

Community Forum
Proposed Safe and Thriving Communities Division
Tuesday, November 17, 2020, 3:00 - 3:30 pm

TIME	AGENDA ITEM	FACILITATOR
	<p>[SLIDE 1] Welcome and Introductions</p> <ul style="list-style-type: none"> • [SLIDE 2] Welcome to this community forum sponsored by the city of Seattle's Human Services Department. My name is Audrey Buehring. I'm the Deputy Director of the department, and I'm your host today. • Thank you for joining as we meet on Duwamish / Coast Salish Tribal land. The peoples and cultures of these tribes are here, surviving and thriving despite hundreds of years of colonization and attempted genocide. We honor their strength and resilience. • Housekeeping: <ul style="list-style-type: none"> ○ This is informal space, so feel free to share your video. ○ To cut down on background noise, we ask that you mute your microphone during the meeting, unless you are contributing a question or comment. ○ If you would like to ask a question or comment, feel free to Raise Your Hand - to access this feature, open the "participants" panel on the right side of your screen, post to the Chat window or Unmute yourself. These control options can be found in the meeting control bar located towards the bottom of the meeting space window, if it is not visible you will need to move your mouse over the area to make it appear. ○ Phone Controls: <ul style="list-style-type: none"> ▪ ** - Plays a description of the menu options that are available during a meeting. ▪ *3 - Raise your hand ▪ *6 - Mutes or unmutes your microphone. ○ Lastly a link to the agenda has been posted to the Chat window. • [SLIDE 3] Today I'm going to spend some time on context setting, and then we'll move into two breakout sessions for conversation. I anticipate that folks will have rich conversations in the breakouts, so my goal is to talk at you only as much as absolutely necessary, so that we can spend most of our time in conversation. In the breakout groups, we'll be able to do proper introductions. But for now, because we're in a large group, let's gauge who's here by using the chat function. At this 	

time, please enter your name and organization or community you're representing, if applicable, into the chat.

- [Summarize who's in attendance]

Result: Group is joined and ready for the meeting.

Check in

- I have one more question for you and this will be asked through an online poll. Terri will cue up the poll and when you see it, go ahead and fill it out. For our callers, I'll read the question and multiple-choice answers, so you know what's happening.
- [SLIDE 4] The poll question is: What brought you to today's forum?
 - a. I want to learn how the City of Seattle is reducing funding to the Seattle Police Department.
 - b. I want to learn how the city is reinvesting in community.
 - c. I want to learn about the new, proposed Safe & Thriving Communities Division at the Human Services Department.
 - d. I received an invitation to attend.
 - e. All of the above.
 - f. Other or none of these.

Okay, I see the results and we have a range of responses, the most popular answer was X. If we're not able to address your interests or questions in this forum, our team is committed to following up.

Terri, now that folks have the hang of the poll, can you orient them to the second poll that we'll do?

[Terri orients to breakout session polls]

Ok, I'll now spend some time giving you information about the things that brought you to today's forum. At the end, I'll open up the floor for questions. And please feel free to enter your questions into the chat anytime.

Result: Group shares purpose for their attendance at the forum.

Context

- So, why did we call this forum? The city is moving to divest funding from the Seattle Police Department and reinvest in community. This is a work in progress, and it's quite complex with many pieces.
- [SLIDE 5] So, today, we'll talk about
 - Current efforts in the City of Seattle
 - How these efforts are related to HSD and our new Safe and Thriving Communities Division
 - The purpose of community forums, and

- Next steps
- [SLIDE 6] In this visual, you can see the Mayor's two main initiatives.
- On the left is the initiative called Reimagining Seattle, and it's the Mayor's initiative for the city to recover from the COVID-19 pandemic and thrive again. There are seven workgroups that staff this initiative, and the one most relevant to this conversation is the Community Safety Workgroup.
- The mayor signed an [executive order](#) that laid out the scope of the Community Safety Workgroup, which includes (1) performing an analysis of Seattle Police Department functions and (2) redesigning and reinvesting in the system of community safety services.
- As part of this executive order, she has already invested more funding into community-based organizations including a \$5M commitment this past summer to mentor and provide enrichment and summer learning for Black youth. This was put out by the Department of Education and Early Learning (DEEL).
- Council and the Mayor also joined to send two buckets of funding to our department:
 - [\\$4M](#) for the Seattle Community Safety Initiative which will respond to the immediate need for scaling up gun-violence intervention and prevention. Per Council instruction, we will invest this money in Community Passageways (lead), Urban Family, Boys & Girls Club, and YMCA for their community hub model
 - [\\$10M](#) to build capacity in community-led organizations so they can scale up public safety-related services. We are planning to award these funds through a Request for Proposal in early 2021.
- And so you can see in this visual that our department is part of the Community Safety Workgroup, and we are looking forward to working with community members to design the \$10M investment and any future-year budget proposals.
- On the right-hand side, you'll see the Mayor's initiative to invest in Black, Indigenous and People of Color (BIPOC) communities through [the Equitable Community Initiative](#). This was originally intended by the Mayor to be \$100M, but I understand that Council's latest balancing package has reduced this to \$30M.
 - There is no direct tie between our department and this initiative. However, members who belong to both the Reimagining Seattle and Equitable Community groups will be aligning the efforts.
 - We anticipate that some funding from the Equitable Community Initiative will come to our department to fund community wellness and safety.
- It is important to note that this work will have to run on two parallel tracks. One track will focus on short-term, immediate investments - the \$10M capacity-building fund and the 2022 budget. The other will focus on long-term systemic investments - for example, King County's Regional Approach to End Gun Violence and the Black Brilliance Research Project led by Decriminalize Seattle and King County Equity Now.

- [SLIDE 7] With all the planning efforts, it's important to understand the roles that each group plays.
- I'll focus specifically on the community safety work here.
- As I mentioned before, our department belongs to the Mayor's community safety work group. The work group has just started to form, and our next step will be to ask community stakeholders to join the work group. The group's task is to develop budget proposals that ensure the city has a complete system of community safety services.
- The Mayor then will then look at all the work group proposals in whole (the ones from Community Wellness, Digital Equity, Climate Justice, etc.) and submit a city-wide budget to Council. Council then adjusts and approves the budget.
- Once that budget is approved, the funding is given to the appropriate department to administer to community-based organizations.
- [SLIDE 8] This is where our new Safe Thriving Communities Division comes into play.
- When community safety came to the forefront, the Mayor and City Council both expressed their desire to consolidate safety investments so that we could understand the system clearly and be able to see the gaps.
- Council passed a [resolution](#) in August 2020 which "...established Council's intent to create a civilian-led Department of Community Safety and Violence Prevention; identifying actions in 2020 to remove certain functions from the Seattle Police Department and provide funding for a community-led process to inform the structure and function of the new department; requesting modifications to policing practices; requesting report to Council; providing guidance on layoff decisions; and establishing a work program and timeline for creating a new department."
- Given these desires, and our department's current role in the human services space,
 - we proposed a new division called the Safe and Thriving Communities Division, and it's a part of the 2021 budget.
 - This division will consolidate our safety-related contracts, funding opportunities, and direct services. This includes
 - The Crime Survivor Services (CSS) unit transferred from SPD.
 - The Mayor's Office on Domestic Violence and Sexual Assault (MODVSA)
 - And the existing safety contracts currently in the Youth and Family Empowerment Division
 - The division will also hold budget adds such as the \$4M and \$10M I referenced earlier.
 - In total, this is over \$35 million in community investments.
- [SLIDE 9] Given all of this, the purpose of this community forum is for us to
 - Initiate and build upon authentic relationships with you as we develop the Safe and Thriving Communities Division at HSD, and

- Share information on how we will continue and maintain our relationship with community
- [SLIDE 10] Aside from today's forum, there is a lot of work ahead.
 - **Short term (now and within next 3-4 months): together we get to co-design and implement a hiring process for the new Safety Division Director.** If you're interested in the division director job, you can attend today's breakout session but won't be allowed to join the workgroup.
 - **Long term (now and beyond): together we will develop what the new division's community structure and design looks like.**
- Our breakout sessions allow us to begin the conversation and your input today is invaluable. At the end of the breakout session there's an opportunity for you to express interest in a workgroup to achieve the short term and long-term opportunities. And because we know our community members are busy and valuable, we will provide a stipend for ongoing participation in those workgroups, (details to be determined by the workgroup themselves).

Result: Group understands context and purpose of forum.

Q&A

- [SLIDE 11] Before we enter our breakout sessions, I want to pause for about 15 minutes to answer any questions.
- [Q&A]
- I'm sorry we can't get to all the questions, but we will follow-up with an FAQ on our website. You can also contact Terri Croft with additional thoughts or questions. Many of you have her email, but we'll also post it in the chat.

Email terri.croft@seattle.gov with additional questions or feedback.

Result: Group get their initial questions answered.

Breakout Sessions

- [SLIDE 12] For the remaining time we have left, we will participate in a breakout session. Your choices are
 - Hiring process design for new Division Director (B1)
 - Community structure design for the new division (B2)
- One caveat for those of you interested in the hiring process design for the new division director. If you are interested in applying for the position, please do not attend the hiring process breakout. This will keep the process fair so that no potential candidate has access to more info than another, and we don't want to disqualify any potential candidates. Instead, we encourage you to attend the community structure breakout.
- Terri, please describe how to access the breakout session

Result: Group joins breakout session.

3:40-
3:45
pm
5
mins

Audrey

Breakout Session 1 - Hiring Process Design

- Welcome
- This session is to get initial feedback on the division director hiring process

[Facilitator posts EQ in chat one at a time and then moderates discussion. Chat Moderator reposts question during discussion.]

1. What is your name and organization or community group you represent?, if applicable
 2. What does it look like to share power [or decision-making]?
 3. What are things you would like to see in a recruitment process?
 4. What expectations do you have of the leader of this division? How can the division director best serve you?
- Those are all our questions for today. We plan to begin our workgroup in mid-November and will meet frequently to design a job description and hiring process. Our goal is to hire a division director by March.
 - Do you have any questions about the recruitment process?
 - Is there anyone here interested in joining a workgroup to design the recruitment process for the division director? If so, go ahead and type in the chat or on mic. (Note taker will capture). As a reminder, we will have stipends for community members (government workers are excluded).
 - Thank you for your contribution and willingness to be here today, and thank you to those who expressed interest in the workgroup! You will be hearing from us shortly. For now, please take good care.
 - Note that when you exit this breakout, you'll be put back into the main session. We will not reconvene there, so make sure you exit from the main session as well.
 - Thank you!

Result: Group provided feedback on hiring process, identified if they will continue to participate, and is clear about next steps.

Breakout Session 2 - Community Structure Design

- Welcome to the Community Structure Design breakout session.

Now that we're establishing this new Safe and Thriving Communities Division, it's our opportunity to normalize what shared decision-making between HSD and community looks like, and that begins with this conversation.

- [Facilitator posts EQ in chat one at a time and then moderates discussion. Chat Moderator reposts question during discussion.]

Introductions: What is your name and organization or community group (as applicable)?

- 1) What does it look like to share decision making?
- 2) What are your expectations of this division?
- 3) What is your interest in ongoing engagement with HSD? and
- 4) What does ongoing engagement look like for you?

- Thank you for taking the first step by joining us in this community forum.
- Next steps: We will establish monthly meetings for Dec, Jan to start and there will be stipends available for non-government participants.
- Who's interested in continuing the design work? Please identify in chat or mic (note taker will capture).

Check Out

- Again, thank you for participating in this forum. We look forward to continued collaboration.

Note: Exit session and exit meeting.

Result: Group provided feedback on community structure, identified if they will continue to participate, and is clear about next steps.