values, vision, framework of COO capacity building
  - Leveraging funder role to influence others (*outside of CB)
  - Engaging Gov Group "LC seats" - Gloria & Sandhya

2024 CAPACITY BUILDING ACTIVITIES

- All-Partner convenings (RWK – May 10)
  - Funded strategy cohort gatherings a possibility
- Peer learning cohorts (finance, base building...)
- Coaching, workshops, trainings, partnership supports
- Tools/toolkits & Case studies (White Center Hub)
- Mini-grants
  - Support to 11 COO partners capacity building requests (partnership with Best Starts' CB strategy)
  - Conferences/learning trips

THEMES FROM PARTNER CONVERSATIONS

- **Operational Stability**
  - Financial Planning
  - Development and Fundraising
  - Evaluation
  - Project Management, Strategic Planning & Org Structure
  - Mental Health & Burnout
  - HR
  - Leadership Structure & roles
  - Resource/asset mapping + Power Mapping

THEMES FROM PARTNER CONVERSATIONS

- **Knowledge of Issue and Landscape**
  - Community driven development / land and/or building acquisition
  - Strategic communications (how to move policy/people)
  - Creating policy toolkits
  - Policy implementation

THEMES FROM PARTNER CONVERSATIONS

■ **Strong Partnerships**
- Financial Infrastructure (for partnerships / coalitions)
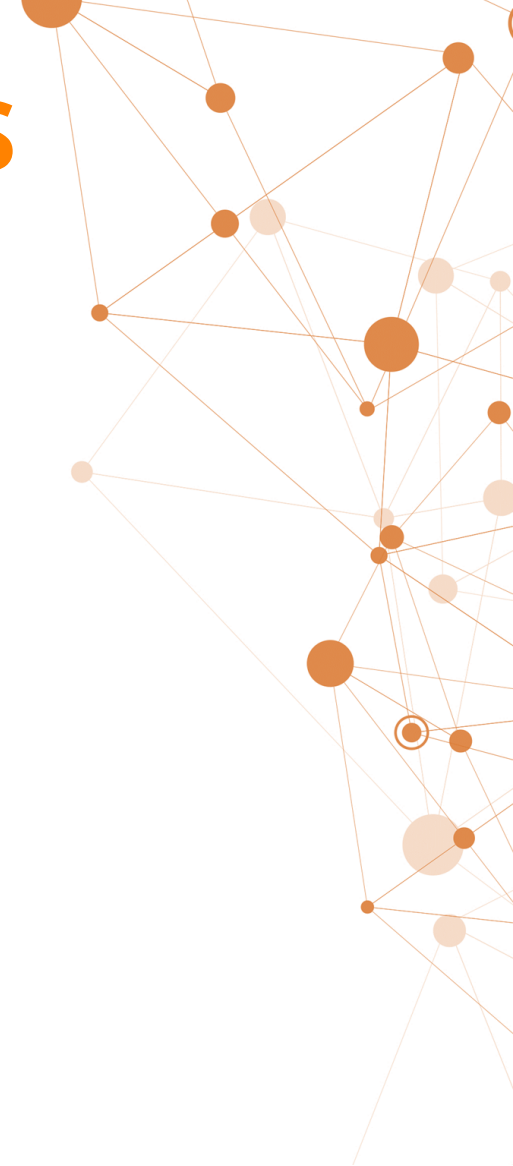- Partnership/coalition building
- Contracts, policies for partnership

THEMES FROM PARTNER CONVERSATIONS

- **Building Critical Mass of Political Power**
  - Learning from national movements
  - Movement, policy & systems change cohort based learning
  - Building community capacity to lead in decision-making / Organizing models that center and build community leadership

LC EVENTS + STORIES

Convening people/groups and **sharing learning** to facilitate new connections and support the infrastructure for new/alternative models that can catalyze and accelerate momentum for structural changes, more equitable systems & just outcomes.

Grounded in <u>COO values</u>, esp. commitments to racial justice, collaboration, relationship, transformation, learning, community self-determination

- **Media sponsorships** – asset-based storytelling of partner successes, new models, systems & policy change
  - Supporting community resources & storytelling, reaching larger audiences
  - Community partners tell their own stories
  - Investments in new relationships / continuing relationships post-funding

- Learning events -
  - Presentations & editorials e.g. Collective Impact Action Forum (April 2023)
  - Funder briefing(s) (*response to 1.0 Evaluations & All-Partner gathering feedback)
  - Commercial Affordability Pilot project learning event (new partnerships and structures needed to support economic opportunity / equitable development)
  - Cornerstones of Co-Governance
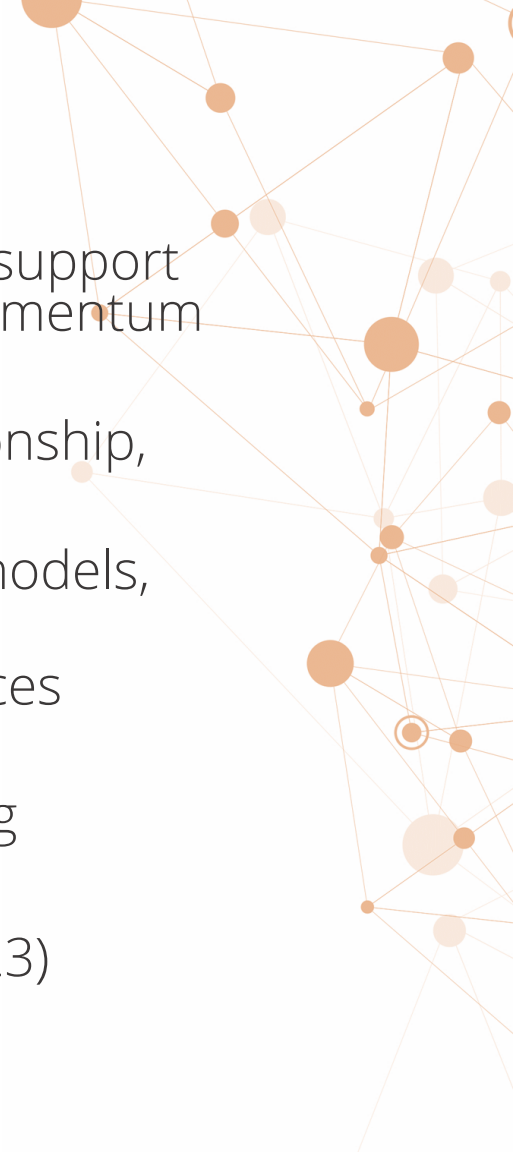
Communities of Opportunity – Governance Group Minutes

Friday, October 27, 2023, 9:00 am

Location: King County Airport and Zoom

Members Present: Elsa Batres-Boni, Yordanos Teferi

On Zoom: Bilan Aden, Lydia Assefa-Dawson, Michael Brown, Kris Hermanns, Carlos Jimenez, Cilia Jurdy, Blishda Lacet, Sandhya Nakhasi, Gloria Ramirez, Michael Seiwerath, Dae Shogren, Matias Valenzuela, Jackie Vaughn, Joon-Ho Yu

Facilitators & Staff Support: Matthew Echohawk-Hayashi (Headwater People), Martha Guerrero (Spanish language translator), Sarah Daniels (COO), Roxana Chen (COO)

Consent Agenda: Governance Group (GG) approved the consent agenda that included meeting minutes from September 28.

General Business

Nominations Committee is working with district leaders to recruit and fill district gaps in GG. There is a focus on District 6 (Bellevue/Redmond area) and if you know of someone who would be a good fit, please reach out.

Learning Community's Commercial Affordability Summit was successful; Elsa continued to highlight the successes of the event, sharing its results from last year and how to move this effort forward. It was well attended and filled with robust conversation around the room. The all-partner convening is confirmed on December 14, more details being sent out and would love for GG members to join and meet with COO partners. COO is hiring a communications project manager, please share this position with your networks. Two partners were highlighted in the Non-Profit Quarterly.

- White Center CDA: https://nonprofitquarterly.org/building-community-through-holistic-strategy-a-story-from-a-seattle-immigrant-suburb/
- PEL/New Economy WA: https://nonprofitquarterly.org/how-to-advance-a-regenerative-economy/

COO 1.0 Accomplishments

Roxanna Chen, Lead Evaluator for COO, joined to share the accomplishments from COO 1.0. These accomplishments being presented are just a selection, recognizing there are many more stories and successes that won't be highlighted in the presentation.

COO 1.0 Theory of Change includes the three strategy areas of COO, (1) Learning Communities, (2) Institutional policy and systems change, and (3) Places. Within these areas include how these investments areas will have a long-term impact on all people in the community. These results areas include Health, Housing, Economic Opportunity, and Community Connections. Overtime, the Theory of Change evolved into focusing on cultural communities within place.

Community power within COO 1.0 was invested within the 4 Ps, People, Place, Policy, and Power. These accomplishments within each area are illustrated on the slide deck.

Indicators of progress overtime include Community Engagement (engaged with over 350k people since its inception), Critical Connections (partners developed over 1400 new relationship that would further their equity goals and formalized over 600 partnerships with new partners), Organizational and Community Capacities (built/strengthened capacities in over 10k people), Community Leadership (COO developed over 3k community leaders), and Leveraged Success and Connections (leveraged resources and connections to expand partner's scope, sustainability of their work, and secured additional funds to continue momentum).

Big "P" policy changes: Legislative changes (e.g., House or Senate Bill) and judicial decisions. Typically, a bill or ordinance # is attached though it may be referred to in the vernacular, e.g., Jump Start Tax, aka. Ord 126108. Can be state-wide or smaller jurisdictions (county, city). Big "P" can include court decisions that change systems/approaches/etc.

Small "p" policy changes: They may not have been a legislative policy (bill or ordinance), but still required some sort of council, board/committee, executive approval. Includes officially recognized actions related to enforcement or implementation of big P policy; securing state or jurisdictional funding/budget; defeat of damaging policies.

Systems change: Institutional or institutionalized change; organization or system (e.g., school district) changes its way of doing things; shifts how broader systems make decisions about policies, programs, resource allocation/use. Related to process, implementation of policy change.

Environmental change: Changes (physical/structural/cultural) in environment that supports improved health, housing, economic opportunities, community connection (e.g., land or property acquisition, zoning laws); potential overlaps with policy and systems changes.

The full list of presented accomplishments can be found on the Slide Deck.

PSE Changes in support of Health:

- Healthy and culturally relevant foods in schools and communities
- Improving access to culturally responsive healthcare
- Improving community health and safety

PSE Changes in support of Economic Opportunities

- Workforce development
- Hiring opportunities
- Small business & entrepreneur supports
- Worker protections
- Debt protections and support for low-income families

PSE Changes in support of Housing

- Tenant Protection Policies
- Funding & Developing Affordable Housing

- Expanding Access to Culturally Responsive Housing Resources

Environmental Changes

- COO & partners strengthened community capacity and leadership for equitable land development & stewardship
- COO partners developed properties owned and designed by community

Jackie added that SURGE had been highlighted in the presentation for Medicaid reimbursement for Doula birth services and other COO partners around decriminalizing sex work. She wanted to additionally highlight the process of passing these bills, not just the bill itself. SURGE's process is centered on anti-racist principles and clarifying the institutions within BIPOC communities. The leadership development and how SURGE is bringing the community along with them and ensuring the process is focused on is crucial.

Aaron added that after started working at CDA, it's clear how the community can uplift this work and create the outcomes that the community needs. The community can do that work itself, and the capacity building and leadership building has been invaluable.

Lydia expressed appreciation to Roxana on bringing all this work together. Wanted to uplift COO for their hard work that has come through these processes. Seeing all the work that has been done is incredible and letting the communities guide and lead this work is phenomenal.

COO 2.0 Theory of Change is also better grounded in community power and has been guided by COO's community partners. The main contrast between 1.0 and 2.0 Theory of Change are these concepts, while also recognizing that there are still gaps and more to be said.

Discussion

Regarding the Theory of Change, might there be another thread between community power and PSE? Specifically, that intra-community PSE is often necessary to build and facilitate power building through external PSE efforts. In other words, intra-community PSE can be leveraged as capacity building for broader PSE, similar to community leadership.

Jackie shared that the Theory of Change shift in 2.0 including self-determination as a value has been impactful to the partnership. Specifically, recognizing that much of marginalization is not due to lack of funding or investment, but that the community is not in control of those funds. It's clear that COO recognizes this barrier and is working to disrupt that pattern and bringing community into the decision making and investment itself. How does COO measures and evaluation self-determination?

Yordanos connected this to the strategy of narrative power and storytelling; how can we bring this information to decision makers and funders? How do we ensure that these stories are being shared by those involved? How does the larger public learn and hear about these accomplishments? She continued that having Place-Based sites felt like a separate initiative and wanting to ensure that Place-Based work is being prioritized, considering housing displacement in our communities.

Kris added that because COO being funded through a levy, it is important to think of data as stories and numbers, and we need to highlight process and outcomes. There is no need to choose one versus the

other, instead bringing those stories together to highlight to elected officials and the greater public. GG has everything we need to tell these stories. We need to amplify the richness of these communities and efforts and bring these influences to elected officials, new funders, and potential partners. It is important to connect with communications professionals to best amplify these stories across our county and state.

Roxana concluded with asking what the overarching narrative is for COO, considering that we have no shortage of stories coming from our partners. What are the different stories that would contribute to this narrative that we want to present?

Governance Group Workplan

The workplan was created based on conversations with each GG member and reviewing various GG documents to best understand what the goal for GG would look like this year. The workplan was reviewed and voted on by GG for approval.

GG moved to approve the Workplan on October 27 with a discussion to include anti-racism into the workplan at a future meeting.

Save the Dates

GG Retreat — February 29 & March 1

All-Partner Convening — December 14

Governance Group Meeting — November 17

Reminder to complete the Co-Chairs and Contact survey

Regular Meeting Adjourned at 11:02 am.

08:52:51 From Martha To Everyone:

    Thank you :)

09:03:56 From King County Communities of Opportunity Zoom To Everyone:

    Reminder to select an interpretation channel when you join!

09:06:22 From King County Communities of Opportunity Zoom To Everyone:

    Welcome! Reminder to select an interpretation channel when you join!

09:09:11 From Lydia A-D To King County Communities of Opportunity Zoom(Privately):

    I don't know how to get to the interpretation channel

09:10:05 From King County Communities of Opportunity Zoom To Lydia A-D(Privately):

    On the bottom ribbon, you should see an option for interpretation, and you can select that language you prefer

09:12:27 From Sandhya Nakhasi To Everyone:

    https://www.eventbrite.com/e/coo-december-all-partner-convening-tickets-740330136367

09:12:54 From Dae Shogren -she.they.we- To Everyone:

    https://kingcounty.gov/en/legacy/council/councilmembers/find_district

09:12:57 From Sandhya Nakhasi To Everyone:

    https://www.governmentjobs.com/careers/kingcounty/jobs/4249084/communications-and-engagement-project-manager-cdip

09:14:12 From Sandhya Nakhasi To Everyone:

    White Center CDA: https://nonprofitquarterly.org/building-community-through-holistic-strategy-a-story-from-a-seattle-immigrant-suburb/

09:14:30 From Sandhya Nakhasi To Everyone:

    PEL/New Economy WA: https://nonprofitquarterly.org/how-to-advance-a-regenerative-economy/

09:16:30 From Matias Valenzuela, PHSKC To Everyone:

    Author of Emergent Strategy!

09:16:57 From Dae Shogren -she.they.we- To Everyone:

    so bummed to be missing it, but also glad I'll see amb in other event!

09:23:21 From Elsa Batres-Boni She /Her /Ella COO To Everyone:

https://www.bing.com/videos/riverview/relatedvideo?q=adrienne+maree+brown&mid=9B76E5D5CEAC733465509B76E5D5CEAC73346550&FORM=VIRE Adrienne Maree Brown -Keynote speaker for Dec 14

09:50:04 From Lydia A-D To Everyone:

Which school district?

09:50:20 From Aaron Garcia To Everyone:

Highline

09:50:53 From Lydia A-D To Everyone:

Thanks.

09:56:52 From Dae Shogren -she.they.we- To Everyone:

I second Elsa's share!

10:02:26 From Bilan Aden To Everyone:

Amazing work! Thank you, I have to hop off.

10:18:54 From Dae Shogren -she.they.we- To Everyone:

we see you Momma Jackie!

10:19:51 From Elsa Batres-Boni She /Her /Ella COO To Everyone:

Our very own Sarah here is a doula!

10:20:35 From King County Communities of Opportunity Zoom To Everyone:

Reacted to "Our very own Sarah h..." with ❤️

10:20:38 From Dae Shogren -she.they.we- To Everyone:

Reacted to "Our very own Sarah h..." with 🧡

10:21:58 From Jackie vaughn (she/her) To Everyone:

Reacted to "we see you Momma Jac..." with ❤️

10:22:05 From Sandhya Nakhasi To Everyone:

Reacted to "Our very own Sarah h..." with 🧡

10:24:29 From Jackie vaughn (she/her) To Everyone:

This is so amazing to see the work outlined and the way that it was organized to share as well!

10:24:47 From Sandhya Nakhasi To Everyone:

Reacted to "This is so amazing t..." with 💯

10:25:05 From Elsa Batres-Boni She /Her /Ella COO To Everyone:

Reacted to "This is so amazing t..." with ❤️

10:25:13 From Elsa Batres-Boni She /Her /Ella COO To Everyone:

Reacted to "we see you Momma Jac..." with ❤️

10:25:15 From King County Communities of Opportunity Zoom To Lydia A-D(Privately):

Your hand is still raised, do you have another question?

10:26:23 From Jackie vaughn (she/her) To Everyone:

Hopping off but will reconnect on my phone

10:26:36 From Elsa Batres-Boni She /Her /Ella COO To Everyone:

Reacted to "Hopping off but will..." with 👍

10:31:39 From Matias Valenzuela, PHSKC To Everyone:

WOW, WOW, WOW with accomplishments! These many P/S/E items are awesome. For future consideration or thought, it's interesting that "cultural" change was included in the "Environment" part of PSE change. This part of change is so important and sometimes overlooked, plus it's hard to measure. Though so much in culture has changed, such as a result of some of the racial reckoning in 2020 and the BLM movement... changes in communities and institutions that COO is helping push. And yeah, how do we measure cultural change and community power more broadly?

10:32:09 From Joon-Ho Yu To Everyone:

Thank you so much Rox. Regarding TOC, might there be another thread between community power and PSE? Specifically that intra community PSE is often necessary to build and facilitate power building vis a vis external PSE efforts. In other words, intra community PSE as capacity building for broader PSE, similar to community leadership.

10:37:21 From Dae Shogren -she.they.we- To Everyone:

so appreciate the many threads of connection that surface in these conversations! thank you, Rox for all that you provide and amplify! need to hop off and always looking forward.

10:48:11 From Jackie vaughn (she/her) To Everyone:

Love the both/ and approach 🙌🏽

10:57:28 From Lydia A-D To King County Communities of Opportunity Zoom(Privately):

Sounds good to me

11:00:40 From Joon-Ho Yu To Everyone:

Apologies, need to get to my next meeting but I vote to approve the proposed workplan.

11:01:19 From Matias Valenzuela, PHSKC To Everyone:

I will be out on Nov 17 so will miss you that day!

11:01:46 From Lydia A-D To King County Communities of Opportunity Zoom(Privately):

I'm not available on the 17th

11:01:51 From King County Communities of Opportunity Zoom To Lydia A-D(Privately):

Reacted to "I'm not available on..." with 👍