

KITSAP COUNTY COUNCIL FOR HUMAN RIGHTS

Retreat Minutes January 19, 2015

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

1. 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;
2. Promote the equitable treatment of all citizens and reduce prejudice through the development of prevention policies, education, resource, referrals, and advocacy.

PRESENT: Andrea Hendricks, Lauren Hill, Marcie Mathis, Diana Foster, Judy Arbogast, Dave Dixon, Rob Purser, Anthony Strickland and Imelda Moore

ABSENT: Tracy Flood, Laura King and Tom Bailey.

MINUTES

- 1) **CALL TO ORDER** – 1:00 p.m.
- 2) **UPDATE FROM THE COUNTY** – Full numbers are not back from Rebecca however we now hold around \$1,800 in our account.
- 3) **REVIEW OF MISSION / BYLAWS / WORKPLAN** –
 - a. **BYLAWS** – Reviewed bylaws, no changes needed.
 - b. **MISSION** – Reviewed mission statement. Marcie made a motion to add gender expression to the mission language. Diana seconded the motion. All voted in favor (save Imelda who arrived after the vote) and the motion passed unanimously.
 - c. **WORKPLAN** – Updated work plan from last year discussed and reviewed.
- 4) **TEACH BACK** – Andrea discussed the need for clear communication and respect between all members of the council. She described a method of communication called Teach Back which has each person involved in a discussion reiterate their/and or the other's assignments so all parties involved in a discussion leave on the same page. Council members are encouraged to practice this in their dealings with each other throughout the year and it is to be done at the conclusion of each meeting.
- 5) **2014 CONFERENCE DEBRIEF** –
 - a. We averaged above a 4 for each of the 18 questions asked on our evaluations.
 - b. Comments about the conference include but are not limited to...
 - i. Need more time for out of area speakers / keynote
 - ii. Youth presentation and the real stories were the most meaningful
 - iii. Tighter facilitation of the panel discussions needed
 - iv. Please include handouts when statistics are given
 - v. Break-outs in AM to break up the morning
 - vi. Longer break-out sessions needed
 - vii. Love the location and food – good value for price
 - viii. Advertise more
 - ix. Keynote presentation was dull
 - x. Need more of a “call to action”
 - xi. More time needed for Q&A
 - xii. Eye-opening, learned a lot
 - xiii. Youth discouraged by statistics – some adults encouraged this attitude

- xiv. Loved the topic which needs more discussion in the future
 - xv. Have more diversity in presentation types – not all sit and get
 - xvi. Parking confusing for many
 - xvii. More youth needed
 - xviii. Keynote was informative but not inspirational
 - c. Councilors are interested in purchasing a plaque to hang with the names of the Gabriel Award winners.
 - d. Diana will look into possible venues for the 2016 conference as we wish to stay with the conference center for the anniversary conference.
- 6) YOUTH RALLY UPDATE –**
- a. Dave asked for volunteers to help work the youth rally this year. If interested, please let him know ASAP and send him your T-Shirt size. Youth Rally is March 20th.
 - i. Dave, Imelda, Judy confirmed.
 - ii. Lauren and Anthony possible.
 - b. Youth reported back on the conference. They were discouraged by statistics, requested more handouts and complained the youth panel turned into more of a racial discussion without addressing poverty.
- 7) 2015 CONFERENCE BRAINSTORM –**
- a. **Title/Theme** – “Human Rights in Kitsap County, 1990 to Present and Beyond – *How Far We’ve Come, Where We Need to Go*”
 - b. **Date/Location** – Friday, December 4th at the Kitsap Conference Center – Bremerton
 - c. **Morning Session (whole room) Ideas -**
 - i. Panel of Past Councilors (Andrea)
 - 1. How/why the council formed in the first place
 - a. Story of the cross burning
 - b. Temperament of the council at that time
 - 2. Past Issues the council dealt with
 - ii. Panel of Past Speakers
 - iii. Cultural Competency Facilitator (Imelda)
 - 1. JD Sweet
 - 2. Jonathan Garfunkel
 - 3. Microaggression
 - iv. Video
 - v. Racism / Racial Profiling (Tracy will be asked to begin)
 - vi. Suicide Prevention
 - 1. Focus on different Human Right issues that lead to suicide
 - vii. Transgender Issues
 - 1. Follow up re: new school policies in Kitsap
 - viii. How to Be a Role model / Mentor
 - 1. Panel discussion with various agencies that utilize mentors
 - d. **Break Out Ideas –**
 - i. Oyster Room – Display from one or more local museums (Anthony)
 - 1. Historical Society
 - 2. Black History Museum
 - 3. Suquamish Museum
 - ii. Mental Health First Aiders (Lauren)
 - iii. LGBT Issues (Marcie)
 - iv. Veterans (Marcie)
 - v. What services would you like to see in Kitsap County (Everyone consider)

1. Strong moderator will be needed for this discussion
2. Target Audience may include...
 - a. Military / Veterans
 - b. New Residents
 - c. Minorities
 - d. Any population feeling underrepresented in community
- vi. How to advocate for a bill / Voter registration (Anthony)
- vii. Immigration (Judy)
 1. Ray Garrido
- viii. Education / Mentoring (Judy)
- ix. Human Trafficking (Imelda and Rob)
- x. Homeless / Poverty
- e. **Gabriel Award Plaque** – requested by council
- f. **Forum Ideas**
 - i. School-to-Prison Pipeline / Racial Profiling (Tracy will be asked to begin)
 1. Call to Action
 2. Follow up discussions started at last year’s conference
 3. Requested from evaluation forms
 4. Police representation a priority as this view wasn’t covered
 - ii. LGBT (Andrea and Marcie)
 1. Likely to be a transgender topic
 2. Plan during Pride month
 3. Will reach out to Kitsap Pride and/or Q Center to possibly co-sponsor
 - iii. Diversion Programs
 1. Youth Court
 2. Drug Court
 - iv. Capital Punishment may be done as a forum rather than a presentation
- 8) **MEETING LOCATION** – Silverdale Community Center is no longer available for our meetings. Council recommends Island Lake, Eagle’s Nest or Kitsap Sun Pavilion Conference Room for future meetings.
- 9) **T-SHIRTS** – Erica came in to question the council about their requests for the new t-shirt design. The new design will feature a bigger logo on front with our phrase on the back. The type of printing we’ll have done will allow for t-shirts of all colors to be purchased, rather than all grey.
- 10) **ADJOURN** – 4:00 p.m.