

Minutes of the

MEETING OF THE EQUITY ADVISORY COMMITTEE

Tuesday, October 18, 2016

Committee Members Present: Co-Chair; Edward Reynoso, Sindy Garcia Morales, Ruthie Johnson, David Ketrosier, Tie Oei, Kadra Abdi, Kimberly Carpenter, Rebecca Stratton, Elham Ashkar, Deb Barber, Metric Giles, Leslie Redmond

Committee Members Absent: Co-Chair; Acooa Ellis, Steven Chavez, Ishmael Israel, Vayong Moua, Jennifer Munt, Shirley Cain, Nelima Sitati Munene, Claudia Cody, Leon Rodrigues

CALL TO ORDER

Committee Co-Chair Reynoso called the regular meeting of the Council's Equity Advisory Committee to order at 6:06 p.m. on Tuesday, October 18, 2016.

APPROVAL OF AGENDA AND MINUTES

Approval of the agenda and minutes was moved by Rebecca Stratton, and seconded by Tie Oei.

THRIVE LENS PRESENTATION

Lesley Kandaras, Enterprise Initiatives Manager, and Planning Analyst Dan Marckel presented about the Thrive Lens, which is an instrument with the purpose of operationalizing the principles and outcomes of Thrive MSP 2040. It is designed as a way to engage and improve policy implementation so that Thrive MSP 2040 is aligned with the day-to-day work being done at the Council. This is achieved through a worksheet that Council staff would fill out addressing how their particular project or policy would answer certain questions about the outcomes outlined in Thrive MSP 2040. The Thrive Lens has been piloted in the Council's Management Committee, and is still in its infancy stages

A brief Q&A followed this presentation:

1. What is in place to make sure there is accountability for policies tackling all five outcomes?

The Thrive Lens is still in its early stages so there aren't too many defined measures yet, but some are being introduced for staff. For example, in some departments of the Council, job performance reviews also address how the employee's work impacts the five outcomes of Thrive.

2. How will Council staff know concerns of different (e.g. Somali, disability etc.) communities?

The Council's Public Engagement Plan discusses most of how the Council will invite people into the process. However, the Council is learning slowly, and still needs advice as to how these concerns can be brought into the process through the Thrive Lens.

3. The intentions of the Thrive Lens are good, but they can get lost in the implementation phases when the work passes down to the communities of the region. It is important that this initiative holds weight so that it is implemented and is reflective of the community.
4. Measures of success won't be the same for all areas of the region, and this should be addressed in the Equity Lens worksheet.
5. When the Thrive Lens uses the term "Environment," what does it mean? What does it mean about "environmental sustainability"?

This term refers to water, natural resources etc., and the Council's effort to protect the region's vitality through preserving these resources.

Lesley and Dan then invited members of the committee to contact them if they were interested in providing more input on the Thrive Lens as it continues its formation process.

WORLD CAFÉ RESULTS

Sindy Garcia Morales and Ruthie Johnson walked through the World Café results document that showed the commonalities between what committee members discussed at the October 4th Meeting. There were outlined common themes throughout the three rounds of discussion, all summarized in [the results document](#).

Discussion then followed about what committee members felt was missing, not fairly represented, or required some tweaking. The discussion included the following topics:

- Committee meetings should have 5-10 minutes allocated for public comment from members of the community
- If the committee is hoping for partnership between community members and Council members, there should be equal access to speak and common trust
- There should be balance between Council members and community members
- The committee should be wary of people feeling silenced in committee discussions, and the impact that the balance of power could have in that happening

Sindy and Ruthie then led discussion around the committee's bylaws, which included discussion about how to handle member absences, voting procedures, and Robert's rules of order:

- Changing existing language to allow for excused absences to include family and work emergencies, and notice to Council staff of an absence no later than one day after a committee meeting.
- Accountability is important, as well as keeping people at the table.
- An unexcused absence should include only a "no-call, no-show" situation for a meeting
- Since the committee was originally intended to meet once a month, bylaw provisions on bylaws should be adopted only after the work plan is completed. Absences should be more tolerable with the meetings taking place at additional frequency
- When it comes to committee votes, should only those present be able to vote, or are there a way to include those who are absent?
 - Should there be proxy voting?
 - How does voting allow for accountability of absences?
 - Creates a more informed vote for people who are present
 - Can someone call in to a meeting and attend remotely?
- Agendas could note what items require a vote in advance, so people who are absent could vote potentially vote before the meeting
- The committee could use a modified version of Robert's Rules of Order, emphasizing it when going through votes or official recommendations, but less so for discussion
 - The Council is offering training on Robert's Rules for members of advisory committees
 - There is also an opportunity to partner with Nexus Community Partners for a similar training
 - Roberts rules of order could also help committee members prepare for serving on other committees
- There could be time allocated on the agenda for updates from Council members, as well as community members, so everyone is kept up to date with what is happening
 - However, this should be time limited to move through the meeting's agenda.

The committee ended with consensus on three items, and specified one item to be looked into further:

Consensus:

- Excused Absences should include injury, illness, family or work related emergencies, or that the committee member notified the Council staff person responsible for administration of the advisory

committee of the reason of the absence, prior to the committee meeting, but not later than one day after the meeting

- Robert's Rules of Order should be used for recommendations and voting, but not for committee discussions of issues.
- There should be a time for Council Members to check in with the committee about items being discussed at the council.

To be looked into:

- Absentee voting and it's legal practicality
- Optional training for Robert's Rules of Order

In an effort to include absent committee members, the committee determined that an email be sent out with a deadline of October 21st for further input on these ideas.

ADJOURNMENT

Business completed, the meeting adjourned at 8:20 p.m.

Kevin Murphy
Recording Secretary