



AGENDA

GOVERNANCE GROUP

February 21 2:00 – 4:00 pm

401 5th Ave, Room 126

Seattle, WA 98104

Call-in: 206-263-8114 #6923351

<u>Time</u>	<u>Agenda Item</u>	<u>Facilitator</u>
2:00	Welcome & Introductions	Michael Brown, Marguerite Ro
2:05	Consent Agenda	Michael
2:07	Invitation: Public Comment	Andréa Akita
2:15	Governance Group Retreat: Recap and Tapping into Superpowers	Andréa
2:45	Governance Group Work Sessions 2020 Priorities	All
3:45	Report Out	All
4:00	Adjourn	Michael

Next Meeting: March 20, 2020, Seattle Foundation Board Room

Governance Group Members

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

Ubax 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, December 20, 2019 2:00 pm – 4:00 pm

Location: Chinook, Room 115

Members Present: Michael Brown, Jenn Ramirez-Robson, Marguerite Ro, Tony To, Yordanos Teferi, Kacey Guin **On Phone:** AJ McClure, Sili Savusa, Lydia Assefa-Dawson, Deanna Dawson, Paola Maranan

COO Staff: Andréa Akita, Amanda Kay, Aaron Robertson, José Camacho Martinez, Whitney Johnson, Dionne Foster

Other Attendees: Sarah Tran (COO Consultant), Kris Hermanns (SeaFnd)

Consent Agenda: Governance Group (GG) approved the consent agenda that included meeting minutes from November 17th, 2019.

Announcements: KCHA Section 8 waitlist will be open from February 12th – 25th, 2019 lottery waitlist application open. @KingCountyHousing is new on Facebook and training sessions will be available January 8th and February 5th. City of Seattle Parks has highlighted racial equity as a component of their strategic plan and added a definition of white supremacy culture. Metro strategic planning process will also use a racial equity framework. King County open spaces has also adopted a racial equity framework in their planning. FIN Food Hall was recognized in Fortune Magazine as one of the best things to happen in food in 2019.

Systems and Policy RFP Decision

Dionne presented the recommendations of a new slate of Policy and Systems grantees to the Governance Group. She walked the group through the Systems and Policy RFP goals, funding and review process. There are twelve (12) organizations funded in the last cohort, and five (5) new to COO organizations. There are three (3) black led organizations that are focused on the black community. The proposed funding awards includes two organizations that will be receiving \$50,000 each in 2020 from Seattle Foundation (under a separate capacity building initiative); with \$100,000 available from COO in 2021 to implement their work. The new cohort will be meeting in Quarter 1 to meet each other and learn more about COO and the work they are each working on. COO staff were asked to identify where within Seattle and King County that the work is occurring.

Tony To: Will there be a connection between New Economy Project and the Commercial Affordability work?

Motion: Award \$4,150,000 to seventeen (17) Policy and Systems grantees for a two-year contract term, effective January 1, 2020 through December 31, 2021. Tony To moved and Jenn Ramirez Robson, seconded. Unanimous approval by the Governance Group. Yordanos Teferi recused herself from the vote.

Learning Community – Capacity Building Framework

Over the last 9 months, a Capacity Building framework for COO has been designed by consultant Sarah Tran, with support from staff and informed by partners. Sarah introduced a plan for activities that would be offered in 2020 through March 2021 that lines up with a “theory of change” for strengthening and supporting development of capabilities in Operational Stability; Knowledge of Issues/Landscape; Strong Partnerships; and Building Power.

The Governance Group had some questions about the ambitions and exciting set of activities, including the defining and clarifying aligned partners, adding training for various organizational/governance structures for partnerships. The discussion was robust, and members were excited to hear about the innovative way in which Sarah has gathered information, and around the way implementation will happen. They were also interested in documenting the process to capture learnings along the way.

Meeting adjourned at 3:48pm.

Executive Session starts at 3:51pm. Executive Session adjourned at 4:00 pm.

DRAFT

3. COO Governance Group Retreat Summary

January 23rd & 24th, 2020 at the Kitsap Conference Center



Governance Group Members and COO Staff: *Row 1, left to right:* Blishda Lacet, Sili Savusa, Yordanos Teferi, Marguerite Ro, Roxana Chen, Amanda Kay, Jenn Ramirez-Robson; *Row 2, left to right:* Dionne Foster, Tony To, Carolyn Busch, Lydia Assefa-Dawson, Andréa Akita, Kacey Guin, Michael Brown, Aaron Robertson, Dan Bernard, Marty Jackson; *(not pictured)* Ubax Gardheere, AJ McClure, Whitney Johnson. **Staff not able to attend/not pictured:* Kalayaan Domingo, Cristina González, José Camacho Martinez Facilitator: Christina Hulet

Retreat Outcome/Direction

The Governance Group will focus on three areas for action. We agreed we would *create three time-limited work groups made up of COO Governance Group members and staff, with a chair elected for each group.*

- ✓ Narrative and Political Strategy
- ✓ Restorative & Healing Practice
- ✓ Governance Group Leadership & Succession Planning

Each group will:

- Co-create strategy
- Develop deliverables
- Create a Statement of Intent; ie “why do you need this?”
- Clarify roles
- Be empowered to make decisions
- Include GG in review process/work
- Email approval for consensus
- Engage subject matter experts
- Engage community on final deliverables to ensure structure maintains community power and youth involvement

Workgroup Interest

Workgroup	GG Members	Staff Members
Our Narrative & Political Strategy	Michael Brown Yordanos Teferi Tony To Deanna Dawson Kacey Guin	Andréa Akita Dionne Foster Roxana Chen Whitney Johnson
Restorative & Healing	Marty Jackson Jenn Ramirez Robson Lydia Assefa Dawson	Blishda Lacet Kalayaan Domingo José Camacho Martinez Dan Bernard
Succession Planning (includes Composition*)	Sili Savusa Marty Jackson Marguerite Ro	Amanda Kay Aaron Robertson

Staff will set up meeting times for workgroups and provide meeting time info to all GG members so that they can participate in other group meetings. When possible, we may combine workgroups with regularly scheduled GG meetings.

Narrative & Political Strategy

This group will work to sharpen the way we talk about Communities of Opportunity & claiming our narrative. How we center race and power in our discussions has evolved, for example. We want to be bold and explicit. We are aware of the power of marketing, branding, and messaging. Our strategies will need engage multiple audiences and influence with different systems. The narrative and strategy workgroup may look at “influencers”; creating a document/declaration of COO’s model; relationships and influence of GG. (Note: *We landed on this as a top priority, understanding that from a focused narrative, we are then able to look at the list of other ‘bold actions’ that we identified*).

Restorative & Healing Practice

We discussed the importance of acknowledging historical harm, trauma and oppression as a necessary part of relationship and trust building, healing and reconciliation. This group will explore what a practice of acknowledgement, restoration and healing could mean for COO, within a community-context. And, from an institutional/initiative perspective, are we able to assess and ensure that our actions are not causing or contributing to harm/trauma?

Succession Planning

This workgroup will identify ways that we create pathways, outreach and development for new and sustained leadership on the Governance Group, including GG composition. (Note: A small group brainstorm on GG composition was part of the retreat. They identified different characteristics, skills/expertise that we may want to consider in identifying potential members for the Governance Group. We also highlighted challenges and barriers that may limit participation.)

Governance Group Composition – Small Group Discussion & Proposal

- Update the inventory current membership (skills, expertise, geographic base, etc). Utilize tools, criteria from prior outreach processes. Identify gaps, needs.
- Recruit members using a team of Board and Staff member(s) working together

NEXT STEPS:

- **Check in with community and build in feedback** loops (ideas and examples for check-in include through Learning Community / Learning Circles; at a special COO Convening, and/or at the upcoming BSK Summit)
- **Roles** – At February Governance Group meeting, staff will provide new list of roles, from discussion during retreat.
- **Roll up sleeves** – get ready for in-depth/tough discussions in workgroups

4 - Staff Report

February 21, 2020 Governance Group Meeting

Welcome New Governance Group Member: Vazaskia Crockrell

We are pleased to welcome Vazaskia Crockrell to the COO Governance Group as the representative of the King County Council. Vazaskia is the Director of Equity & Social Justice at King County Council, a new role that will act as a liaison between the council and marginalized or underrepresented communities in King County. She'll spend time interacting with community groups and individuals, reporting back to council about issues of racial disparity, access, injustice and more. Similarly, she'll help inform those same communities about work the council is doing to make government more inclusive, accessible and equitable. [from [Vazaskia's LinkedIn profile](#)]

BSK Annual Report

COO staff are preparing information for the 2019 Best Starts for Kids Annual Report Narrative. The report will be transmitted to the King County Council in June. We plan to feature the work of the White Center partnership and the White Center CDA in this year's annual report. Governance Group members will receive a draft copy of COO's section of the report to review, prior to the submittal by BSK to the Executive.

COO Narrative Design & Communications "Jam"

We have selected [Resource Media](#) to work with us to support our communications work, including working with Governance Group/Staff on our narrative, as well as designing a communications "jam" event. The event will feature workshops and hands-on sessions with creatives / content producers. Resource Media is a nonprofit communications firm working exclusively in support of social change, with a team based in Seattle.

Place-based and Cultural Community Partnerships

Leadership Cohort Recruited – SeaTac/Tukwila

The SeaTac/Tukwila Coalition is committed to developing the leadership skills of residents who represent the people most impacted by inequities. The partnership received 19 applications and 15 community leaders were selected to go through the Leadership Training. The workshops will take place in February, April and in early summer 2020. The Training sessions will cover issues such as health equity, Equity in Housing, and Community Development/Commercial Affordability. Each workshop will be led by a SeaTac/Tukwila Coalition member with expertise in that area. The SeaTac/Tukwila Coalition does not currently have any members with expertise in Community Development/Commercial Affordability so have asked COO staff to assist in identifying resources to support them this area. COO staff are looking to see how Learning Community can provide technical assistance and/or training as well as supporting the coalition in reaching out to potential partners with these skills.

Navigating Conflicts in Partnerships

On February 6, 2020, COO offered a workshop on navigating conflict for our nine place-based and cultural community partnerships and CREST Learning Circle participants. The workshop was facilitated by Ejeris Dixon from [Vision Change Win](#) consulting. Prior to the workshop, participants were asked to read an [article](#) written by Ejeris Dixon to help frame the conversation as well as complete a survey to assist the facilitator in

tailoring the workshop to meet the needs of participants. Twenty-two partnership members representing eight of the nine partnerships attended the workshop. Participants discussed causes of conflicts and the skills for conflict transformation. A description of the workshop is below.

Ejeris has worked deeply with community-based organizations in New York where she is based and across the country. She was also in town promoting her newly released book "[Beyond Survival: Strategies and Stories from the Transformative Justice Movement.](#)"

We are excited by the energy that these workshop brought up and an opportunity to build a shared frame and language around conflict and the opportunities it can bring to move closer to our shared equity goals. Evaluation forms from the workshop were very positive! All participants indicated that they would recommend this workshop to others, they felt that they gained a new perspective on how to approach conflict and everyone was interested in learning more and continuing this conversation

COO staff debriefed with Ejeris Dixon the following day and discussed possible next steps. Staff working with place-based partners discussed receiving coaching/TA from Ejeris as well as working with them as they develop an online course. COO staff are committed to continuing the conversation related to conflict and hope to continue to work with Ejeris to build the skills and structures within COO to support deepening our commitment to conflict transformation work.

White Center Partner-FEEST Reports Back on Findings from their Snack Box Pilot Project

On February 6, 2020, The Food Empowerment Education and Sustainability Team (FEEST), a White Center Original Place-based partner, held a community report back at Evergreen High School. FEEST is an organization led by youth of color in South Seattle and South King County working to improve health in their schools. At this gathering, FEEST shared the results of the Snack Box Pilot at Evergreen High School. For 10 weeks, FEEST delivered a Snack Box to every 6th period classrooms, approximately 40 classrooms serving 850-950 students in total. Each Snack Box contained one piece of fresh produce and a fruit-based snack bar for each student to have a serving a day. Any snacks that were not used by the classrooms were provided to the athletic teams as additional snacks for student athletes.

FEEST conducted a pre and post survey to gather data to document the successes and transformations observed as a result of the Snack Boxes. FEEST received feedback from 525 students and teachers. The Feedback showed an increase in youth consumption of produce. The results also documented how the Snack Boxes positively impacted the student's ability to learn at school as well as positive changes in school culture and community at Evergreen High School. Attendees at the report back included Evergreen High School students, teachers, parents,

Workshop Description

Conflict is a natural part of any relationship. All individuals and organizations engaged in deep partnership may find themselves experiencing conflict while doing complex change work. In this workshop participants will gain a deeper understanding about the ways conflict can lead to a deeper more aligned relationship or can lead to distrust and misalignment. In this session participants will explore opportunities to create structures, practices and conversations that support minimizing and repairing from conflict so individual and organizational relationships remain strong and productive to sustain the greater collective work.

school administrators, district representatives and community members. Participants gathered to share learnings and to identify potential next steps. FEEST continues to work on their school “healthy school food” policy agenda and are committed to the philosophy that healthy food is essential for healthy students and healthy communities.

Systems & Policy Change

2020-2021 Grantee Kickoff Event IS BEING RESCHEDULED.

The COO Systems and Policy Change Kickoff event will be rescheduled in early March. We'll send out an update for date/time.

Participants will include grantees who are receiving funding in 2020-2021, COO staff, and COO governance Group Members. The Kickoff will bring grantees together to mingle and meet their program officer and other Communities of Opportunity members. The staff will also share important content about technical assistance, reporting timelines and answer common questions from grantees. We will provide an overview of COO, our governance group structure, and grant goals. We will also engage grantees to learn more about what they want to get out of their experience with COO.

An **Announcement of 2020-2021 Systems & Policy Change Grantees** was released on February 12th: [here](#) and was shared via Twitter by Councilmember Dave Upthegrove [@CMUpthegrove](#); Seattle Foundation [@SeattleFdn](#), and COO [@COOPartnerships](#) and through the Best Starts for Kids [blog](#). We've worked together with awardees to prepare for any media requests that may be received, to speak about the impact of the award on their work.

Learning Community

Learning Circles

The Learning Circles are nearing completion or have completed, ED NOW's last session was in January with a final Community Café and [Community Real Estate Stewardship Training Learning Circle \(CREST\) community celebration](#) is scheduled for March 14th.

Funding is set aside to continue the Learning Circle Model and staff are identifying potential changes to the model and plans for the next round of Learning Circles.

Emerging Need Fund & Registration & Sponsorship Resources

In 2019, we made resources available on a time-limited basis to provide for Emerging Partnership Needs and the Registration and Sponsorship Fund. In July of 2019, COO announced that funded partnerships, organizations and coalitions were eligible to request support for partnership capacity building and learning and/or sharing driven by our partners. We received requests from 9 out of the 15 eligible funded partnerships, dispersing an additional \$80,000 toward special partnership needs and opportunities. The requests included:

- Website development for the rebranding of the Yesler Community Collaborative to the Crescent Collaborative.
- Communications plan for All in For Washington

- Relationship and team building for Kent Community Development Collaborative and Seatac/Tukwila Partnership
- Leadership Development training for Umoja Partnership

A total of 15 organizations and partnerships requested funds to attend conferences or trainings, holding workshops, trainings and community report backs and develop communications materials to share their COO projects.

Food Justice Convening

Lisa Chen convened 9 partners representing 6 organizations from the Place Based and Cultural Community Partnerships for an initial discussion to learn from each others work, identify opportunities to work together and what value exists in continuing to meet. Lisa is also meeting with other King County staff and initiatives investing and supporting food justice strategies, through this work Lisa highlight opportunities for potentials alignment and partnership internally, identify gaps and any needs from the community that we respond to.

Best Starts for Kids Summit: Community Building Impact

We are excited to announce the first Best Starts for Kids (BSK) Summit, on Friday, March 6, 2020 at the Seattle Center Amory. Join with other Communities of Opportunity and BSK grantees for networking, peer-to-peer learning, and hear what's next for Best Starts for Kids. All our community partners are invited to attend the Best Start for Kids Summit. This summit is open to the public and interested groups can sign up [here](#) to attend. There will be keynote speakers, networking opportunities, breakout sessions, and a gallery walk.

COO and BSK Healthy and Safe Environment (BSK) Strategy will hold a panel discussion *Youth, Family and Community Lead Movements for Systems Change: How young people and families work upstream to impact inequities by race and place*. The following partners from COO and HSE will participate in the panel:

- Coalition for Refugees from Burma (Kent Collaborative)- Mona Han, Executive Director
- El Centro de la Raza- Adriana Ortiz-Serrano, Sensitive Locations Project Coordinator
- FEEST- Arista Burwell-Chen, Organizing Director
- Korean Community Services Center- Joann Kim, Youth Coordinator
- Para Los Ninos- Virginia Herrera-Paramo, Executive

Communities Count Data and Evaluation Workshops:

- Developing your own Community Survey -- 2/27, 1-3pm at the White Center Library & 3/26, 1-3pm at the Rainier Beach Library
- What is a Process Evaluation? -- 3/4, 1-3pm at the Kent Regional Library
- Finding & Using Data to tell Stories -- 3/12, 1-3pm at the White Center Library

Workforce Development Events

- Feb 18 Employment, Education, & Career Fair for Youth ages 16-24 @ Seattle Goodwill
- Feb 27 Amazon Kent Distribution Center Jobs Info Session & Tour for staff of KC-funded community partners and staff of KC employment programs

- March 4 KC DNRP Interview & Hire Event @ Renton Community Center for seasonal (April-Oct) jobs. Since 2016, COO has partnered on 4 of these events that have accounted for 135 KC Parks and Wastewater Treatment Division hires
- March 11 South King County Hiring Fair @ DCHS Tukwila office
- March 25 KC Roads Division & KC Parks combined Interview & Hire Event @ KC Roads Redmond site for 25 seasonal (April-Oct) Parks and Roads maintenance jobs
- April 9 Diversity in Tech Careers Event for Youth & Young Adults ages 16-29 @ Wizards of the Coast office in Renton