



TUKWILA EQUITY AND SOCIAL JUSTICE COMMISSION

September 7, 2017

5:15 P.M.

AGENDA

- I. Call to Order
- II. Roll Call
- III. Approval of Agenda
- IV. Approval of Minutes, August 3, 2017
- V. Possible Guest Presentation: Foster High School Student Project – Flags on TIB and Documentary
- VI. Unfinished Business
 - a. Bylaws Update
 - b. Membership Update
 - c. Equity Policy Update
- VII. New Business
 - a. Possible Grant – Diversity in Construction Trades Event, September 21
 - b. Brochure Update
 - c. World Dance Party September 23, 5 pm, Tukwila Village
 - d. Storytelling Event – Confluence Tukwila: Arrivals, September 20, 6:30-8 pm, Tukwila Library
 - e. Taste of Tukwila Update
- VIII. Reports of Commissioners and Staff/Announcements
- IX. Agenda for Next Meeting
- X. Adjournment



TUKWILA EQUITY AND SOCIAL JUSTICE COMMISSION

August 3, 2017

5:15 P.M.

MINUTES

I. Call to Order

5:20 pm

II. Roll Call

Kathy Hougardy

Joan Hernandez

Aaron Dragonov

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Absent: Nancy Coogan

Guest: Karl Henry

Staff: Mia Navarro

III. Approval of Agenda

Since the students were not able to attend, the group decided to eliminate item V, Guest Presentation. Ms. Hernandez made a motion to accept the agenda as amended, Mr. Dragonov seconded the motion. The motion passed.

IV. Approval of Minutes, June 1, 2017

Mr. Dragonov made a motion to accept the minutes as presented, Ms. Hougardy seconded the motion. The motion passed.

V. Possible Guest Presentation: Foster High School Student Project – Flags on TIB and Documentary

The students were not able to attend.

VI. Unfinished Business

a. Bylaws Discussion.

The group made some changes to the Bylaws. Mia will bring the edited bylaws to the next meeting with the changes noted. The group decided to wait to address the question of whether or not the student representative should be able to vote until we have a student in place.

b. Membership

We have several applications for open positions. The Mayor will decide who will be appointed to open positions, and the recommendations will go before Council September 5. The group hopes to have a student in place by December/January.

VII. New Business

a. Equity Policy Update

The group went through the DRAFT Equity Policy, and the brainstorming document compiled by the Equity Policy Ad Hoc Committee that provided examples for each goal. The group recommended a change to goal four, "City government is committed to equity in **the** decision-making **process**."

Ms. Hougardy made a motion to change goal 4, Ms. Hernandez seconded the motion, the motion passed.

Ms. Hougardy made a motion to approve the policy with the change. Mr. Dragonov seconded the motion. The motion passed.

VIII. Reports of Commissioners and Staff/Announcements

- No one was able to attend the send-off to our Japanese Sister City at the Japanese Consulate.
- There was an equity training for staff that was well-received and well attended.

IX. Agenda for Next Meeting

- a. Bylaws update
- b. Membership update
- c. Place holder for student presentation
- d. Grants – September 21 Diversity in Trades event
- e. World Dance Party Sept 23 hosted by Action Tukwila
- f. Update on Parks and Recreation Taste of Tukwila event
- g. Update the Brochure
- h. Table at the 9/21 and 9/23 events.

X. Adjournment

6:50 pm

Equity and Social Justice Commission Bylaws

Article I Purpose

Per Tukwila Municipal Code (“TMC”) 2.29.010, the Equity and Social Justice Commission (“Commission”) is hereby established to serve in an advisory capacity to the Mayor and City Council for the City of Tukwila.

The objective of the Commission shall be:

1. To promote understanding that accepts, celebrates, and appreciates diversity within the community.
2. To serve as a resource for the community by providing information and educational forums that will facilitate a better understanding and awareness of social justice and human rights.
3. To provide recommendations to the Mayor and City Council regarding opportunities to increase equity and social justice awareness and promote social justice programs.

Article II Membership

Per TMC 2.29.020, the Commission shall be comprised of nine members who shall be appointed by the Mayor and confirmed by the Tukwila City Council. To the extent possible, membership shall be representative of the diversity of the community and should include:

1. Two City employees and one Tukwila City Councilmember (Positions 1, 4 and 7). If the City is unable to fill one of its two positions, a community member may fill one City position.
2. Three community members that meet the resident or business criteria as stated in TMC Section 2.29.020.A (Positions 3, 6 and 9).
3. Three members representing the education field in Tukwila (Positions 2, 5 and 8). If needed, a community member may fill one education field position.
4. In addition to the appointed positions, the Commission shall seek to recruit one non-voting student representative to participate on the Commission. The student representative shall be a high school student who resides in the City of Tukwila, OR enrolled in McKinney-Vento Homeless Assistance Services at a Tukwila school.

A. Length of Appointment

The term of membership for the members of the Tukwila Equity and Social Justice Commission shall be two years.

B. Resignation

If a Commission member is unable to complete their term of service a letter of resignation should be sent to the Mayor indicating the effective date of the resignation.

C. Absences and Removal

~~A Commission members may be removed from the position if absent without being excused for three consecutive meetings or six regular meetings in a calendar year.~~
Absences

Absence from more than three (3) consecutive Commission meetings, or six (6) regular meetings in a calendar year, may be cause for removal. Members shall communicate with the Chair, the Vice-Chair or the City Admin staff person with requests for an excused absence in the event they will miss three (3) or more consecutive meetings, or

six (6) regular meetings in a calendar year. Emergency requests may be considered. The Chair may approve the absence.

D. Compensation

Members will receive no monetary compensation for serving on the Commission.

Article III Duties of the Commission, Officers, Commissioners and Support Staff

A. Duties of Commission

As stated in TMC 2.29 the Commission shall undertake the duties and responsibilities defined in TMC 2.29.010.

B. Officers

Officers shall be a Chair and a Vice-Chair; both appointed members of the Commission and voted into office by the Commission. In absence of both the Chair and the Vice-Chair members shall elect a Chair pro tem.

C. Duties of the Officers

Chair

The Chair shall preside at all meetings and adhere to the duties of the presiding officer prescribed in Robert's Rules of Order Newly Revised. When necessary, the Chair shall call for special meetings. The Chair shall be a full voting member of the Commission. The Chair may delegate duties to other Commissioners with the consent of the Commission. The Chair shall speak on behalf of the Commission before City Council, the public and City staff.

The responsibilities of the chair include:

- Providing group direction and options for setting goals;
- Setting meeting agendas;
- Coordinating meeting preparation with City staff; and
- Representing the Commission in the community.

The term of office shall be one year. A Commissioner may serve as Chair for no more than two consecutive terms.

The Chair will serve as a member on the City's Board of Ethics. In the event the Chair is unable or unwilling to serve on the Board of Ethics, the Commission shall select a member to serve on the Board.

Vice-Chair

The Vice-Chair shall perform the duties of the Chair in absence of the Chair. The Vice-Chair may also speak on behalf of the Commission before City Council, the public and City staff when the Chair is not available to speak.

The term of office shall be one year. A Commissioner may serve as Vice-Chair for no more than two consecutive terms.

D. Duties of Commissioners

It is the responsibility of all Commission members to:

- Arrange adequate time to carry out responsibility as a Commission member;
- Come to meetings prepared: Read all reports, proposals and documents distributed prior to meetings;
- Listen to other Commission members and communicate with respect and courtesy; and
- Participate in group discussion and decision making.

In addition, Commissioners must comply with the following requirements:

1. Ethics Training

Every Commission member must complete Ethics Training and sign an Ethics Training Certification Form within 90 days of appointment and must complete the training within 90 days of reappointment or every four years, whichever comes first.

2. Open Public Meetings Act Training

Pursuant to RCW 42.30.205, every Commission member must complete training on the Open Public Meetings Act and sign an OPMA Training Certification Form within 90 days of appointment and must complete the training within 90 days of reappointment or every four years, whichever comes first.

3. Public Records Training

Every Commission member must complete training on the Public Records Act and sign a Public Records Training Certification Form within 90 days of appointment and must complete the training within 90 days of reappointment or every four years, whichever comes first.

4. Conflict of Interest

Washington's ethics laws prohibit public officials from gaining financially as a result of his or her position. Public officials must declare any conflicts of interest at a public meeting. A conflict exists if a recommendation potentially could affect the finances of the group member or the finances of a family member. If a conflict exists, the member must declare this fact at a meeting where the issue is being discussed and refrain from discussing or voting on the recommendation.

Every Commission member must sign a Conflict of Interest Disclosure Form within 90 days of appointment and must sign a new Disclosure Form within 90 days of reappointment or every four years, whichever comes first.

5. Reporting Requirement

The Commission shall submit an annual report of its activities and recommendations by January 31st each year, summarizing the activities for the previous year. Any reports or recommendations shall be provided to the Council and the public in electronic format and posted on the City website. Hard copies shall be made available upon request at City Hall.

E. Duties of the Sister Cities Committee

The Tukwila Sister Cities and Civic Awareness Committee is made up of members of the Equity and social Justice Commission chosen by the Commission Chair, and operates under the procedures set forth for the Equity and social Justice Commission. All interested Equity and social Justice Commission members are eligible.

The Committee will meet at least two times per year. The Committee will provide recommendations to the Commission for funding, and strategic advice for sister city and civic awareness issues and activities.

F. Duties of Support Staff

A City staff person is assigned to support the Commission. The primary role of staff is to represent the City and facilitate communication between the Commission, City Administration, the City Council and other City departments. Staff responsibilities include:

- Ensuring that meeting notifications and recordkeeping are consistent with applicable state laws;
- Ensuring compliance with applicable laws, such as the Open Public Meetings Act (OPMA) and the Public Records Act (PRA);
- Providing professional guidance, issue analysis and recommendations;
- Assisting with research, report preparation and correspondence; and
- Compiling agendas, maintaining minutes, forwarding recommendations and/or implementing actions.

Article IV Elections

The Commission shall elect a Chair and a Vice Chair each year. Generally officers shall be elected and take office annually at the first regular public meeting of the Commission in January. The election will take place as the first item of new business and the elected officers will assume their duties at the close of elections.

The election of the Chair will be conducted by the Administrative City support staff (Admin). No one Commissioner shall nominate more than one person for an office. Nominations do not require a second. The Admin will repeat each nomination, ask for further nominations, and when there are none the Admin will declare the nominations closed. A motion to close nominations is not necessary.

After nominations have been closed, voting for the Chair takes place in the order nominations were made. Commissioners will be asked to vote by a raise of hands. As soon as one of the nominees receives a majority vote of the seated members the Admin will declare that Commissioner elected as the Chair. No votes will be taken on any remaining nominees. A tie vote results in a failed nomination. If none of the nominees receive a majority vote the Admin will call for nominations again and repeat the process until a single candidate receives a majority vote. Upon election the Chair will conduct the election for Vice-Chair following the same process.

Should the Chair be vacated prior to the completion of the Term, the Vice-Chair will assume the duties and responsibilities of the Chair for the remainder of the Term. The Chair will then conduct elections for a new Vice-Chair.

Should the Vice-Chair be vacated prior to the completion of the Term, the Chair will conduct elections for a new Vice-Chair to serve out the remainder of the Term.

Time spent fulfilling a vacated Term shall not count towards the two consecutive Term limit for Chair and Vice-Chair.

Article V Meetings

All Commission meetings shall comply with the requirements of the Open Public Meetings Act RCW 42.30. All meetings shall be noticed and open to the public.

A. Schedule

The Commission shall hold regular meetings according to the following schedule: The first Thursday of each month. The meetings shall begin at 5:15 p.m. unless modified. Should a regular meeting day be a legal holiday, the scheduled meeting shall be postponed to the succeeding Thursday, unless a majority of the Commission votes to select another day or to cancel the meeting.

Any Commission meeting may be canceled by a majority vote or consensus of the Commission. The Chair or Vice-Chair may cancel a meeting for lack of agenda items or lack of a quorum.

B. Special Meetings

Special meetings may be held by the Commission subject to notice requirements prescribed by State law. Special meetings may be called by the Chair, the City Council, or the Mayor, or by the written request of any three (3) Commissioners by written notice emailed or delivered to each member of the Commission at least 24 hours before the time specified for the proposed meeting.

Special meeting called shall state the subject(s) to be considered and not subject other than those specified in the notice shall be considered. No special meetings shall be scheduled between November 15th and the end of the year. The agenda for a special meeting need not conform to the Order of Business in Section C of this Article.

C. Order of Business

The order of business for each regular meeting of the Commission shall be as follows:

1. Call to Order
2. Roll Call
3. Approval of Agenda
4. Approval of Minutes
5. Unfinished Business
6. New Business
7. Reports of Commissioners and Staff/Announcements

8. Agenda for Next Meeting
9. Adjournment

D. Notices

The public shall be notified of the preliminary agenda for the forthcoming Commission meeting by posting a copy of the agenda in the City's Digital Records Center.

Article VI Rules of Meetings

A. Absences

~~Absence from more than three (3) consecutive Commission meetings may be cause for removal. Members shall communicate with the Chair, the Vice Chair or the City Admin staff person with requests for an excused absence in the event they will miss three (3) or more consecutive meetings. Emergency requests may be considered. The Chair may approve the absence.~~

B.A. Quorum

At all Commission meetings, the presence of the majority of the currently seated members constitutes a quorum. A quorum is required for the Commission to take any action.

C.B. Rules of Procedure

The current edition of Robert's Rules of Order Newly Revised shall provide the basis for meeting structure and official decisions shall be made by motion and vote of the Commission.

D.C. Meeting Decorum

To provide a fair and efficient forum for the conduct of business at Commission meetings the following rules of decorum shall be observed:

1. No person shall address the Commission without first obtaining recognition from the chair.
2. The Commission may allow comments from members of the public attending Commission meetings by permission of the Chair or majority vote of the Commission members present.
3. If there are a large number of people who wish to speak at a meeting the Chair may limit each speaker to 3-5 minutes of speaking time. If a speaker is representing an organization, the Chair may grant that speaker an additional 5 minutes of speaking time.
4. Once a member of the public has spoken in regard to a specific matter before the Commission, he/she shall not be recognized to speak again until all persons wishing to speak have first been given the opportunity to do so.
5. To aid in the creation of accurate meeting minutes all speakers should provide their first and last name each time they address the Commission.
6. Commission meetings will generally begin at 5:15 p.m. or as indicated on the public notice. Meetings will continue until the agenda items have been completed or until 7:00 p.m. whichever comes first. Continuation of a meeting

beyond 7:00 p.m. requires approval of a motion to extend by a majority vote. If no motion is approved the Chair will continue the meeting to a specific date.

E.D. Voting

In instances where a vote is called for or required, the present majority is sufficient to act (provided a quorum is present). Each member shall have one vote and no proxies shall be allowed. Present members may abstain. The Chair may vote on any issue and shall vote in the event of a tie. No action is taken if the Chair votes and the tie continues. A majority vote shall carry and minority opinions ~~shall may~~ be formally ~~registered-included~~ in the minutes ~~and report to the City Council~~.

F.E. Adjournment/Recess/Continuations

Meetings shall be adjourned by a majority vote of the Commission or by the chair when it appears that there is no further business.

The Commission may, by majority vote or consensus, recess for a short break. The proposal to recess may set a time limit or can be until the Chair calls the meeting back to order.

Continuations of meetings shall be to a definite time and place by the majority vote of present Commission members.

Article VII Code of Ethics

Members of the Commission shall fully comply with RCW 42.23 Code of Ethics for Municipal Officers and with TMC 2.95 Code of Ethics for Employees and Appointed Officials.

Article VIII Amendments

These Bylaws may be amended or repealed and new Bylaws may be adopted at any regular meeting or special meeting by a majority of the vote of the membership. A copy of the proposed Bylaws or amendments thereto, shall be furnished to each member at least three (3) days prior to the date of the meeting. All amendments to the Bylaws shall be submitted to the Mayor and City Council for their information.

2 Year Terms

<p>Position #1 City Council Representative</p>	<p>KATHY HOUGARDY 14950 57th Avenue South Tukwila, WA 98168 (206) 244-5023 (206) 818-0510 kjhougardy@comcast.net</p>	<p>Term Expiration: December 31, 2017 Appointed: 04/07/2014</p>
<p>Position #2 Education Field Representative (Community Representative if no Education Field Representative)</p>	<p>JONATHAN JOSEPH 14414 46th Ave S. Tukwila, WA 98168 (206) 778-4393 Jonathan.joseph@tukwilawa.gov</p>	<p>Term Expiration: December 31, 2017 Appointed: 09/05/2017</p>
<p>Position #3 Resident or Business Representative</p>	<p>JOAN HERNANDEZ 15224 Sunwood Blvd. Tukwila, WA 98188 (206) 248-0260 cmjoanh@aol.com</p>	<p>Term Expiration: December 31, 2017 Appointed: 07/20/1998</p>
<p>Position #4 City Representative</p>	<p>NORA GIERLOFF 6300 Southcenter Blvd. Tukwila, WA 98188 (206) 433-7141 nora.gierloff@tukwilawa.gov</p>	<p>Term Expiration: December 31, 2018 Appointed: 09/05/2017</p>
<p>Position #5 Education Field Representative</p>	<p>DR. NANCY COOGAN Tukwila School District 4640 S. 144th St. Tukwila, WA 98168 (206) 901-8006 coogann@tukwila.wednet.edu</p>	<p>Term Expiration: December 31, 2018 Appointed:</p>
<p>Position #6 Resident or Business Representative</p>	<p>KARL HENRY 12920 74th Ave S. Seattle, WA 98178 (425) 941-4676 karlhenry123@gmail.com</p>	<p>Term Expiration: December 31, 2018 Appointed: 09/05/2017</p>
<p>Position #7 City Representative</p>	<p>ROY BUSCH 16816 37th Lane S. SeaTac, WA 98188 (206) 387-0196 roy.busch@tukwilawa.gov</p>	<p>Term Expiration: December 31, 2017 Appointed: 09/05/2017</p>

Position #8 Education Field Representative	AARON DRAGANOV 5109 S. 164 th Tukwila, WA 98059 (425) 283-3029 draganova@tukwila.wednet.edu	Term Expiration: December 31, 2017 Appointed: 10/18/2010
Position #9 Resident or Business Representative	DAT TRAN 12258 48th Avenue South Tukwila Washington 98178 (206) 370-4748 trantandat@juno.com	Term Expiration: December 31, 2018 Appointed:
Student Representative	VACANT	Term Expiration: Minimum one year, maximum four, or until graduation, whichever comes first. Appointed:



CITY OF TUKWILA EQUITY POLICY 2017

I. BACKGROUND AND OVERVIEW

The Mayor, Council, and staff of the City of Tukwila have a strong commitment to equity in city government, and they desire that all residents, visitors and employees have the opportunity to reach their full potential. Societal, environmental and legal factors, both historic and present-day, have resulted in inequitable access to opportunities and services for some individuals and groups of people. These include but are not limited to:

- Age
- Physical and/or Cognitive Disability
- Economic Status
- Gender
- National Origin/Language
- Race and/or Ethnicity
- Religion
- Sexual Orientation

The City of Tukwila values its rich diversity. The majority of people who live in Tukwila are people of color, and 40% were born in a country other than the United States. More than 80 languages are spoken in our schools, and 50% of Tukwila households speak a language other than English at home. We benefit from friends and neighbors with different perspectives and cultures, the variety of businesses owned by immigrants and refugees, and the community forged by sharing foods from around the world.

While we celebrate Tukwila, we recognize that many in our community do not have equitable access to services, government, education, employment and other opportunities toward a better future. More than 20% of our population does not have health insurance, and Tukwila's median household income is 40% of King County's. 23% of Tukwila households live below the poverty line, and more than 10% of students in the Tukwila School District currently experience homelessness.

We recognize the role that government can play in breaking down barriers to equitable access to opportunities. The City's Strategic Plan, adopted in 2012, provides us the guideposts for our work on behalf of our residents, businesses and guests, and emphasizes partnerships and collaboration. One of the goals -- *A Solid Foundation for All Tukwila Residents* -- clearly calls for equitable access to opportunity for Tukwila residents and serves as the foundation of this equity policy.

Though we fully acknowledge we have more work to do, the City has made many strides toward equity. We are proud of our successes and, in some cases, our leadership around identifying and implementing policies and programs to promote equity. We also realize that we as a city government have a much longer journey to take in our efforts to be truly equitable in the delivery of all City services.

II. PURPOSE

The purpose of this policy is to provide guidance to City elected officials, staff, boards and commissions, partners, residents, businesses and guests on how the City of Tukwila will actively promote equitable access to opportunities and services.

III. DEFINITION OF EQUITY

Equity: Eliminating systemic barriers and providing fair access to programs, services and opportunities to achieve social, civic and economic justice within the City of Tukwila.

IV. POLICY GOALS

In order to achieve equitable access to opportunities and services in the City of Tukwila, the City adopts the following goals.

1. **Our City workforce reflects our community.**

The City will identify strategies around recruitment and hiring, and personnel policies that provide equitable opportunities for existing employees, and support City's long-term goal that its workforce reflect the evolving make-up of the community.

2. **Community outreach and engagement is relevant, intentional, inclusive, consistent and ongoing.**

The City often has important information to share with the community, and often seeks dialogue with the community. The City will create a community outreach and engagement toolkit to enable inclusive public engagement that all departments will use when seeking community participation.

3. **All residents and visitors receive equitable delivery of City services.**

The City will identify strategies that facilitate equitable access to current and future City services and facilities, regardless of race/ethnicity, language, ability, gender, age, family status, geography, and mode of transportation.

4. **City government is committed to equity in the decision-making process.**

The City will identify strategies to facilitate equitable access to decision-making, where the decisions themselves -- and the process and context in which they are made -- are transparent.

5. Equity serves as a core value for all long-term plans moving forward.

The City will develop and implement an equity toolkit for City staff, consultants, and partners that will provide guidance for the equitable physical development of the city, and other activities. This goal applies to plans such as but not limited to the Comprehensive Plan, transportation, infrastructure, strategic plans, etc.

6. The City will build capacity around equity within City government and the broader community.

The City will resource this policy through activities such as but not limited to regular trainings and workshops, both internal and public, and establishing an Equity Policy Implementation Committee.

V. IMPLEMENTATION

The City will be accountable for assessing a baseline, developing an implementation plan, and reporting measurable progress in meeting each of these goals.

1. Equity Policy Implementation and Evaluation Committee

The City will establish a committee that will be responsible for setting baselines, developing the implementation plan, and reporting measurable progress in meeting the goals of this policy. The implementation plan should specify staff leads responsible for key elements of the work, and include how the work will be distributed throughout the agency.

2. Equity and Social Justice Commission

The Equity and Social Justice Commission will monitor the work of the Implementation and Evaluation Committee, and provide information to the committee, as well as the Council as to the progress of the policy's implementation.

3. Timeline

The timeline for developing the implementation plan is one year from the adoption of this policy.

EQUITY & DIVERSITY COMMISSION

REQUEST FOR FINANCIAL ASSISTANCE*

***Requests should be submitted no later than 60 days prior to the date needed.**

Applicant/Contact Information

Applicant Name: King County Communities of Opportunity;
(Applying Organization or Individual) WorkSource Seattle-King County Today's Date: 8/31/2017

Address: 516 Third Ave
Street Address Seattle WA 98104
City *State* *ZIP Code*

Contact Person: Dan Bernard
Communities of Opportunity WorkSource Integration
Title: Manager Phone: (206) 477-7005

Funding Request

Amount Requested: \$750 Date Needed*: 9/21/2017
**No later than 60 days prior*

Describe, in detail, how these funds will be utilized. Attach additional sheets as needed:

These funds may be used to support translation and interpretation services or food/refreshments for the Diversity in Construction Trades Apprenticeship Program Fair at Foster High School on September 21, 2017 from 5:30- 8 pm. Partners include:

- City of Tukwila
- Tukwila School District
- King County
- Communities of Opportunity SeaTac/Tukwila
- WorkSource Seattle-King County
- Global to Local
- Partner in Employment

How does your request for funding align with the Equity & Social Justice Commission Goals? (See back)

This event seeks to promote diversity in the construction trades by connecting people of color, women, and youth to local apprenticeship programs. The flyer has been translated into 7 languages, and registered attendees have requested interpretation services at the event.

Reinvestment Commitment

The Equity & Social Justice Commission is committed to the reinvestment of services. If you receive funding from the Commission how do you prefer to reinvest your time and/or services to the Commission? *(check all that apply)*

- Volunteer to provide translation services. *Please list languages:*
- Attend monthly Commission meetings for *(insert number)* _____ months.
- Perform *(insert number)* _____ hours of community service by volunteering to *(please describe):*
- Other, please describe: The mission of Communities of Opportunity is: "Creating greater health, social, economic and racial equity I King County so that all people thrive and prosper, regardless of race of place.)"

Thank you for your commitment to 2009-10 Equity and Diversity Program Goals.

Return completed forms to:
City of Tukwila
Equity & Diversity Commission
6200 Southcenter Boulevard
Tukwila, Washington 98188

Equity & Social Justice Commission

GOALS

1. Events and activities that promote understanding that accepts, celebrates, and appreciates diversity within the community.
2. Resources for the community by that provide information and educational forums that will facilitate a better understanding and awareness of social justice and human rights.
3. Opportunities to increase equity and social justice awareness and promote social justice programs.

**Looking to Change or Start Your Career?
Ready to Earn \$\$\$ While You Learn?
Your Future Starts Here!**

Diversity & Inclusion Industry Panel & Resource Event
Apprenticeship Pathways to Construction Careers

Thursday, Sept 21, 2017

Foster High School Auditorium
4242 South 144th St.
Tukwila, WA 98168

Featuring:

- 10+ Apprenticeship/Pre-Apprenticeship programs
- Construction Industry Employer Panel
- Diversity Panel of Apprentices/Journey Workers
- Highline Schools' Puget Sound Skills Center
- King County Priority Hire program
- Employment and Resource Providers

LIMITED SPACE!!

**See ALL Participating Programs and
REGISTER ONLINE TODAY @**

www.diversityinconstruction.eventbrite.com

Networking & Sandwiches @ 5:30pm

Program @ 6:00pm – 8:00pm



**Come meet & hear directly from
apprentices, industry employers,
and apprenticeship
programs about exciting
opportunities and resources for
more Women, People of Color,
and Youth to enter our local
construction workforce**

All are Welcome!

**Language Interpretation Services
Available Upon Request**

WorkSource is an equal-opportunity partnership of organizations that provide employment and training services. Auxiliary aids and services are available upon request to people with disabilities. Washington Relay Service: 711.

Event Partners



Tukwila
SCHOOL DISTRICT