



Meeting Minutes

3.18.21 | 6:30 – 8:30 p.m.

Virtual Meeting via Zoom

Commissioners Present: Jessi, Chris, Latosha, Manuel, Nathaniel, Victor, DeAunte, Steven, Brett, Annabelle

Commissioners Absent: Ryan Bush, Yasmine Aceves, Juan, Byram

SOCR Staff: Stephen Cuplin, Caedmon, Leo

Meeting Minutes recorded by: Stephen Cuplin

Guests: Kallisto, Mattie, Sagan, Alphonse, Brian, Verne, Agaiotupu, Alice, Tobias, Alex

Welcome and Introductions

Technical difficulties – thanks for everyone’s patience. Old links broke.

Public Open Comment

Announcement from DeAunte that this is a safe-space, and thanking all attendees for being present.

Call out to individual members.

Kallisto – elected to go later.

Mattie – They/Them, former employee of Ingersoll. Applaud work of the center, but serious concerns about anti-blackness of the board and exec director, racism, transphobia, other abusive behavior. Shared concerns with Marcia Boscher(?). Leadership was more concerned with protecting image of Ingersoll than they were about making change. Initially was encouraged by leadership to make change within Ingersoll, but later found that they were being punished. Seeking community support to uplift, protect, support, and also hold people accountable. Seeking solidarity.

- Asking for transparency regarding investigation process
 - Who, what, when, where and why

- Refer to Demand Letter
- Requesting isolation of Ingersoll until they publicly and privately make amends
 - Promotion within organization requires complicity with racism, sexism, abuse
- These concerns are far beyond one or two people – systemic

Sagan – Emailed a statement, wanted to pass on speaking until the end (if there's time)

Alphonse – Previously community engagement manager at Ingersoll. Spoke of the trauma there, moved across the country to work at Ingersoll. Was disappointed. Ingersoll did not live up to expectations of safety for Black and Brown trans people. Ingersoll used the fact that despite the racism, abuse, etc, Ingersoll was better than not having anything. Left Ingersoll, at risk of health. Wants the city to decentralize funding to ensure that new, culturally competent orgs are given space and resources.

Would like to see directors removed/Ingersoll held accountable.

Some attendees would like their emailed statements to be read in place of them speaking.

Brian – Current staff member at Ingersoll – operations assistant for last 5 months. Here in support of prior speakers. In five months of employment, have experienced ripples of lack of accountability. Hired after initial letter. Offloading of responsibilities by directors to junior staff, and power dynamics that put staff and those relying on Ingersoll at risk.

Verne – Involved with Ingersoll over past few years as a volunteer and as a program coordinator. Speaking in confirmation of abuse to Black employees, and other anti-black behaviors. Ingersoll is upholding white supremacy. Folks have been heldback, gaslit, harassed. Ingersoll is entangled with many outreach groups, unfortunately. Attempting to figure out a way forward that does not harm those that are receiving services, but is difficult. Ingersoll has an opaque accountability policy. Here to amplify voices of those who have spoken – and those who have not – about those who have been harmed by Ingersoll.

Kallisto – Former staff member at Ingersoll. Gotten to know them since they were a volunteer organization, and volunteered/worked with them to support other Trans individuals and community members. Did not have their contract renewed by Ingersoll, but it was not renewed due to their being Autistic. Ingersoll perpetrates a proverbial merry-go-round of racism, sexism, anti-blackness.

Agaiotupu – requested to go last

Annabelle – read a letter from Grayson. Worked as a consultant with Ingersoll, is white and Trans, was one of the first hires. Speaking as someone who believes in work and mission, but immense disappointment and upset at the treatment that many Black employees received. Initial excitement at the diversity, but did not see that commitment to anti-racism put into practice in terms of a workplace environments. Hoping that the Commission can stand in solidarity, connect people with resources.

Sagan – Reading a statement. Current temp employee with Ingersoll. Witnessed harms as have been detailed in prior testimony, and the public letter. Sees this as evidence of how deep rooted the racist, patriarchal, ableist behavior in Ingersoll is. Very supportive of all who have spoken so far.

Alice – Reading a statement on behalf of Beatriz. A contracted employee with Ingersoll – only worked for them for a few months, but volunteered for a few years. Received recognition as a volunteer with the support groups. Initial excitement at finding a support group with connections, validation. Inaction

by management (at Ingersoll) has lead people to be punching bags. Very upset that this organization that promised so much to the Trans community has betrayed. The reported incidents are not isolated. Staff are trying – management are not. They need to be held accountable. Intense lack of transparency in Ingersoll. The Community is demanding change. Volunteer facilitators who care are taking the heat for actions by executives who are absent. This is a powerful, tragic first in that people are boycotting a support group.

Tobias – Speaking in support of former Ingersoll Staff members. Though they did not work directly, can speak to the ongoing anguish that staff are experiencing. Did work for a similarly abusive nonprofit, but experienced abuse at the hands of director, pressured to commit breaches of integrity (falsify records). Brought these concerns up to the board, but board did not replace the executive – simply paid for training, and then things got worse. The Community needs resources like what Ingersoll should be – urging Commission to take action in solidarity.

Agiotupu – Here in solidarity and support, asking for support for the staff, past and present. Witnessed the way that Carter has used their relationship with BIPOC to distance themselves from whiteness. Saw shifting of funds by Ingersoll to suspicious organizations that don't obviously provide support services to the Community. Witnessed broken promises to Black-Trans employee. Calling for action by the board to immediately take action against anti-blackness. Supportive of all demands by current, former, Black-Trans staff.

Annabelle – thanking individuals for being able to share personal pain, trauma. This will help inform, motivate actions to come.

DeAunte – thanking everyone who shared and showed up for the meeting during this time for public comment, sharing their experiences. Reiterating that this is a safe space.

Jessi – Also thanking those who shared. Acknowledge the emotional labor necessary to share, and that it is not taken lightly. Request to amend agenda to allow for discussion about what next steps might look like, can be.

Annabelle – In agreement, striking icebreaker, and push-back of February minute approval.

Jessi – Statement against Anti-Asian sentiment. State legislator updates will be done by email.

Approve Minutes and Agenda

Agenda – unanimous consent.

Discussion/Minutes

Ingersoll

DeAunte – Write a letter to ED/Stand in complete solidarity with those Community members who spoke tonight. Thinks that the Commission has done good work in holding people accountable. Discussed emotional difficulty in that knowing that flawed people are doing good work. Need to hold members of our own community accountable for their actions – act with similar swiftness to the letter written to the

mayor. Expressed dismay/hurt/anger that people whom they know personally who are happy/ready to go have been hurt and sad by this.

Annabelle – Concur with the call to action. Reiterate that the Commission was asked to sign on in support of letter sent to ActionNetwork. Asked if Commissioners had a chance to review the letter, offered to review the specific demands.

DeAunte – Would be helpful to review those demands specifically. Wants to go farther than a simple statement in solidarity. Press release, amplify voices of those who have been silenced before.

Annabelle – Act with awareness so as to not speak over people, but remember that Commission has a pulpit that should be used.

Latosha – Has experienced and seen this behavior (Ingersoll) in other non-profit groups. Has signed on to the letter.

Motion by Annabelle, seconded by Manuel to make a statement. Passed by unanimous consent to sign on to the letter.

Jessi – Commission leverage is with City Council, City Departments. Potentially an avenue to ask for the City to be deliberate about selecting groups that have a good record with Racial issues, racism.

Annabelle – Wants to know if the City has levers that can be pulled to compel compliance with the above.

Brett – Would like attendees to review statement by the Commission to make sure it amplifies, rather than speaks over their concerns. Worries that removing funding for Ingersoll won't change behavior, but will rather harm the staff rather than directors.

Mattie – Other ways to leverage the City without targeting funding.

Victor – Raised question about funding sources of Ingersoll. Request that the City include stipulations that the funding continue, but require certain changes for the receipt thereof. Protect staff and infrastructure while pressuring director staff. Equity is a priority for City and County.

Chris – Noted that Commission has fought to ensure that City contracts include equitability for LGBTQ contractors, but also the City seems to be directing contracts based off relationships rather than meritocracy. Larger portion of funding goes to Ingersoll, to the point that many other LGBTQ Nonprofits are devastated, even destroyed. Have been fighting to make sure that City dollars go to LGBTQ organizations that are doing the good work. Staunch advocate for more funding, hours. Crucial to supporting community

Alex – Wants to know what goes into designating an organization racist/anti racist. Racism is huge concern within Nonprofit sector. Ingersoll is high priority, but racism extends far beyond just them. Wanting to take a step back, create toolkit that can be applied to all nonprofits for anti-racism, rather than focusing to overly specific on Ingersoll.

Chris – Co-funding can be effective, but it can also not be. Depends on the equitability of how it is implemented.

Alex – Broaden scope a bit might allow cooperation with related work being done by other organizations, empower intersectionality

Jessi – Agrees for the need to focus efforts on Ingersoll to be broader and more broadly applicable. Reiterate that current actions include press-release and signing on to letter. Maybe a follow up meeting, either as adhoc, or delegation to POC-Inclusion committee.

Annabelle – seeking to identify an author for the statement of inclusion

Brett volunteered, DeAunte wants to help, as does Latosha

People can email Stephen to get in touch with POC inclusion committee

Annabelle – Point of contact to ensure statement being drafted is in alignment with existing statements. IngersollCollectiveAction@gmail.com

JustCARE/FEMA

Jessi – Candidate forums can be pushed to next month, given time sensitive nature of FEMA announcement (JustCARE)

Victor – met with deputy mayor Tiffany Washington. Raised concerns about ongoing and unfortunate sweep of those individuals who do not currently have permanent living facilities. Victor is part of an organization working to implement JustCARE. JustCare is a 24/7 housing and care program for BIPOC individuals who are unsheltered – specifically in the CID/PS area. Doesn't include SPD/Law Enforcement. Community based and driven. Received funding from COVID relief funds. Funding extended until 3/15 by council. Over 60% of served individuals are Black, a significant amount are LGBTQ (an intersectional group disproportionately effected by COVID). City Council is supportive, but also feel that King County should be funded. KC extended funding to June 2020(?).

City was tasked to create transitional housing via hotels. FEMA funding could be used, but was reportedly very arduous, so the Mayor's office did not pursue it.

Average cost saving is \$31k per person (as opposed to incarceration?). No 911 calls or law enforcement involvement.

Instead of the Mayor supporting existing infrastructures, and instead funded three separate hotels – one of which is nearly empty. Mayor used FEMA funding previously for different orgs.

Nate – Statement in agreement that action must be taken, looking for collaboration with HRC.

Victor – Time is of the essence, lives are literally at stake. Majority of unsheltered individuals are BIPOC. Pressure mayor to use FEMA funding. City Council is supportive – the Mayor is the hold-up.

Jessi – Gonzales and Lewis are reportedly looking to legislative action to force action by the Mayor.

Victor – Mayor just needs to do the right thing.

Jessi – apologetically stopped Victor to call a vote. Motion to make a statement in support of JustCARE and to secure FEMA funding for it. Reach out to other Commissions. Seconded by Annabelle. Passed by Unanimous consent

Victor will draft letter.

Jessi – Update on Police officers at Capitol riots – SOCR has voiced support for independent investigation. Pass to Victor to speak about Atlanta.

Victor – Thankful for support from Commissioners. Might draft a response in support, pass to Nate for Social Media to review.

Jessi – encouraged Victor to reach out if in need of allies or support. Push Candidate forum back to next month. Reminder to stay neutral about candidates, ballot measures.

Jessi – going to email about state bill detail, but the long/short of it is that there is some good in the works pertaining to insurance.

Chris – reminder for new commissioners in terms of resources, reach out to Chris/Manuel/Stephen to get access to various work groups and materials.

Jessi – HRC has selected a few Fellows for this year (specifically relating to Human Trafficking), would like to do a meet and greet. Open up the floor to other announcements.

Chris – update on Zoe Levine, SDOT (community projects).

Committee Reports

Nate – Community Outreach and Engagement

S/O to Brett for many good ideas.

Announcements: Newsletter ideas w/ Manuel on what next steps for newsletter might look like.

Reach out to Caedmon about legality for creating a google form for community input.

Reminder that the Commission has ability to make official statement in support of recent legislation regarding Police Accountability

Brett – Use social media to educate public about bills under discussion, deliberation. Post the “abouts”. Want to clarify if the commission should post in favor/against certain bills, or solely take a neutral, educational standpoint.

Jessi – send feedback about Brett’s idea to listserv. Talk more about it at future meetings.

Chris – Ops updates.

Meeting on 4th Wednesdays of the month 7-8pm PST. Current work has largely been related to recruitment.

Annabelle – reminder about current vacancies

Latosha – POC Inclusion

No current updates – settling back in from a brief break

SOCR Report

White Nationalism – still being researched, collected. Not much to Report, but it remains a priority.

Recruitment – specifics can be spoken about from Nate/Chris/Manuel, but City Council hearings would be April 20th or May 18th.

Announcements, Reminders, & Roll Call

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(END 8:20)