

Council for Human Rights Retreat

Sunday, January 12, 2020

9:30 am – 3:30 pm, Eagles Nest at the Kitsap County Fairgrounds

9 - 9:30 am - Arrivals, getting settled

9:30 am - Begin;

9:30 – 9:50 am Welcome; Review Mission Statement - The mission of the Kitsap County Council for Human Rights is twofold:

- Advise county government and Kitsap County residents on issues related to discrimination, violence, and harassment based on race or national origin, religion, age, gender, gender expression, sexual orientation, disability, or economic status;
- Promote the equitable treatment of all citizens and reduce prejudice through the development of prevention policies, education, resource, referrals, and advocacy.
- Overview of the day's agenda and meeting space
- A Reminder from the Council Chair (Marcie): Reminder that, as a group, our diversity is our strength; We need to be able to make decisions with each other, without expecting that we all agree all the time. We all have activities with which we participate and we are not all expected to do it all.
- Group Agreements for the Day: Phones off; respect each other; one speaker at a time; model/support self care; ask for clarification when needed; be mindful of time; allow for organic conversation; quiet space is good; be aware of new possibilities; allow for group evolution; be willing to listen;

9:50 – 10:15 am - Council members check in, include why we serve and what other groups we are involved in. (< 2 mins each)

Brief discussion about the pushback we feel/see about our council and our work.

10:15 – 11:00 am - Group discussion (Annie facilitates)

What are human rights? (Idea is to better understand where we are each coming from, rather than for us to completely agree on a definition) Looking at intersectionality of our issues - they interact and support each other; Privileges we hold; education, white privilege; need for awareness; opportunity to speak from my own experience; being documented holds its own privilege;

Human rights [morals] [what we are born with - natural right to exist as a human] [crosses political lines] vs Civil Rights [recognized in law] [can change]

Power struggles: tug of war: class/race/gender/etc. \$\$ vs people -the fight to maintain power, privilege

11:00 – 12:00 pm - Expectations and accountability (Airen facilitates)

We review our mission, bylaws, history, processes, expectations, and our commitment as a Council and as individual members: There is power in our vulnerability. What does this mean to you: “the ends justify the means” ???justification for doing wrong against others; survival - meeting basic needs; cut-

throat; thoughtlessness; rationalization (expediency); vigilante justice; single perspective, not whole picture; mindset that you are right; exception, outside the rules;

“the ‘how’ is the ‘what’”: level of privilege determines what I get and how I get it; curiosity; process and it’s relationship to what we’re working toward; ‘what’ is shared purpose; ‘how’ = process;

The how and what should be in alignment. Be the change you want to see. We have some authority. How do we want to use it as a Council?

Start from a point of personal vulnerability. As a collective, what is a point fo vulnerability? Grounding our work.

Fear of speaking up is tied in with trauma; navigating what is actual threat; Acknowledgement of mental health - expression of emotion as sexism; moving from feeling of invincibility to victim of trauma; fear of judgement; passion comes out as anger; diminish what we want to say because of group around us; professionalism doesn’t preclude emotions; variable participation; different ways of seeing how things “should” work; process/learning styles differ;

Group work: majority white group; knowing we have intense critic and sharing ways to rock the boat; Professionalism-how does it impact our process? Look beyond what we’ve always done -what it means to be a group;

How are we as a collective? How is our process? How does it serve/embody (or not) our purpose? We are accepting of each other; open listening; over communication; do we have balance between Roberts Rules of order (Bob’s rules) and organic conversations; we haven’t named our meeting process. We don’t always take initiative when we could. off-topic/ time keeper? Seems very formal; more skills available in group;

How?? Promoting equity

Reducing prejudice

Advising [education, information, collaboration, humility]

How are we accountable for doing these things?

12:00 – 12:30 pm - Lunch (Order pizza and salads, plus whatever folks bring to share). Thank you Rebecca for calling in the order and picking it up and delivering to us!!!!

12:30 – 1:00 pm - Review minutes from 2019 retreat and our 2019 Work Plan (Carrie facilitates)– what worked, what do we want to change? Looking at what happened last year, working with community groups was helpful. Topical forums - did not happen last year for multiple reasons. What is the impact of our activities? Are we only ‘preaching to the choir’ with forums? Item 6 researching viability, focus, and format of human rights reports - Brandy is interested in pursuing this.

1:00 – 1:45 pm - Envisioning 2020 – Election and Census both happening this year. (Airen facilitates) We will do some brainstorming about what we want our 2020 work to look like. (Include discussion of renewing our committee on a Human Rights Report (Brandy wants to talk about this one)). We have found value in attending community events to get our message out to more people. How do the event goals fit with our mission? Can we benefit by attending forums presented by other groups and bringing

that information back to the group? We have a big skill set within our council. How can we reach out to those who see us as enemies? Going into the community to learn may reach more people - meet where people already congregate. Reach out to other groups and ask if members of our council can attend their meetings. Can we be a resource for referrals and research?

Explore on our plate

Take off table

Attend forums/events put on by other groups, on behalf of KCCH. presenting our own forums

Wear our name tags to more events

less rigidity/formal for public -need more

diversity

*E Offering community a resource for education, advocacy, [process]

*E Offering workshops from specific member's skill sets

*A Progress by report committee

*E *R *A Conference

*E *R On line calendar of human rights events [can be outreach]

*A Engage with commissioners more -share our work with them

*E Partner with arts groups ie enlighten

*E Identify realms where we want/need more information individually and as group

*E Articulate & plan for group culture [our voice as a group]

*R/Referral Continue deepening accountability to and engagement with community groups

*E Reunion with KCCHR former members

*E How we will educate ourselves

*E Create handouts specific to topics

*A=advise. *E=educate. *R=referral

1:45 – 2:30 pm – Based on our brainstorming, and realistic look at our time/resources, develop our Work Plan – Theme, activities, events, what committees and individual tasking do we need to make it happen? See chart/photo

Some common themes: cooking/networking/writing/education/community/arts

Goal: Why/How it Connects

Priority Status

2020 Retreat

plan for the year completed
Align process with our purpose
walk the talk internally
orient/include everyone
high
educate our selves
keep our focus -embody values of human rights
response preparedness

Conference

educate others high
partnerships/collaboration
resources
leveraging our power for access
outreach/ build connections
Deepen engagement with
build relationships
high

commissioners

be a resource to commissioners
develop their knowledge alongside us
hearing what their learnings are

Learning from community

learn what other groups are doing
high
leadership/organizations on
increasing knowledge

HR Issues

build solidarity
deepen accountability to community
includes attending other meetings/forums

Establish connections with

increase resources/referrals
high
State, Reg, etc Councils/
network to support our work
Commissions on HR
know path for complaint

Issues

support a KCCHR reunion

medium

Plan APPROVED unanimously by those in attendance.

2:30 – 3:00 pm – Review any tasks, next steps.

3:00 – 3:30 pm - Closing thoughts, debrief. Meeting adjourned.

3:30 Retreat ends

The next meeting will be on February 18 - 6:30 pm in Silverdale. Marcie will be flying to a convention so Amanda is designated meeting leader.

Councilor Attendance: P – present T – present by technology E – absent excused U – absent unexcused

?	Name	Position*	?	Name	Position*
P	Maria Fergus	D1 – P1	E	Brandy Williams	D3 – P1
E	Amanda Gardner, Vice Chair	D1 – P2	P	Mollie Moisan	D3 – P2
P	Jim Cash	D1 – P3	P	Stephanie Sayo	D3 – P3
P	Maureen Olson	D1 – P4		Open	D3 – P4
P	Judy Arbogast, Secretary	D2 – P1	P	Marcie Mathis, Council Chair	At-large
P	Carrie La Jeunesse	D2 – P2	P	Brenda Calderon	At-large
	Open	D2 – P3		Open	At-large
P	Airen Lydick	D2 – P4	P	Rebecca Pirtle	County admin

By the end of January we will have 2 more members.

There is a new community space at the Silverdale mall that holds up to 50 people. Rebecca will be checking on the details.