

Minutes Kitsap County Council for Human Rights

MINUTES

Tuesday, May 18, 2021, 6:30-8 PM

via Zoom: <https://us02web.zoom.us/j/84293444012?pwd=V2lSemFKTXZSSkFIVzJJaTBsRE1kdz09>
Meeting ID: 842 9344 4012 Passcode: 128948 By phone, call 253-215-8782

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

1. To 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, and
2. To promote equitable treatment of all people and reduce prejudice through education, resource referrals, and advocacy.

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

?	Name	Position*	?	Name	Position*
P	Reba Harris	D1 – P1	P	Heather Moritz	D3 – P1
P	Erin Lanum, <i>Secretary</i>	D1 – P2	P	Darrell Thomas	D3 – P2
P	Dionne Deschenne, <i>Chair</i>	D1 – P3		Vacant	D3 – P3
P	Jim Cash	D1 – P4	P	Zana Gearllach	D3 – P4
	Vacant	D2 – P1	E	Teresa Swope	At-large
P	Janae Jenkins	D2 – P2	P	Marcie Mathis	At-large
P	Carrie La Jeunesse	D2 – P3	P	Susie Beil, <i>Vice Chair</i>	At-large
P	Christina Barone	D2 – P4	P	Rebecca Pirtle	County Admin.

***Note on Positions:** Commissioner for District 1 Rob Gelder; District 2 Charlotte Garrido; District 3 Ed Wolfe.

Guests in attendance: NONE

- 1) **Call to Order** at 6:32
- 2) **Approve Agenda** – Jim motioned, Zana seconded, and Council approved unanimously
- 3) **Land Acknowledgement Statement** – Erin read (see below)
- 4) **Group Agreements** – all agreed to skip the reading of (see below)
- 5) **Centering moment** provided by Carrie (a breathing, centering exercise)
 - **Who will provide for next month?** Jim volunteered to provide for June meeting
- 6) **Introductions** – Council Members and Guests – none present
- 7) **Approval of Minutes** from previous meeting on April 20, 2021. Carrie motioned, Jim seconded, all councilors approved unanimously
- 8) **Guest comments or announcements** (three minutes each) – Rebecca announced a new member has been appointed. Beth Barron will be filling the District 2 vacancy. Beth brings significant and valuable experience with her, including background in civil rights investigation, mediation, and diversity consulting.
- 9) **Presentation** – by Carrie La Jeunesse *Crisis and Risk Communications*
Carrie introduced the CDC's formalized Crisis and Emergency Risk Communication (CERC) program concepts, pertaining to timely and effective communication strategies during or immediately after a crisis/emergent incident. Basic approach is to be first (timely), be specific, follow-up, be credible, be empathetic, promote action to calm anxiety, and be respectful. Build trust beforehand – emphasizes the importance of building relationships. Collaborate and coordinate to minimize confusion and maximize efficiency and effectiveness during a crisis. These principles can guide us in creating communication templates that we the Council will utilize when needing to respond quickly and efficiently to human rights-related incidents have occurred, that warrant a public statement or response from the Council. Post presentation discuss covered the chain of command for making final decisions on and dissemination of official KCCHR statements (County Admin, Chair, Vice-Chair was proposed). Susie and Dionne offered to start writing up some templates. Dionne will send out an email to Councilors asking for suggestions of hypothetical scenarios the Council may need to respond to serve as a starting point for writing templates. The goal is to create a repository of templates that can be cut and pasted from, to craft an appropriate response to every unique situation rather than create merely a few boilerplate templates that are too generic. Carrie offered to send over some examples from other organizations.

Rebecca wants to meet with Dionne, Susie, and Carrie to discuss further. Feedback was given to Carrie that her presentation was very helpful and much appreciated.

10) Committee Reports –

Outreach: Requested that each Councilor send Erin, Zana, Marcie, and Rebecca anything that seems important to post on the KCCHR Facebook page. Reminded Council of the list of Kitsap-based social justice orgs that the Chair had sent out previously with the expectation that we each sign up to be a liaison between them and KCCHR, in order to develop relationships. Next Outreach Committee meeting will be on June 21, 2021 at 5:30pm.

Report: In the research phase. Each member is responsible for one or more topics to research and establish contacts (goal of 5 contacts made by next meeting). Next meeting is on June 7, 2021 at 7pm.

Conference: The theme for the Conference has been chosen - Restorative Justice. Chris will be joining the Conference Committee due to this theme being chosen as this is her passion and area of expertise. Darrell will be reaching out to tribal partners, law enforcement with established relationships, and to the Dispute Resolution Center of Kitsap – all of whom collaborate on or specialize in restorative justice. Restorative justice involves schools, re-entry, community, public entities, tribes and also intersects with the racial equity work being done. The committee has assigned tasks/duties to members, but needs help with graphic design, sponsors, marketing, awards, and site set-up. Please submit to the committee any suggestions for speakers/presenters with expertise in this area. Next meeting will be on June 3, 2021 at 6:30pm.

11) Forum Planning – Chris has been reaching out to tribal communities about land acknowledgements and three would like to join in the forum conversation, those being Port Gamble S'Klallam, Suquamish, and Duwamish tribes. They want to ensure conversation includes historical context of land acknowledgements. This forum committee includes Chris, Darrell, and Janae. No one is ready to commit to doing anything just yet, but soonest the forum would happen is sometime in June.

12) New Business

- *Update on Bremerton Race and Equity Advisory Committee* presented by Rebecca Pirtle
The newly formed Bremerton Race and Equity Advisory Committee includes citizens and City Council members. They want to invite KCCHR to attend one or part of one of their meetings, to establish a connection, discuss ways to mutually support/collaborate, and just learn about each other. Dionne, Marcie, and Carrie offered to attend their next meeting, which is not until July 8, 2021 at 6:00pm, due to them hosting the BIPOC Business Forum during their normally scheduled June meeting. We discussed inviting them to one of our future meetings as well.

13) Check-ins (if time allows) – Jim announced this will be his last year with the Council.

14) Next meeting: 6:30 PM on Tuesday, June 15, via Zoom

15) Adjourned at 8:03

Minutes submitted by Secretary, Erin Lanum