



Thurston County Council on Racial Equity and Inclusion

Wednesday, September 14, 2022

5:30pm to 7:30pm

Building 1, Room 280

Meeting Minutes

Attendees:

Council Members: Evelyn Clark, Jason Clark, Tabissa Gainey, Auzimuth Jackson, Keoki Kauanoe, Juliet Lawson-Hall, Marlon Wakefield

Public: None

Meeting began at 5:30pm.

Agenda Item 1: County DEI Overview: Nicole Miller, Racial Equity Program Manager gave an overview of the work the county has been engaging in (see attached list). The council was also informed of the activities facilitated internally, including the internal work group, the groups focusing on diverse recruitment/retention, mentoring/internship programs, and training/onboarding, monthly lunch and learns, book clubs, and building relationships with community.



2022 DEIB
Summary_.docx

Agenda Item 2: Racism as a Health Care Crisis in Thurston County: Mary Ann O'Garro had to postpone her presentation to the board based on an unexpected illness. Item moved to October Agenda.

Agenda Item 3: Council Operating Procedures: Discussion began with a discussion of examples of what the Lacey and Olympia commissions are working on, such as taking complaints, writing policy on flag flying, language access policy, etc. The council wants there to be an educational focus and wondered about training/learning opportunities. They had the following questions:

- Where does any surplus budget money go?
- What has happened to HR training budget since there hasn't been in person training during pandemic?

Council member Lawson-Hall mentioned Timberland Regional Libraries training catalog through Linked In and also their monthly heritage calendar. Discussion of council members participating in a 21 Day Race Equity Challenge – Council member Kauanoe informed the council that Erin

Jones has an interactive 21 Day Equity Challenge that she has developed (is there interest in paying for this in 2024?)

To support the work of the council – the following was discussed:

- County provided emails like Lacey/Olympia equity council – this allows them to separate Council work from their personal email when responding to the public. The public has already begun to ask for interaction with the council.
- Nicole Miller, RE Program Manager will take minutes and create agenda.
- Agenda will go out a week in advance, with minutes from the previous meeting included.
- Roberts Rules of Order
- Name tents for in person meetings

Council discussion about a Chairperson/Vice Chair or Co-Chair model. Council member Lawson-Hall and Council member Gainey both voiced interest in Co-Chairing the council. Motion to approve Juliet Lawson-Hall and Tabissa Gainey as Co-Chairs for the council was made and seconded, with no abstentions. The vote to approve was unanimous.

Council discussion finalizing the structure of the meetings.

- Meet Once a Month – mix of in person and virtual
- Next meeting – October 21, 2022 via Zoom from 5pm to 7pm
- Co-Chair Model
- Approve by quorum
- Land Acknowledgement at beginning of meeting
- Setting a good tone – Mission Moment at the beginning – spotlighting stories that uplift communities

Ideas and possible next steps discussed:

- County Manager's Vision for their work – he will be invited to October meeting
- Information from Department Leaders – needs driven
- Update on the Equity Data Dashboard
- DEIB Audit/Organizational Inventory
- Survey Data – what departments had the highest/lowest participation
- Council will continue to engage with and talk with community members of color about the work
- Council members Jason Clark and Auzimuth Jackson will work together to present a draft charter to the group at the October meeting.

Meeting Adjourned at 7:35pm

Next Meeting: October 21, 2022 via Zoom 5pm – 7pm

