

## Kitsap County Council for Human Rights

### Minutes approved mm/dd/yy

Tuesday, January 19, 2016 6:30 pm

Rose Room – Harrison Medical Center - Silverdale, WA

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.

**Attendance:** P – present E – absent excused U – absent unexcused

?	Name	Position	?	Name	Position
P	Laura King	D1 – P1	E	Clint Brown	D3 – P1
P	Rob Purser	D1 – P2	P	Megan James	D3 – P2
P	Andrea Hendricks	D1 – P3	P	Imelda Moore	D3 – P3
p	Peggi Erickson, co-chair	D1 – P4		(vacant)	D3 – P4
p	Judy Arbogast	D2 – P1	P	Jeffery Stelmach	At-large
p	Sonya Miles	D2 – P2	P	Marcie Mathis	At-large
E	Diana Foster	D2 – P3	P	Tracy Flood, co-chair	At-large
U	Todd Haltiner	D2 – P4	E	Rebecca Pirtle	County admin

Guests: none

### Agenda

#### 1) Call To Order – 6:31

#### 2) Introductions (15 min)

Everyone in the group introduced themselves briefly. We have 2 new members: Megan Jones, an attorney who recently graduated from law school and whose husband works at the shipyard; and Jeff Stelmach, who is a retiree of Chevron and who is in the process of building a home in Olalla with his husband. Welcome, Megan and Jeff!

#### 3) Approval Of Minutes from November 2015

- a. **Corrections:** none
- b. **Move to approve by:** Judy
- c. **2<sup>nd</sup> by:** Sonya
- d. **Motion carried?** Yes with 3 abstentions

#### 4) APPROVAL OF AGENDA

- a. **Any additions?** Marcie and Judy will talk about some ideas they have at the end of the meeting
- b. **Anything to defer?** Not at this time
- c. **Move to approve by:** Laura
- d. **2<sup>nd</sup> by:** Sonya
- e. **Motion carried?** yes

#### 5) OLD BUSINESS

- a. **Conference debrief**
  - i. **Feedback forms (attachment sent 1/13 – and see numerical summary below minutes) / Other feedback from the group**
    - Overall the conference ratings were very high.

- Conference accessibility and parking is a continuing problem. The parking lot got full and people had to park on the street.
- People wanted more discussion time, both in the panels and in the breakouts.
- People said that when there are panel questions, just one panel member should answer them so there can be more questions.
- People asked that the agenda be posted early; in order to do that we will need to finalize it sooner in the year.
- Also it would be good if we could post the presentations somewhere.
- Rebecca is following up with BKAT to see if there is anytime access to the conference videos, but it is believed that their website is not that interactive.
- A low-income option would be good. We can build that up through donations and sponsorships.
- We want to go after community sponsors earlier and to contact more of them.
- There was feedback that the slides were too small. That may be a factor of the conference center, but next year we can see if it can be bigger. Also we could send out guidelines to presenters asking them to keep content on the slides to fewer bullets and words.
- Some people said they would like the conference to start later. We would need to contact schools to see if buses could go later (the kids might have to leave earlier also.) At the current end time traffic is fairly light and if we end later traffic would be more problematic.
- The location of the conference might be able to be changed to OC, but then we would need to have it a week later when school was out for winter break. Imelda said that the number of chairs might be an issue at OC, as it has been at the youth rally.
- Andrea reviewed the % chart on feed back (below). Overall the feedback was positive with parking being the most egregious issue.

#### **b. T-shirts**

We deferred the discussion of t-shirts to the retreat. Andrea will bring info on the current design (too expensive for county to pay for) and other options. We will also discuss the slogan “Acceptance without Exception” which had raised some negative comments at the fair and we previously discussed changing.

### **6) NEW BUSINESS (25 minutes)**

#### **a. Retreat**

- i. Retreat Date is 2/6** – Everyone present can make it on 2/6 except Andrea so the date is set. The retreat will take the place of our Feb meeting
- ii. Venue** – Peggi will ask Rebecca to book a place for 2/6 [Long Lake has been booked by Rebecca]. Laura will see if there is something available at Bloedel as a backup in case there are no county venues [Not needed].
- iii. Food** – We can each bring some food or drink [and we can bill the county for part of the food. No funds will come out of our budget for the retreat. ]
- iv. Materials:** Peggi and Tracy will work together to create folders for the retreat with agendas, by-laws, mission, council rosters and other needed materials. We will send out things for review ahead of time.
- v. Retreat Agenda**
  - 1. Deeper dive introductions**

2. **By-laws review** (including the incorporation of additional officers – see below)
3. **T-shirts** – design, slogan, who pays
4. **Brainstorming 2016**
  - a. **to include, among others, the following conference related items:**
    - i. scholarships
    - ii. sponsor packets
    - iii. Getting credit for teachers and attorneys
  - b. **to include, among others, the following KCCHR items:**
    - i. how well are we fulfilling our mission
    - ii. create a list of organizations that we want to build relationship with (e.g., NAACP)
    - iii. define a method to contact and participate with organizations
    - iv. forums for the year
    - v. KCCHR member attendance at commissioner meetings

#### 5. 2016 Work Plan

- a. **Outline of high level commitments**
- b. **Work assignments**

#### b. **Additional Officers?**

Tracy and Peggi recommend that we have several more formal roles in the council, including

- i. **Secretary to take notes** – Laura volunteered to do this, but won't be here in March (Peggi will cover then)
- ii. **Social media communication** - Andrea will continue to do that role
- iii. **Financial Liaison** – Jeffery Stelmach volunteered to do this
- iv. **Youth-at-Large** - we previously discussed inviting youth to participate formally in the council. This position would need to be approved by the commissioners.

We will need to update the by-laws at the retreat to formally incorporate these new roles

#### c. **Announcements –**

- i. events were added to the calendar at the bottom of the minutes/agenda
- ii. Kitsap youth rally is March 25<sup>th</sup> – The rally is planned and put on by the youth. Hosted by West Academy. They can use volunteers from the council – please let Arliss at Safe Schools know if you would like to volunteer. Her email is: [arlisstewart@gmail.com](mailto:arlisstewart@gmail.com) The volunteer jobs include helping with registration, helping kids find the workshops. A very good conference.

#### d. **New Ideas:**

- i. Marcie – 20<sup>th</sup> Kitsap Pride Celebration is on July 16<sup>th</sup>. They want to do 20 events in 20 days – KCCHR could have a panel or event
- ii. Marcie - County Proclamation for Kitsap Pride Day – KCCHR can promote the proclamation to the commissioners. Marcie will draft one.
- iii. Judy – We need to bring in more groups to interact with our committee. Invite to meetings and find out what issues they would like to see addressed in the county... what would we like to see the county do about these issues. The KCCHR meetings are open to the public, but we could be more formal and ask different groups to come. Will discuss at retreat. We could also have people on the council attend meetings of groups and report back.
- iv. We should also have representatives of the council attend commissioner meetings and make our presence known and report back to council. Will discuss at the retreat.

### 7) **CALENDAR OF EVENTS**

- a. January 18 – Martin Luther King Jr Day celebration at fairground
- b. Feb - Black History month breakfast hosted by PSNS - TBD

- c. March 25<sup>th</sup> – Youth Rally at Olympic College
- d. May 14<sup>th</sup> – NAACP Freedom Fund Banquet – Dexter Gordon, keynote
- e. Juneteenth Celebration - TBD
- f. June 23/24 – OC Diversity Conference
- g. KC Fair - TBD

**ADJOURN** – (time) Marcie made motion to adjourn / Laura 2nd . Adjourned at 7:54

Numerical Assessment of 2015 Human Rights Conference Feedback:

<b>2015 - 25th Annual Human Rights Conference Evaluation Result:</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Total % from 65</b>	
1) Facility easily accessible	1.6%	1.6%		16.0%	81.0%	96.9%	
2) Parking accessible and cost reasonable.	5.1%	5.1%	17.0%	13.6%	59.3%	90.1%	
3) The cost of the conference was reasonable.	1.8%	3.5%	17.5%	26.3%	50.9%	87.7%	
4) Food provided was enjoyable		3.2%		23.8%	73.0%	96.9%	
5) Keynote speaker knowledgeable	1.5%		1.5%	16.9%	80.0%	100.0%	
6) Keynote speaker's responses to Q&A thoughtful.	1.6%			21.3%	77.0%	93.8%	
7) What is your overall rating of the conference?			6.5%	27.5%	66.1%	95.4%	
8) The break-out presentations were educational.			3.8%	21.2%	75.0%	80.0%	
10) What is your overall rating of the sessions?			3.7%	33.3%	63.0%	83.1%	
11) Do you leave today having gained valuable insight?			5.5%	23.6%	70.9%	84.6%	
9) Which break-out presentations did you attend?			<b>A</b>	<b>B</b>	<b>C</b>	<b>Total % from 65</b>	
			<b>Session 1</b>	32.3%	18.4%	26.2%	76.9%
			<b>Session 2</b>	7.7%	29.2%	24.6%	61.5%
12) Would you attend our conference again?	9 failed to answer, 1 said No, 1 said Maybe, while 54 said Yes. The no said "enough is enough." The maybe only came because someone bought a table, otherwise it is unaffordable.						