This is a combined document of the Monthly PCCTEF Meeting and the individual Group Meetings that happened in the month before.

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# Monthly Task Force Meeting - Oct 2020

Meeting called by the Community Engagement Task Force.

**Date:** October 7, 2020
**Time:** 9:00 am – 11:00 am
**Location:** Zoom Meeting
**Attendance:** 80

**Meeting Recording:**

**Presentation Slides:** [https://wfcentral.sharepoint.com/:b:/s/CommunityEngagement/EbmvCa95SPROjItLJkr3BHMB7RLrSXWZS6vb-kPcXLzH7g?e=VYzEuA](https://wfcentral.sharepoint.com/%3Ab%3A/s/CommunityEngagement/EbmvCa95SPROjItLJkr3BHMB7RLrSXWZS6vb-kPcXLzH7g?e=VYzEuA)

## Why the American Criminal Justice System is Misunderstood by Individuals of Color, Dr. Jashon Banks PHD

Relevant topics for today

* Policing in America – Huge disconnect by black community of where policing came from: Who they are and how they are recruited.
* Police & Law – Understanding legal limitations (reasonable suspicion, the disclusionary rule, warrantless searches).
* Pre-Trial Procedures – What is plea bargaining, what is pre-trial detention, etc.
* Juvenile Justice – Why are youth acting in this way, and the traumatic experience/how it affects their behavior
* How is it affecting us as a community? Who are we hiring into these positions? Who are protecting us?
* **Video – Has Policing Gone Too Far?** [(link)](https://www.youtube.com/watch?v=GwatE32H85M&feature=emb_title)

**Action:**

* Jashon wants to partner with community members to educate Black Indigenous and People of color about the american criminal justice system and understand their rights

**Contact:** Dr. Jashon Banks PhD jashon.banks@gmail.com

## Creating a Blueprint for Diversity and Inclusion in the Construction Industry, Rachael Pease

The Program & its Successes

* Korsmo did not want to create a Women and Minorities Small Business program that would just check the box. Goal was to work with small businesses and make it meaningful
* Implementation of the program: Learn how to bid a project, how to do an RFI, how to do a change order. Walking them through the process to give them confidence on the job.
* Help businesses in Pierce County and beyond. Have been able to build the program in 3 years: Gone beyond doing just ads in the paper and job fairs to visiting their place of business and place of works
	+ Had meaningful focus on the people and the work, rather than the numbers. It’s true success with the right intentions

Where we are today

* Diversity committee that meets weekly
* DEI training for staff
* Program to attract and retain a diverse workforce
* Subcontractor bootcamp
* Mentorship for small businesses in the construction industry
* Youth mentorship for trade occupations. Work with Graduate Tacoma and Next Steps to offer internships, as well as going into Pre-Apprenticeship programs. Visiting elementary schools to teach about construction to get them interested early on.
* Company-wide community outreach. Habitat for Humanity, Build Tacoma, and more to be involved and help the community in a meaningful way.

**Contact:** Rachel Pease rachelp@korsmo.com

## Re-developing a Community-Driven, Equity-Based 2021-2022 Biennial Budget Process, Courtney Acoff

The process

* Here today to support the 2021-2022 budget process by encouraging community partners to participate in the budget survey
	+ Outreach and engagement team helps to continue engagement and communication with the community and partners to better meet their needs.
	+ Based on economic impacts from COVID-19, they are forecasting a $10 million reduction for Metro Parks upcoming 2-year operating budget.
* Brief 2-step survey
	+ Available in 6 different languages (English, Spanish, Khmer, Russian, Vietnamese, and Korean)
	+ Includes an interactive tool that shows how parks, recreation, and zoological operations are funded. Survey taker identifies opportunities to reinvest resources as they meet the changing needs of the community.

Process

* Currently in the engagement phase – Place an emphasis on letting all voices be heard, especially within communities of focus (diverse groups of people who have been historically ignored or underserved).
* Will then provide accountability follow-up conversations with communities, including feedback on how the public input has influenced the budget process

Call to Action

* Click below to give feedback on a brief survey. At the end of the survey, you’ll be directed to a tool to show how you would allocate funding for different areas of operations.
	+ <https://www.metroparkstacoma.org/about/agency-plans-partnerships/budget-funding/?utm_source=email-so-nc&utm_medium=email&utm_campaign=budget-engage>
* If you want to help share our social posts you can use these URLs below or check our social media pages for recent posts. Also tag us, so we know you've shared.
	+ <https://www.facebook.com/MetroParksTacoma/posts/10158642573019814>
	+ <https://twitter.com/metparkstacoma/status/1301303908741058565>
	+ <https://www.instagram.com/p/CErkUHuFOs1/>

Contact for Outreach & Engagement Team:

* Delia Flores - Mobile (253) 348-3486 deliaf@tacomaparks.com
* Abigail Vizcarra-Perez - Mobile (253) 318-2083 abigailv@tacomaparks.com
* Courtney Acoff - Mobile (253) 345-0948 courtneya@tacomaparks.com

## Connecting Health and Social Services via Closed Loop Referrals, Gracious Gamiao

About the Program

* Unite Us is a technology company (started 2013) that landed here in WA in the last 6 months. Started with co-founders experiencing difficulties transferring out of military service and reintegrating.
* Have a shared tech platform that is provider-to-provider to make closed-loop referrals. Crucial in building trust and respect with community members and partners
* Have a live network with over 90 community-based organizations within King, Pierce, and Thurston counties
* Bulk of referrals are currently in King County. Need help in expanding the network to Pierce County so that more people can use it here. Many of the providers they currently have do cater to veteran-specific community members, but there are many more services as well.
* Available at no cost to community health centers and community-based organizations. Technical assistance and training provided.

Network Model

* When working with a client and discovering they have an additional need that your organization cannot fulfill, using Unite Us, you can login to the Unite Us platform and refer them via their website.
* First name, Last Name, and Date of Birth is all that you need for referral. Filter providers by services and send the referral to an organization. Will hear back directly from the organization whether they were connected to that provider or not
* In conversations with Elevate Health in Pierce County to bring this network here. Also know that United Way and 211 are popular providers here, and are working with them to see about working with them.

**Call to Action**

* Email gracious.gamiao@uniteus.com to refer additional organizations to the network or request a presentation, information on submitting a partner registration form, or contact for Workflow Planning meeting for your organization.

**Contact** Gracious Gamiao gracious.gamiao@uniteus.com

## Report Out – Organizational Structures Group, Amita Lonial

* 13 of the Org Structures Group gathered in mid-September and are creating a 5-part learning series on Organizational Development.
	+ Policy – Written policy from governance perspective
	+ Practice – Problem solving with policy
	+ People – Looking at how Org culture supports efforts
	+ Promotion – Learning how we give recognition to organizations who are succeeding.
	+ Use a conference type model to make these topics interactive.

**Call to Action**

* If interested in helping out with the project, contact Amita alonial@tacomalibrary.org
* Next meeting is Thursday, Oct 15 at 10 am. Contact Cindy for a link if you are not on our mailing list drcindy@deimanagement.net

**Group Contact** Cindy Caldwell drcindy@deimanagement.net

## Report Out – Outreach, Courtney Acoff & Kelly Blucher

* Had a follow-up meeting to hear what individuals are doing for their organization. Lokoing to collaborate as most are doing the same work, try to combine into one effort
* Goodwill, Tacoma Housing Authority, Tacoma Community House to have a Trunk or Treat soon.
	+ Team at Metro Parks thinking about providing a large parking lot and proposing a trunk or treat resource fair. One-sheet menu of everyone who is there to show all of the resources. Can also push out to Thanksgiving or Christmas
* Mid-November event in collaboration with the Moore Wright Group. Big need for socks, hats, job opportunities, etc. Want to get the word out and these items out as well as connect with clients. Drive-Thru resource event potentially to talk about programs and give out items

**Call to Action**

* Anyone interested in participating contact Courtney or Kelly courtneya@tacomaparks.com

**Group Contact** Kelly Blucher kellyb@goodwiillwa.org

## Report Out – People & Providers, Jeff Wolff

Pandemic Pods

* Working with childcare resources to develop alternative learning spaces. Looking to see what is currently out there, and then develop action steps to further it

Speakers Bureau

* People with lived experience or experts on a topic to speak on their expertise/story. Give them resources to practice presenting to our organizations and our community. Meeting every two weeks to work on this
* Topics to start with homelessness but will be expanded to other topics as well. Goal is to connect with other communities as well as this goes on.

Outreach Project

* Looking to do a community member-led outreach project. See how it works and move on from there
* Goal is to learn from the community member experiencing homelessness and let them inform us on what they need and what event would be helpful

Translation Volunteer Group

* Whether in-person at events, or for flyers/emails.
* Just beginning talks on this topic. Looking to talk to someone who already performs this type of service to tap into it and learn more.

**Group Contact** Jeff Wolff jwolff@workforce-central.org

## Additional Items

1. For anyone interested in the tracking of their success in these efforts, contact Lawrence at lawrence@828flow.com
2. Anyone looking to serve families or assist with food distribution in Pierce County, please reach out to Tamar Jackson tjackson@workforce-central.org
3. Bates has special funding programs to assist our community access Career Training Programs and skill up. <https://www.batestech.edu/student-resources/workforce-education-services/>
4. Kelly's Awesome Goodwill and Community Newsletter will come out tomorrow. If you have not signed up, please do so now. This edition has a plethora of resources throughout Pierce and South King Counties. <https://visitor.r20.constantcontact.com/manage/optin?v=001WVdpo956d6mSju5oxUmXG46-n8iJvLiJIehdjekOb79errwfE7wY72g3PVj5gPLVIEjqLcpl20syH4eD6pxLQ5L112T7Pra5H-dsmFc0m3Q%3D>
5. Career Connect WA announce RFP Funding: $1,500,000 of Federal Workforce Innovation and Opportunity Act State-Wide Activities funds are available for Round 5. We anticipate awarding multiple contracts in this round. The target amount for awards is $100,000-$150,000 each. Awards will not exceed $250,000 per contract. Bidders Conference Zoom Meeting Details:Topic: CCW Rd. 5 Intermediary Grants Bidders ConferenceTime: Oct 7, 2020 01:00 PM Pacific Time (US and Canada)Join Zoom Meetinghttps://us02web.zoom.us/j/86112753945?pwd=dTl2S1k3Mll0eWcvcjRvRGFRQS9kQT09

# Organizational Structures Sept 2020 Meeting

Meeting called by the Community Engagement Task Force.

**Date:** September 17, 2020
**Time:** 10:00 am – 11:00 am
**Location:** Zoom Meeting

**Attendees:** Cindy Caldwell, Karissa Thompson, Korbett Mosesly, Lawrence Garrett, Amita Lonial, Larry Leveen, Jamie Prothro, Tunisia Price, Tamar Jackson, Rachael Pease, Elise, Michael Wilson, Stasea Stewart

## Discussion

2021 DEI Series

* Going to be doing a 4-month series starting January 2021. We need to figure out as a group what to present and who will present
* Timing: what amount of time for a discourse is most effective in holding peoples attention?
* Marketing materials/literature for the PCCETF and the DEI series for people to spread awareness and invite people to the meetings
	+ Do we want to create a separate access point for non PCCETF members where people can watch the meeting but not be able to engage?
	+ Could also make a one pager about the task force available for download and print access to promote the series?
* Tunisia: Pierce Transit is recruiting a new Senior Analyst whose focus will be specifically on DEI work. She’d like to transition and add that person to the leadership team as well.
* Topics to cover:
	+ Policy: Continuing to look at policies that create barriers.
	+ Focusing on women and minority owned organizations, and creating. Policy that we can look at and show how it works, help organizations determine whether it makes sense or not for their organization.
		- Does that look like an organization's Purchasing Policies...and how to support diverse vendors, consultants, etc?
		- Maybe try to pre-curate conferences and give them discussion questions to help them problem solve through them.
		- Model first in 10 minutes on a specific topic, and then hold a 7-8 minute structured conversation for them to try on a different topic of their choice
	+ Communications: How do we talk about DEI and racial equity in our organization?
		- Affirm, Counter, Transform: <https://www.racialequityalliance.org/wp-content/uploads/2018/05/1-052018-GARE-Comms-Guide-v1-1.pdf>
		- <https://www.centerforsocialinclusion.org/talking-race-toolkit/>
	+ Data access and literacy support for organizations and businesses. Graduate Tacoma does some of this, and we may be able to align with them.
		- <https://graduatetacoma.org/data/>
		- Give communities the opportunity to present data themselves about their communities. Data can be a bunch of different things, whatever they think is important or impactful for them.
* The topics can be the 4 P’s: Policy, Practice, People, and Promotion (of it all).
	+ All 4 topics are presented as defined things that interact with each other rather than bleed over into each other.
	+ Policy: Written language, how it operates from a governance perspective
	+ Practice: Have practice in learning to recognize problems in policy. Policies that are implemented but not used/useful?
	+ People: Individual and organizational culture
	+ Promotion: Spend time giving recogniation to the organization who is doing it right. End the series by pointing and giving kudos to the people who are succeeding even in small areas
* Instead, maybe make the series 5 parts. In the first part, talk about the 4 parts and how they all interact. Then use each part afterwards to discuss each series component and have a breakout room
	+ Keep breakout room members the same through all of the meetings so that they can construct deeper conversations and also support each other after the sessions are done.
* Creation of an “auditor” type role to keep people accountable in the work that they are doing? One thing to have conversations, but lets talk about the outcomes and what will change as a result of what we do?
	+ Be inclusive of all groups within this accountability piece.

Teams for each part of the series:

* + Policy: Korbett, Stasea, Larry
	+ Practice: Elise, Cindy, Michael
	+ People: Karissa, Amita
	+ Promotion: Rachael, Lawrence, Jaime

## Action Items

1. Karissa Thompson would like to share things that are happening in the City of Puyallup at the next meeting within the Organizational Structures report out
2. Moving forward, when you get moments to speak whether publicly or not, please get recordings to Julianna (jflanders@workforce-central.org) so that we can add them to the new website. Build libraries, this is about all of us being under one umbrella. Let’s start building platforms for each other.
3. Invite anyone to the task force, invite them to come on and give them a broader sense of how DEI can work that just limiting their view to their own organization

# Organizational Structures Sept 2020 Meeting

Meeting called by the Pierce County Community Engagement Task Force.

**Date:** Sept 24, 2020
**Time:** 10:00 am – 11:00 am
**Location:** Zoom Meeting

**Attendees:** Jeff Wolff, Mandy Lee, Lynn Willis, Amanda Walkingstick, Kari Haugen, Krystal Admunson, Tamar Jackson, Elvin Bucu, Marcy Boulet, Julianna Flanders, Gabriella Granados, Jeff Dade

# Current Initiative Updates

New lead for Peoples Group

* Jeff Dade is now a Lead on the People & Providers group
* Current leads include: Jeff Wolff, Amanda Walkingstick, Kari Haugen, and Jeff Dade

Pandemic Pods / Education & Childcare Co-ops during COVID-19

* Amanda working with First 5 Fundamentals to get feedback. Things to evaluate/keep in mind while planning:
	+ Making sure it stays focused on low income students, POC communities, or students with disabilities. The only way to do this is by parent sponsorship.
	+ Hasn’t been a lot of family input on this yet. Had briefed on this before and we ultimately started going to other providers and organizations before bringing it to the families.
	+ Amanda has another meeting to make connections with Tacoma Public School board, to see if we can get support, backing, or ideas on this as well.
* Rachel will be reaching out to the Federal Way Black Collective who are researching the same topic, to get more input
* Erick will be reaching out to Mutual Aid, and Jeff, Amanda, and Jeff will be connecting with Phoebe from CCR later today
* Even when COVID-19 is back to normal, these kinds of pods will still be something that parents are interested in. We’re just getting a kick start on it now.
* Mandy would be interested in passing along any information about childcare to the CSF sites
* WFC CEO shared that the Economic Council is focused on childcare, and looking to partner to provide solutions at the moment.
* Pierce County Connected Fund: Janece Levien is the person who provides technical assistance and talks through ideas with potential applicants; jlevien@gtcf.org.
<https://www.gtcf.org/initiatives/pierce-county-connected>

Speaker’s Bureau

* A way to reintroduce the community to the community and create a safe space for our community members to share their stories
* Idea is for them to then share with different organizations within the task force
* Program set up in a way to give all the power to the speaker: as if they are a CEO coming into an organization with their experience.
	+ Speakers will be paired with a Speakers Assistant (volunteer) to help them write their story
	+ Will be given a toolbox with a short and long bio, a headshot, and letters of recommendation. Also looking into whether we can provide something monetary.
	+ Will ensure that the speaker is safe, and feels secure. The Speaker Assistant is very important with this. Also sharing with the listening organization about respect items such as waiting with questions, listening, etc.
	+ Amanda has generously offered to work with us to share her story. From there we can take the program template to help others share their stories as well.
* Will be beginning the process now. So far there are 4 individuals willing to work with the program and share their stories. Still looking for more participants.
* Meeting every 2 weeks on this topic. **The next Speakers Bureau meeting will be Monday Oct 5 at 3pm**

# General Discussion & Ideas

Homeless Outreach Project with Angelo

* Angelo spoke to us a month or so ago and told us his story with homelessness and his experiences.
* Idea is to have Angelo lead an outreach event and work with several organizations who are already used to doing resource fairs. Provide conversations, a feeling of support, and some resources for them as well.
* Will take a look at specific area and see what the need is there. Figure out what they are lacking (places to eat, clothes, resources, showers, etc). Knowledge will come directly from Angelo’s engagement with the homeless community
* Depending on how the event goes, could become a multi-event series
* Lynn Willis will volunteer her own knowledge of Veteran support services
* Shawn at UWPC oversees Community Impact including homelessness. She may be a good resource from United Way as far as a resource in how to share an effective story/sharing stories in an impactful way. Mandy will reach out and connect her to Jeff to help put this event together.
* Elvin Bucu has connections with Allison Powell at Tacoma Rescue Mission, he can make a connection to pull her into this project.

Volunteers for Interpreter Services

* Lots of events don’t seem to have flyers available in different languages. Looking for volunteers/organizations who might be willing to help translate into different languages for a quick turn-around.
* TPCHD has been partnering with “trusted messengers” within the community to translate fliers. Though this has been accomplished with COVID-19 dollars
	+ Carlos Ortiz participated with them in translating from Spanish to English at a “listening session” recently.
	+ If health-related, TPCHD can also find a way to support the translation of those efforts
	+ There’s also a list within their organization of small businesses that do translation to translate their services, see note below
	Another good conversation to have with Janece Levien at GTCF. Community Health Workers are a resource. Victor has contacts with 14 different organizations that are developing COVID-19 messaging, art, etc. These orgs are being utilized as trusted messengers for various racial, ethnic, geographic, gender and demographic communities.
* Can we connect with City of Tacoma to offer public translation services, or with Greater Tacoma Community Foundation or Tacoma Community House?

SWAG Program

* Creating best practices for internships
* There are tons of these types of programs already out there. So how can we connect with them and make them better?
* TCC has a whole database of what internships are available, whether there is a stipend, etc.
* Workforce Central also in a push to find worksites for internships. If anyone knows of openings, please let them know.
	+ Naveed Badri with TPCHD has been doing a lot of listening and connecting with young adults 16-25 on what they are seeking. Marcy will connect him with the task force.

# Action Items

1. If anyone has any additional ideas or agenda items that you would like to share and discuss during the meeting, please feel free to reach out.
2. You can donate to $ZPSRhoerClub or Paypal TacomaRhoerClub17@yahoo.com- All proceeds go to Comprehensive Life Resources for their young adult