

**AGENDA****12/15/20, Tuesday, 6:30 p.m. – 8:00 p.m., via Zoom**

The mission of the Kitsap County Council for Human Rights is twofold:

1. Advise county government and Kitsap County community 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;
2. Promote the equitable treatment of all people and reduce prejudice through the development of prevention policies, education, resource referrals, and advocacy.

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

?	Name	Position*	?	Name	Position*
	Vacant	D1 – P1	P	Heather Moritz	D3 – P1
	Vacant	D1 – P2	P	Stephanie (Annie) Sayo	D3 – P2
P	Dionne Deschenne, Vice Chair	D1 – P3	E	Mollie Moisan	D3 – P3
P	Jim Cash	D1 – P4	P	Zana Gearllach	D3 – P4
P	Judy Arbogast, Secretary	D2 – P1	P	Brenda Calderon	At-large
P	Janae Jenkins	D2 – P2	P	Marcie Mathis, Council Chair	At-large
P	Carrie La Jeunesse	D2 – P3	P	Rev. Susie Beil	At-large
P	Airen Lydick	D2 – P4	P	Rebecca Pirtle	County admin

\*Note on Positions: District 1 Commissioner is Rob Gelder. Dist. 2 Comm. is Charlotte Garrido. Dist. 3 Comm. is Ed Wolfe.

**Guests in Attendance:**

- 1) Call to Order: Marcie called the meeting to order at 6:32 pm.
- 2) Group Agreements (see page 3): cell phones off; one speaker at a time; take turns; try to seek to understand; allow quiet time; model and support self-care; all participate; respect each other; shared accountability; learn from each other; be open to new ideas;
- 3) Approve Agenda: motion by Judy, Zana 2nd to approve agenda as sent out. Added thank you notes to be sure it isn't missed; agenda approved unanimously;
- 4) Land Acknowledgement Statement: read by Jim;
- 5) Centering moment: next month - Dionne volunteered; Carrie:
- 6) Introductions – Council Members and Guests - no guests this evening;
- 7) Approval of Minutes from November KCCHR Meeting (Thank you Judy!): moved by Jim, 2nd by Dionne to approve minutes as sent [Judy will correct the spelling of Zana] approved unanimously.
- 8) Guest Comments or Announcements (please keep these brief, 2-3 minutes): Rebecca thanked Judy and Airen for their work on the council for the past 6 years. Marcie, Zana, Jim, Susie, Carrie, Annie added their comments;
- 9) Review and discussion about the conference: Thank you notes need to be sent out. Airen has the comment sheets/evaluations. He screen shared information; 258 registrations total; That includes anyone who were participating at all; maximum number was 160 at any one time; 50 evaluations were completed [approx. 1/3]; [160-200 in past years registered]; Having a council member in each session for troubleshooting was critical! Something to add in the future might be a brief introduction of the speaker to get them started. The firm cutoff for each session was very helpful. There are a number of

options for setting the clock/timers. Airen added the reminders: there are 30 minutes left; Rebecca noted that there was more diversity in age and backgrounds this year. Comment: Consider having a virtual option even when live; Great Technology!!! It might have been better to include more youth in the programming this year - especially since they missed the youth rally this year due to COVID; ERACE and BI are compiling lists of groups doing advocacy work. In Local Resource Guide; The evaluation summary will be sent to all Council Members via email along with the link to them. "Tabling"-sharing information from my group(s) was missing. Could it be included in future video events?

Airen has the list of people/contact information for Thank you Notes. Anyone who wants to help? Heather, Susie, Dionne, Carrie volunteered to help.

#### 10) Elections –

- Presentation from Nominating Committee and explanation of how we will vote
- Nominations: From Committee Dionne Deschenne; from the floor [none] for Chair.  
Nominations: from Committee: Susie Beil; from the floor [none] for Vice Chair  
Nominations from the Committee: Annie Sayo; from the floor [none] for Secretary
- **Elected Officers for 2021: Chair: Dionne Deschenne; Vice Chair: Susie Beil; Secretary: Annie Sayo. Congratulations to our new officers!**
- Planning for January Retreat: Are there things "hanging" from the conference that we want to act on this year?? It will have to be a virtual meeting. Normally we get to know each other/ outline the work plan for the year; forums/conference/tasks and time commitments for the year - goals for the year - Dionne will send out a doodle poll about the retreat - those in attendance prefer it be 2 sessions rather than one long day/session. [From previous meetings formalize change to bylaws as reflected in the new mission statement.]

11) Guest Comments or Announcements: Airen will send out information about ML King Weekend - Journey for Justice - lots of activities; ERACE sending out info about Governor's equity plan and wanting to be involved in policy work;

12) Check-Ins (if wanted & if time) Please keep your check-in brief (1-2 minutes) and allow others to check-in without cross talk.

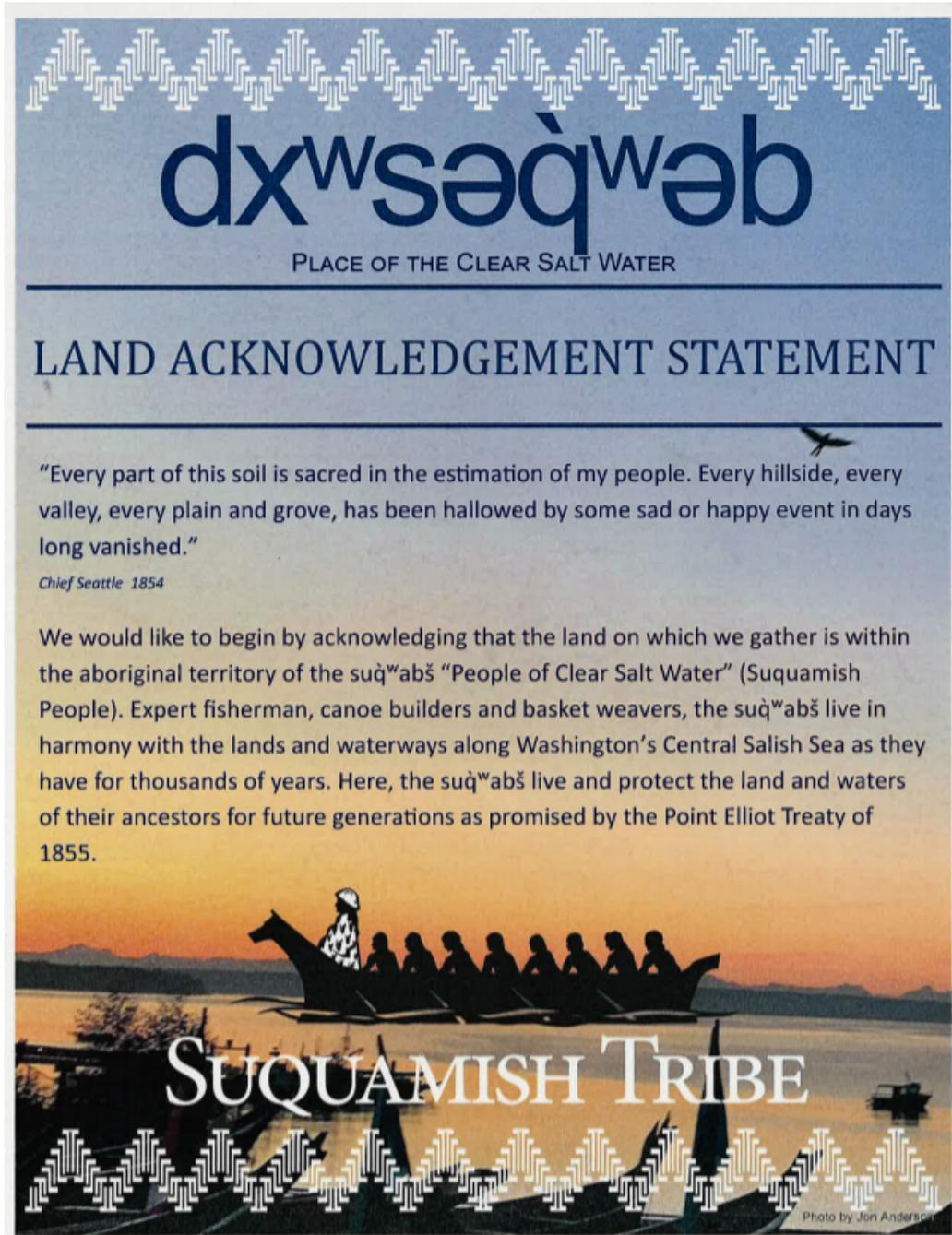
13) Next Meetings: Next Regular Meeting: 6:30 p.m., Tuesday, January 19, 2021 **Plus** retreat TBD via Zoom [possibly a Sat. Am] - Watch for Doodle poll from Dionne.

14) Adjourn; meeting adjourned at 8:20 by Marcie Mathis, outgoing president.

Respectfully submitted,

Judy Arbogast

Secretary [outgoing]



The graphic features a blue background with a white geometric pattern at the top and bottom. The central text is in a dark blue font. Below the title, there is a quote and a paragraph of text. The bottom section shows a silhouette of a canoe with rowers on a sunset background, with the words 'SUQUAMISH TRIBE' in large white letters.

**dx<sup>w</sup>səq<sup>w</sup>əb**  
PLACE OF THE CLEAR SALT WATER

---

## LAND ACKNOWLEDGEMENT STATEMENT

---

“Every part of this soil is sacred in the estimation of my people. Every hillside, every valley, every plain and grove, has been hallowed by some sad or happy event in days long vanished.”  
*Chief Seattle 1854*

We would like to begin by acknowledging that the land on which we gather is within the aboriginal territory of the suq<sup>w</sup>abš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq<sup>w</sup>abš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq<sup>w</sup>abš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.

**SUQUAMISH TRIBE**

Photo by Jon Anderson

## WHAT ARE GROUP AGREEMENTS?

Group Agreements are something that a group usually crafts together. The point of Group Agreements is to articulate and practice ways of being together that align with a group's purpose, shared values, and desire to work in collaboration. Group Agreements generally focus on the ways we treat each other and work together as a collective body. For some groups, Group Agreements are a stand-alone tool. For other groups, Group Agreements are used in tandem with other tools, such as Robert's Rules of Order.

## GROUP AGREEMENTS FROM JAN 2019 RETREAT OF KITSAP COUNTY COUNCIL FOR HUMAN RIGHTS

- Prevent cell phone interference with the meeting. If you can turn it off or silent it, that's great. If you need to keep it on, do so, of course. Just try to mitigate impact on the meeting.
- One speaker at a time, please. This helps make sure everyone can hear and be heard.
- Share the air. Be mindful of time. Both listen and speak with intention to understand.
- Allow for organic conversation. Generative dialogue is part of our collective process too.
- Allow for quiet too. Moments of silence can help us to reflect and gain understanding.
- Model and support self-care. Advocate for your, and others, authentic participation. Ask for clarification (words, concepts, etc.) as needed. Move around, take a break, get a drink, etc.
- Respect our collective and the individuals in it. There are multiple perspectives, world views, and truths present among us. Also, we have a shared accountability to our KCCHR Mission.
- Learn from history and be open to possibilities. Acknowledge past trends of KCCHR. Also, be open to new ideas, skills, and energy coming to KCCHR. Allow for group development.