MEETING AGENDA

COO-BSK ADVISORY BOARD/GOVERNANCE GROUP

January 26, 2024, 9:00 – 11:00 a.m.

In Person: 4200 S. Othello St. Suite 117

://us02web.zoom.us/j/85133721102?pwd=RTE0Y1hmdVpKUFpiRkZIKyt0NmxYZz09

Meeting ID: 851 3372 1102
Passcode: 784445

Time	*Agenda Item*	*Facilitator(s)*
9:00 am	**Welcome & Connection**	Matt Echohawk-Hayashi
9:10 am	**Consent Agenda** *Objectives: Review and approve the January 26 Agenda and November 17 minutes.*	Matt
9:15 am	**General Business** *Objectives: GG Member Updates, Co-chairs updates, Sub-Committee report outs — Nominating, Learning Communities, Evaluation and Advisory Group, General Announcements.*	*Cochair Yordanos Teferi & Committee Representatives*
9:25 am	***New Cochairs*** *Nomination and New Cochair Selection*	*Co-chairs*
9:35 am	**Retreat Prep** *Objectives: Recap goals, outline the general agenda, and confirm attendance.*	*Matt*
9:45 am	**Governance Group's Antiracist Guiding Principles Conversation** *Objectives: Introduce and discuss to guide GG's actions to build the strategy and workplan.*	*Jackie Vaugh*
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 Governance Group Meeting Notes
Friday, Nov 17, 2023 (9 – 11 AM). Hybrid – King County International Airport + Zoom

In-person: Elsa Batres-Boni**,** Matt Echohawk-Hayashi (Headwater People), Kris Hermanns, Ubax Gardheere, Gloria Ramirez, Joy Sebe

On Zoom: Whitney Johnson (COO), Sandhya Nakhasi, Dae Shogren, Joon-Ho Yu, Ternia Wilson, Jody Miesel, Cilia Jurdy, Aaron Garcia, Sili Savusa, Jackie Vaughn, Michael Seiwerath, Bilan Aden, Michael Brown, Martha Guerrero (*Spanish language translator*)

I.Meeting begins at 9 am PST

Consent Agenda moved to approve by Kris Hermans and seconded by Joy Sebe. Approval passed unanimously. (discussion included that Ubax and Jody were not yet officially installed as members. The Executive Office has yet to approve)

2. Committee Reports

Membership Committee Update:
Ubax and Jody are not yet officially installed as members. The Executive Office has yet to approve and then approval goes to the council.

Learning Committee Update:
There is an opportunity to help review the Spark Innovation Grant applications. Also, all GG members are encouraged to attend the Dec 14 Learning Committee
No additional updates besides Whitney's presentation today.

3. Presentation:

Learning Community Updates by Whitney Johnson

Questions/Comments:
Joy asked if grantees are eligible for both BSK and Learning Community (LC) capacity-building support and if we know the distinction between the two in the grantee experience.

Whitney confirmed eligibility for both and that peer learning and relationship building along with a more robust evaluation of community activities are core aspects of the LC.

Ubax asked about the budget for the current and previous year for LC. Whitney reported $789,311 for this year and will find out next year and report back. However, it is less than last year.

Discussion followed that the GG had previously decided to dedicate a larger portion of the funds to the other two COO strategies because LC was in some ways complementing those strategies.   Additionally, it is a challenge to measure and report on the distinction between the outcomes of the LC and the other strategies.
Grantees have been asking for gatherings to learn from each other. It remains a question of how to increase support for formal and informal connecting opportunities. What other partners can help to support and fund these connections?

Dae: Is there a role for GG to be involved in particular ways we aren't currently doing?

There is a range of opportunities. Some are more limited or less appropriate for open invitations, but most are open opportunities to get involved.

Ubax raised the question of whether LC is the right description for this work. From when the LC was first formed, it seems to have changed to more of a capacity-building focus. Initially, it was more about learning about what the work is going on in the four focus areas and advancing the outcomes. It had been more about what was working and what wasn't and how we might work together. Perhaps it changed because of COVID.

Whitney offered that co-learning around the four result areas was still the priority of the LC and that the specific activities (the community gatherings for example) do often facilitate that directly.

Ubax raised the questions of 1) how LC RFPs are reflecting this, as opposed to investing in something that is already being invested in through another mechanism and 2) COO focuses in certain zip codes, are other areas learning about the COO's work through the LC.

Kris framed the discussion as Is the LC is meant to augment the ability for change in the four result areas, including the capacity to connect across organizations and result areas, OR is it to provide capacity-building support for organizations who are working within the four result areas?

Ubax made the point that voters will want to see significant advances in the result areas as we move forward.

Michael S. raised the question of using the gatherings to effect change in the months following. How do we engage people for change and action in these gatherings?

Sandhya brought up the question if it's the role of COO to prescribe particular policy and systems change efforts or is to provide the conditions for community members/groups to come together and envision the changes they want to see.

Gloria made the point that not all groups are organized as 501c3 orgs and don't have a space to connect with others to learn and secure support. These groups need technical support and to be kept connected to others in this work.

4. Equity Analysis of COO Principles and Evaluation

Given the remaining time, the GG members were asked to review the Governance Group Grounding document that accompanies each meeting's agenda. In particular, GG members were to read through the Guiding Principles and Values sections while keeping in mind what accountable practice looks like for the governance group.

5. Closure.

Meeting Concluded at 11:01 AM

COO-BEST STARTS FOR KIDS ADVISORY BOARD/GOVERNANCE GROUP MEETING
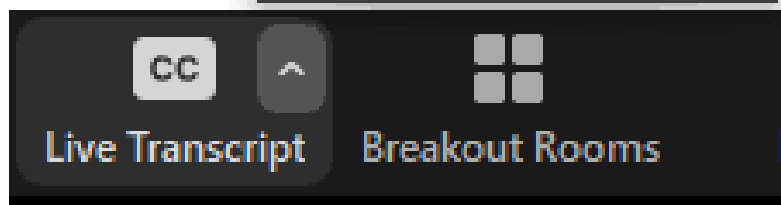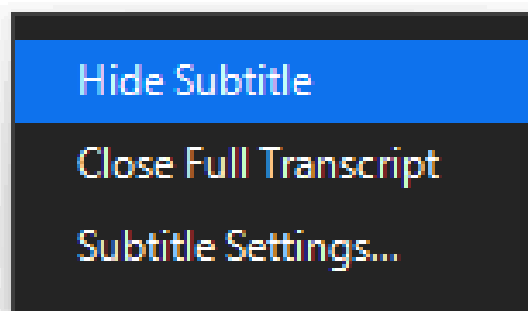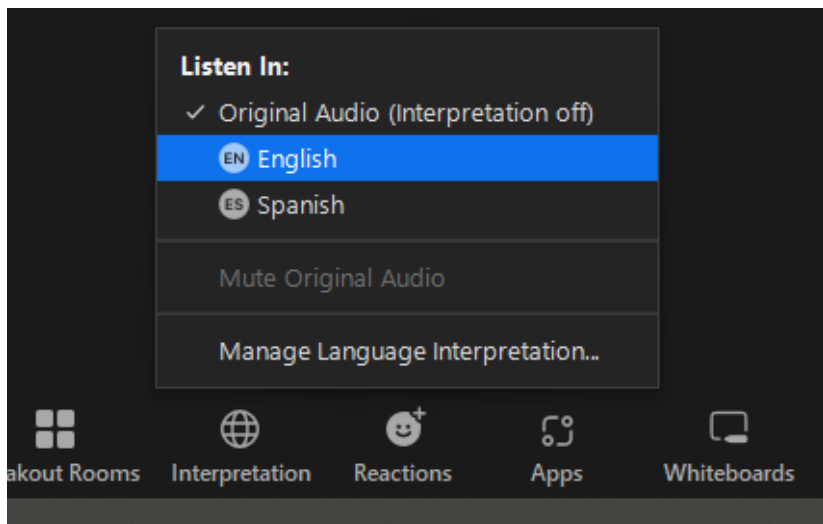
JANUARY,26, 2024- 9AM-11AM

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Interpretation & Closed Captions

Reminders:

◦ **For everyone speaking – please be aware of pacing to assist Martha in interpretation!**
  ◦ **Speak in short "chunks" (pause between complete thoughts)**
  ◦ **Speak clearly, without rushing**

◦ To **EVERYONE** listening in English, please select the Globe symbol labeled "**Interpretation**" and then "**Listen in: English**".

◦ To listen to the Spanish language interpretation, select "**Spanish**".

◦ To view Closed Captions, click on "**CC / Live Transcript**" and show full transcript.

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	Nomination and New Co-chair Selection	
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Agenda

Committee Updates

Co-Chairs

Nominating

Learning Communities

Evaluation and Advisory Group

COO Staff Updates

General Announcements

Co-chair Work Recap Sept- Jan Summary

MONTH	GG COVERED, DISCUSSED, APPROVED
September	• COO Theory of Change Recap • Workplan Proposal -Discussion
October	• COO 1.0 Accomplishments and 2.0 Expectations • Workplan Approval
November	• Learning Community Strategy Updates and Discussion • COO Principles and Values & Discussion
December	• No meeting- All Partners Gathering
January	• COO Antiracist Framework • Retreat Prep • New Co-Chairs Nominations and selection
Following Approved Workplan the next meeting :	
February	• Retreat • COO Theory of Change -Message Alignment • Power Mapping

Staff Updates

Catherine Hinrichsen (she/her), Communications and Engagement Project Manager, COO

20+ years of communications experience, including:

- Public Health – Seattle & King County: Central communications team

- Washington State Department of Health: Program communications supervisor

- Project on Family Homelessness at Seattle University: Project manager, including communications and community engagement

In this photo, I am: Doorbelling before the 2018 election.

GG Retreat

Goals:

Community Building

Message Alignment – Theory of Change

Power Analysis and Mapping

Details:

Friday, March 1

All-day retreat. Location TBD

Cochairs to help prep

COMMUNITIES OF OPPORTUNITY GOVERNANCE GROUNDING

Result 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.

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Values

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Antiracist Framework Exercise

Babies In The River

Government and Decision-Making Institutions

Upstream

Strategic Organizing: The institution has built a strategy to organize other institutions and systems to undo racism and its inherent role in structural racism.

Midstream

Acknowledgment: The institution acknowledges that structural racism is inherent in all institutions and systems and is the reason for the disparities.

Downstream

Blame: The institution operates out of the belief that communities and individuals are to blame for the existing disparities.

Community-Based Organizations, Collectives, and Groups

Upstream

Building "Outstitutions": Community-led efforts are focused on building the community to analyze and critique current institutions and systems and redirect their capacity to build community-owned and resourced "outstitutions."

Midstream

Institutional Investment: Community-led efforts are focused on reforming institutions and systems, having representation within institutions, and mobilizing their community to engage with institutions.

Downstream

Survival Mode: Community-led efforts are focused on their community's immediate needs through a service-delivery model.

PISAB Anti-Racist Principles

Analyzing Power
As a society, we often believe that individuals and/or their communities are solely responsible for their conditions. Through the analysis of institutional power, we can identify and unpack the systems external to the community that create the internal realities many people experience daily.

Developing Leadership
Anti-racist leadership needs to be developed intentionally and systematically within local communities and organizations.

Gatekeeping
Persons who work in institutions often function as gatekeepers to ensure that the institution perpetuates itself. The gatekeeper becomes an agent of institutional transformation by operating with anti-racist values and networking with those who share those values and maintain accountability in the community.

Learning from History
History is a tool for effective organizing. Understanding the lessons of history allows us to create a more humane future.

Maintaining Accountability
Organizing with integrity requires that we be accountable to the communities struggling with racist oppression.

Networking
We recognize that the growth of a movement for social transformation requires networking – "building a net that works." Networking means building principled relationships based on humane values.

Sharing Culture
Culture is the life support system of a community. If a community's culture is respected and nurtured, the community's power will grow.

Undoing Internalized Racial Oppression
Internalized Racial Oppression manifests itself in two forms:

- Internalized Racial Inferiority
  The acceptance of and acting out of an inferior definition of self given by the oppressor is rooted in the historical designation of one's race. Over many generations, this process of disempowerment and disenfranchisement expresses itself in self-defeating behavior.
- Internalized Racial Superiority
  The acceptance of and acting out of a superior definition is rooted in the historical designation of one's race. Over many generations, this process of empowerment and access expresses itself as unearned privileges, access to institutional power, and invisible advantages based upon race.

Undoing Racism®
Racism is the single most critical barrier to building effective coalitions for social change. Racism has been consciously and systematically erected, and it can be undone only if people understand what it is, where it comes from, how it functions, and why it is perpetuated.

Question

Do we agree with the principles, have questions, or changes?
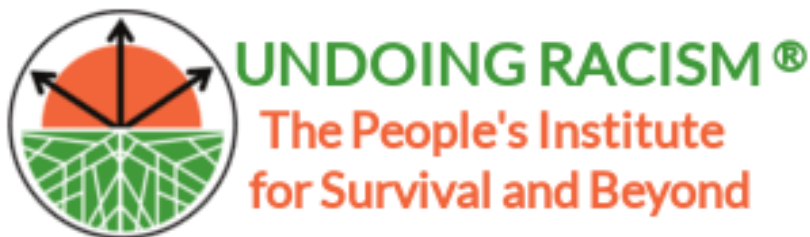
Next Steps

1 Practicing a principle based approach for decisions at the GG retreat.

2 Strategizing on how we use a principle-based approach to implement the work plan.

3 Building a principle based approach for decision making within the GG.

[Our Principles – PISAB](#)

Our commitment to anti-racist organizing principles is what holds our collective work together. As the forces of racism persist, anti-racist principles keep us grounded, and focused on our collective vision. We believe that an effective, broad-based movement for social transformation must be rooted in the following Anti-Racist Organizing Principles:

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Identifying and Analyzing Manifestations of Racism

Acts of racism are supported by institutions and are nurtured by societal practices that reinforce and perpetuate racism.

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Sources: Drawn from COO/Living Cities MOU (Apr. 2015) and Values discussions at IGG meeting (Oct. 2015)