



Tukwila Equity and Social Justice Commission

City of Tukwila – City Hall

6200 Southcenter Boulevard, Tukwila, WA 98188

NOTICE IS HEREBY GIVEN that the Equity and Social Justice Commission meeting will be held on **August 3, 2023, at 5:30PM.**

Join the meeting video on your computer or mobile app: [Click here to join the meeting](#)
Participate in the meeting by phone: **253-292-9750**, Phone Conference ID: 986 969 249#

For in-person, please join us at **5:30PM**
Tukwila Justice Center, 15005 Tukwila International Blvd, Tukwila, WA 98188

For assistance during the meeting, please call Jo Anderson, Equity and Social Justice Staff Liaison, at **206-658-7849**

MEETING AGENDA

Thursday, August 3, 2023 – 5:30PM

I Call to Order

II Introduction (2 minutes)

III Approval of Agenda (2 minutes)

IV Approval of Minutes, July 6, 2023 (2 minutes)

V Written Public Comments

VI Business Items

- Icebreaker Activity for Commissioners to Continue to Get to Know One Another

COMMISSION ACTION ITEM: Learn more about other Commissioners.

- Boards & Commissions Equity Training Update, Joel Bush

COMMISSION ACTION ITEM: Finalize training facilitator and date for the training.

- Comprehensive Plan Update - Focus on Middle Housing, Neil Tabor

COMMISSION ACTION ITEM: Learn about information collected to date and provide requested input.



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COMMISSION ACTION ITEM:

VII Miscellaneous

VIII Adjournment



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MEETING MINUTES

Thursday, July 6, 2023 – 5:30PM

ATTENDEES:

Dennis Nguyen

Perri Doll

Joe Duffie

Kristen Schwabe-Fry

Trish Kinlow

Jo Anderson

Derek Speck

I Call to Order

II Introduction (2 minutes)

III Approval of Agenda (2 minutes)

IV Approval of Minutes, June 1, 2023 (2 minutes)

V Business Items

- Get to know your fellow Commissioners.
Commissioners shared something about themselves.
- Boards & Commissions Equity Training Update, Jo Anderson

Commissioners moved to proceed with Benita Horn as the facilitator on the condition that a training proposal is received, reviewed, and approved. Benita's fees are within budget. Jo will obtain a proposal in advance of the next ESJC meeting and look into the possibility of funding for a working lunch as a part of the training. The training will take place in-person on either Saturday, September 30 or Saturday, October 7, morning or afternoon timeframe to be determined. and will be open to all City of Tukwila Board and Commission members.

- Economic Development Strategic Plan Update

Derek Speck, Economic Development Administrator, provided an overview of the methodology and information collected from community members and stakeholders. Working with consultants from Community Attributes, Inc., he shared findings including individual responses as well as emerging themes. Derek will share the unedited



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qualitative data and a draft report outlining a vision and goals for Tukwila's future economy.

VI Miscellaneous

- Jo shared information about the successful Juneteenth Celebration and that a community leader reached out about the possibility of a regional celebration in 2024.
- Jo shared that the 2023 Summer High School Internship Program begins with an orientation on Monday, July 10.

VII Adjournment

B&C Equity Training with Benita Horn (information collected via a phone conversation)

Possible Dates: Saturday, September 16 (Rosh Hashanah), 23 (Yom Kippur), 30; October 7, 14

Recommended Format: 10am – 2pm; including working lunch (ESJC provides lunch)

Benita's Standard Fee: \$650/hour (negotiable) for presentation; \$275/hour (negotiable) for prep, recommends 2-3 hours = up to \$3,425 in training fees

Example Topics:

1. Examining Implicit Bias
2. Practical application, e.g. normalizing questions and conversations regarding equity in recommendations



Cultures Connecting

Addressing Race Relations in the 21st Century

PROPOSAL City of Tukwila

June 20, 2023

Jo Anderson
City of Tukwila
6200 Southcenter Blvd
Seattle, WA 98188

Re: Proposal to provide DEI Belonging workshop for Commissioners and Board

Good morning, Jo:

It was a pleasure connecting with you and hearing about the work that is taking place within the City of Tukwila. Thank you for the opportunity to submit this request to work its leaders.

My understanding, based on our conversation, is that the Equity and Social Justice Commission is seeking to provide a half day in person session sometime in September or October on a Saturday. Included in this proposal is a description of the recommended workshop, costs, logistics, and next steps. If the below workshop is not what you are seeking, please let me know and we can discuss other options. I've also included a separate document that tells you more about Cultures Connecting.

Cultures Connecting takes a human centered approach. We recognize the fears, worries, and concerns that come with leaning into courageous conversations about race. Meeting leaders where they are rather than shaming or blaming them into understanding is central to our Foundational Beliefs around Diversity, Equity, Inclusions, and Belonging (DEIB).

If you have questions or other ideas, and would like to discuss this in further detail, feel free to reach out to me at caprice.hollins@culturesconnecting.com to schedule a time to talk.

Respectfully,

Caprice D Hollins, Psy.D.
Co-Founder
Cultures Connecting, LLC



Cultures Connecting

Addressing Race Relations in the 21st Century

Workshop Descriptions

Framework for Social Justice: Addressing Race Relations in the 21st Century

In this session, participants learn a framework and common language for developing an equity lens. We explore what we all need to do to effectively engage across cultures and undo systems of oppression. This framework considers the importance of deepening awareness of self—moving from color blindness to racial cognizance; increasing knowledge of others and their experiences with systems of oppression; developing skills to effectively engage across cultures; and advocating and taking action to dismantle institutional racism and other forms of oppression.

Objectives—Participants will:

- 1) Gain shared understanding of key terms.
- 2) Learn a framework for the work needed to engage effectively across cultures and undo systems of oppression.
- 3) Begin to explore how they were socialized around race, racism, and race relations.

Cost

All workshops are based on half day or full day fees. We do not charge hourly. Half day sessions are 3 hours. This includes a 15-minute break. Our fees include prep time, ongoing use of our power point and handouts, and travel within King County. We have an equity model that takes into consideration different costs for nonprofit versus for profit organizations. You arrange the location of the workshop. The facilitator will arrive 30-45 minutes early to set up the room.

The in-person fee for a half-day session on Saturday is \$6,500.

Policies and Practices

Leading with Race

We use race as a model to guide people through diversity, equity, inclusion, and belonging (DEIB) work. While our focus is on race, what participants learn will apply to age, ability, gender, sexual orientation, class, socio economic status, religion, and other marginalized group experiences.

Recording the Session

Any recording of a session must be discussed with the facilitator in advance and must have the consent of all participants. There is an additional fee in most cases depending on usage.

Cancellations

Cultures Connecting has a 45-day cancellation policy. Once the date is confirmed by both parties, we will hold this date for you. If you cancel with the 45 days, you will be billed for half the cost of the workshop. This is not a credit towards rebooking but rather the fee for loss of work. Exceptions are made for cancellations outside of your control due to e.g., weather, COVID, etc.



Cultures Connecting

Addressing Race Relations in the 21st Century

Next Steps: Scheduling

If you decide to work with Cultures Connecting, the next step is determining the date. There are many ways scheduling can work. Most importantly, we want to make it work for you. Once you decide to move forward with Cultures Connecting, consider the following:

- ✚ How many workshops would you like to have?
- ✚ Do you want half-day or full-day workshops or a combination?
- ✚ Do you want the sessions to be done in person or virtually or a combination?
- ✚ Which days of the week work best for you? What month(s)?
- ✚ Do you want the sessions to occur on consecutive days, once a week, once a month, every other month, or quarterly?
- ✚ How many people will be participating?
- ✚ After you determine the above, reach out to us to schedule dates. Once we know the month and days of the week that work best for you, we will provide you with all our availability for you to choose from.



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COUNCIL AND SUBCOMMITTEE MEETING SCHEDULE

<i>FIN</i>	Finance & Governance Committee	<u>2nd and 4th Mondays</u>	5:30 PM
<i>PCD</i>	Planning & Community Development Committee	1 st and 3 rd Mondays	5:30 PM
<i>TIS</i>	Transportation & Infrastructure Services Committee	1 st and 3 rd Mondays	5:30 PM
<i>CSS</i>	Community Services & Safety Committee	2 nd and 4 th Mondays	5:30 PM
<i>REG</i>	Regular Council Meeting	1 st and 3 rd Mondays	7:00 PM
<i>C.O.W.</i>	Committee of the Whole	<u>2nd and 4th Mondays</u>	7:00 PM

** Note – the Council traditionally does not hold meetings in the last half of December.*

The City of Tukwila offers hybrid format for its Council and Committee meetings. Those wishing to join the meetings electronically may access them with the information below. Those wishing to attend in person should visit:

- **Regular Council** and **Committee of the Whole** Meetings: Tukwila City Hall Council Chambers – 6200 Southcenter Boulevard
- **Planning & Community Development** and **Community Services & Safety** committee meetings: Hazelnut Conference Room – 6200 Southcenter Boulevard (knock on door to the east)
- **Finance & Safety** and **Transportation and Infrastructure Services** committee meetings: Duwamish Conference Room – 6300 Southcenter Boulevard (second floor, down the hall on the right)



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CITY COUNCIL REGULAR & COMMITTEE OF THE WHOLE MEETINGS

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 670077847#

To view the meeting, [Join Microsoft Teams Meeting](#)

Those wishing to provide public comments may verbally address the City Council both onsite at Tukwila City Hall or via phone or Microsoft Teams for up to 5 minutes for items both on and not on the meeting agenda. To provide comment via phone or Microsoft Teams, please email citycouncil@tukwilawa.gov with your name and topic by 5:00 p.m. on the meeting date. Please clearly indicate that your message is for public comment during the meeting, and you will receive further instructions.



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PLANNING & COMMUNITY DEVELOPMENT COMMITTEE

1st Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 225 526 605#

To view the meeting, [Click here to join the meeting](#)

3rd Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 604 773 150#

To view the meeting: [Click here to join the meeting](#)

TRANSPORTATION & INFRASTRUCTURE SERVICES COMMITTEE

1st Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 439 818 817#

To view the meeting: [Click here to join the meeting](#)

3rd Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 478 777 930#

To view the meeting: [Click here to join the meeting](#)



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FINANCE & GOVERNANCE COMMITTEE

2nd Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 965 223 169#

To view the meeting, [Click here to join the meeting](#)

4th Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 313 004 383#

To view the meeting: [Click here to join the meeting](#)

COMMUNITY SERVICES & SAFETY COMMITTEE

2nd Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 912 764 861#

To view the meeting, [Click here to join the meeting](#)

4th Monday of the month:

To listen to the meeting, dial: 1-253-292-9750, ACCESS CODE 944 274 640#

To view the meeting: [Click here to join the meeting](#)