



Wednesday February 1, 2023

11:00 am – 1:00 pm

Webex

Board Members Present: Cesar Garcia, Willard Brown, Jamie Madden, Mark R. Jones, Diana Paredes, Evelyn Allen, Sophia Benalfew, and Abdi Yusuf

Absent: Maria-Jose “Cote” Soerens, Lindsay Goes Behind, Quanlin Hu, Kaleb Germinaro

Public: Yordanos Teferi

Welcome & Public Comment

Approve Board Minutes:

Bana Abera, EDI AB Facilitator

Minutes revised as necessary and approved by Board Members

- Meeting minutes affirmed by Willard Brown and move to approve January minutes, Mark R. Jones seconds.

Call for additional edits/comments

- All in favor as is – all
- No - Nay or abstain 0
- Abstain 0

EDI 2.0 Strategy & Subcommittees Report Back

Executive Committee:

The EC convene to discuss and respond to the MO on the decision not to move forward with the direction the board made in the Fall and the funding recommendations that were made. After endorsing those recs and priorities, we were made aware that that decision was not supported by MO. Received a letter from Rico also clarifying that we won't be moving forward with that decision. The other issues we discussed were the need to develop the Budget Letter for 2023, which goes to Rico, Council, and MO. We also discussed the Board Retreat, what should be included, who should be invited. Lastly, nominations were made for Chair and Vice Chair. Mr. Brown was nominated as Chair and Dr. Mark Jones as Vice-Chair. We will bring the vote to the full board next month.

Policy Committee:

The work plan for the next month is unpacking and research regarding the public benefit and the enforcement requirements in our contract. Upcoming meeting, we'll be doing goal setting, alignment plan for EDI, and intersection of work with the Evaluation committee and the important pillars of our work.



Questions:

Board member: Is the public benefit taken from legal or

Staff: there is legal requirement, but the question of the board was understanding the parameters and what creativity there is. How do we accurately evaluate the public benefit of EDI projects and how the City evaluates this across the City/departments and how it can be redefined.

Board member: Wealth building, etc. how do we make sure that all these are considered in how EDI contributes towards those and how to evaluate public benefit in these ways.

Board members: It would be helpful to find a person that new the law to support the creation of what we need instead of letting the “law” be the stopping point because that’s what people at the top are saying, but without the push back on the legalities.

Storytelling/Data/Evaluation Committee:

Reviewed the decisions and priorities identified and put them in a timeline. Quarter 1 and two are busy with lots of work. Accomplish most by assigning leads for each work item/initiative. Excited about the progress and how it’s moving forward. Please read report for further details.

Youth & Community Engagement Committee:

Discussed a number of initiatives that will lead to a number of connections to community and where our focus began. The potential to start with youth orgs, maybe in RB. Recruiting youth to service on the board. Making connections to build support among youth and young adults and those that have interest in community development so there is a continuum. Not just a career in development, but also be a voice for their community and how we can promote that. Discussed focused on developing the EDI website or different platform to make it accessible to community and for it to be a community perspective, rather than a City perspective. OPCD Comms team joined to explain how the EDI page works and what are some possibilities. Ian will be going back to talk to IT to see what’s possible and what decisions need to be made to make the goals of this committee doable.

This committee is also looking for additional board members and we invite our new board members to join us.

Ad hoc Comprehensive Plan:

Overview on the project:

Over the course of the past six months, Office of Planning & Community Development (OPCD) staff have been engaged in a facilitated process with an Ad Hoc committee of the Equitable Development Initiative (EDI) Advisory Board to support the integration



of the City’s racial equity outcomes into the development of the Comprehensive Plan (comp plan) update.

Correction: In the meeting I think I may have said we have held five out of six meetings, we in fact have done 6 meetings each. The two groups hosted six meetings each, facilitated by members of the BDS Planning team to reflect on the City’s draft racial equity outcomes, identify priority areas for further discussion, and reflect on feedback that has been shared between groups.

Highlights of the project:

- Identifying community led work
- **Accountability**-define what that could look like
- **Data:** Think intentionally about how to parse out data through a community and racial equity lens. Used example of Community Covenants. “Community infused analysis.
- **Access to information from OPCD:** Feedback loop and information sharing with community.
- Displacement as a high priority
- **Access to data:** Need data, the data exists access to it by OPCD staff.
- Growth without displacement
- Right of return
- Building and planning around schools and including schools. Buildings, commerce, jobs, parks, public art, social services, low-income housing, transportation hubs, etc. How do we incorporate schools into plans around community projects like this?
 - Include kids and community
- Transportation presentation from Seattle Transportation Seattle Transportation Plan 20 year vision
- Accessible language in comprehensive plan

Next steps:

As a result of these conversations, and informed by the City of Seattle’s Racial Equity Toolkit, refinements to be documented into an ongoing work plan for collaboration, community engagement, and racial equity policy development towards a draft comprehensive plan in 2023.

For the next steps in this process BDS drafted a “roadmap” of recommendations that are substantively led by OPCD comprehensive plan staff and reviewed by members of the Ad Hoc Committee. Jointly, this product should provide OPCD with the guidance to articulate clear roles, responsibilities, and structure for the continuation of this work.

2023 ROADMAP PLANNING



In alignment with the six steps of the City of Seattle’s Racial Equity Toolkit, the OPCD Comprehensive Planning staff outlines the following steps for ongoing integration of racial equity into the Comprehensive Plan:

- 1. Set Outcomes**
- 2. Involve Stakeholders + Analyze Data**
- 3. Determine Benefit and/or Burden**
- 4. Advance Opportunity or Minimize Harm**
- 5. Evaluate. Raise Racial Awareness. Be Accountable**
- 6. Report Back**

Board member: What happened after the last Comp Plan meeting?

Staff: We’ve had 5 in person meetings, and we just had our six one that was virtual. The engagement increased with each meeting. Currently, putting together of what we’ve heard as well as report out from our CBO contracts. Putting the draft of the Comp Plan report for public review as well as the environmental report. Significantly, we’re moved far in the process and partnered with community orgs and doing individualized reflections and hope to work with this board to support with that. Sometime in the summer.

Board member: In certain neighborhoods, like Belltown, there are claims of people representing their communities, especially that lack voices of color or business community priorities, to focus on reaching those voices and less on the loudest voices that don’t know the concerns of actual community members.

Board member: Same in Lake City neighborhood.

Staff: we take the lens to prioritize the voices we don’t often hear from.

Advisory Board Retreat

- 1 full day + building space in the board meeting
- 2 half days, or full days
- 1 or 2 days then over 3-4 months smaller sessions
- Structure—the relationship between Board and Staff roles, dynamic, and accountability

Dr. Jones: one full day, preferably Tuesday or Thursday

John Rodriguez: full day Saturday

Mr. Brown: in person, one day all day

Sophia: prep work might be helpful since it’s a very packed agenda

Jamie: I find weekdays easier because i (usually) have childcare.



- Executive committee reviewed the agenda. Will share that.
- Looking to finalize dates, we can discuss here or utilize doodle or something like that
- One full day, two half days? What is folks' capacity?
- At the last EC meeting we discussed potentially inviting Deputy Mayor Washington to build relationship with the mayor's office
- Also time to build relationship with new board members and transitioning board members. for this reason, also baseline setting, history, share history, wisdom insight, etc. rebuild connection and collaboration with RSET. Ground in EDI values, reviewing values and mission.
- What's Edi's mandate, what can board do and not do, reviewing selection process.
- What does it take to organize and advocate for the program. Developing approach and plan around that focusing on proactive over reactive.
- Programmatic items will be the bulk of the work, need to revamp ordinance.
- Accountability framework and clarifying separation between roles for board and staff members
- Technical support for grantees, clarifying directive and vision for staff. Based on those establishing workplan for rest of the year.
- Major thing, 2024 RFP cycle, budget organizing and visioning around that.
- Additional work around collaboration, design commission. subcabinet
- What is the interweaving of committees and standard approach across committees and how to cross plan. Clarifying in as far as subcommittees
- Indigenous Seattle
- Asset management
- When is the onboarding of additional board members expected to be completed? 4 additional members.
- We are about to launch into interview candidates. We have about 15 candidates we'll be interviewing. We'll be finishing interviews and recommendations by the end of this month. Hoping to have recommendations by March/end of February
- Appointments process early March
- Late march onboarding with board to join in April

Availability:

Board member (Mark): one full day would be preferred and preferably Tues/Thurs or Sunday for weekend.

Board member (John): prefer weekend, a Saturday is best.

Board member (Brown): The most important thing to me is for this retreat to be in person.

Board member (Sophia): the agenda is packed, so it would be helpful to figure out what prep work needs to be pre-done. Also, for some of the agenda items, it would help to know how needs to be there and to organize/coordinate with those folks so ensure the times work for them.



Budget Letter

Staff: EDI Board Ordinance contemplates board sending a budget letter by March with board priorities and goals and transmitting those priorities goals to MO. Typically, Rico responds to the Board's budget letters based on MO/OPCD's priorities and what OPC/MO can or cannot do. Then it goes to Council/legislative process.

Questions to consider: Does the board want to submit a letter and when. If folks want to then we would need to get started immediately.

Board member: Is there a number we can say that would get EDI projects to construction or a finished?

Staff: no, but we can do the numbers and estimate a number based on the information we have and share that with you.

Board member: the process we used last year was a good one. We established a budget letter committee, about 3-4 people, and we did it in two parts. That was a good structure to work with. Would recommend another committee to work on this and what the program needs to sustain and the staffing needs to support the work for 2024. Priority would be to identify the folks that want to be part of the committee so we can move forward. Reviewed the budget letter from last year and it was wonderful.

Staff: Seems like Mr. Brown and Jamie are volunteering to be in this committee, and we can follow up with additional people that are interested and will bring it back to the next board meeting.

2023 Edi Fund Update & Senate Bill 5418

Staff: As noted in the Retreat agenda portion. Been in conversation with the Executives and we currently don't have any updates. We will share updates once we have them.

Senate Bill 5418

LINK: <https://lawfilesexternal.wa.gov/biennium/2023-24/Pdf/Bills/Senate%20Bills/5418.pdf?q=20230201121649>

Staff: there is a bill regarding public works and we're trying to interpret it but it touches on prevailing wage and...

In connection to EDI, it would trigger these requirements regarding prevailing wage and . We want the board to be aware of this bill because it would make it difficult to fund smaller projects because the amount of work it would take for these projects to implement would make it difficult for them to work on these development projects. We don't have enough info to say how it would fully impact EDI, but bringing it to your attention because it may have a lot of potential impact.



Board member: This can be a really bad Bill for the City. Attaching prevailing wage bill to tax loans, etc.—it's important for people to be paid livable wage—but it has some concerning impacts.

Board member: interested in learning more so we can advocate appropriate and it's within my area. I'd love to help planning with community advocates if needed.

Board member: Why don't we all show up at Olympia as an advisory committee?

Board member: Rico is currently in Olympia and wondering if he can help us advocate?

Staff: I handle the legislative calendar and Rico can schedule time meet with legislators and we can aim for next week, after you all have had time to review the bill.

Board member: we need to bring in other groups to help advocate because it will have impact on EDI's ability to do its work. Groups like Black Impact Alliance and

Announcements & Adjourn

EDI Division Manager Hiring Process

Board member: what's the update on the EDI Division Manager hiring process?

Staff: We've worked with HR to draft. Waiting to see if we will have the green light or not and hope to have the background work completed by end of February and have the position posted by March and hope to have this person at the retreat, but if not hope to have them on board end of April.

Board member: Have the other positions been filled or selected yet?

Staff: we have one outstanding hiring position. Michael is the hiring manager and he will have an update at the next meeting. There is also another hiring in the work and Michael will speak to that.

Staff: That position is the grants and contracts via the Expense Tax. The other positions were the PD2 and that was Dakota position. This is a good opportunity to considered staffing needs and include as part of the budget letter.

Facilitator: Would anyone will like to adjourn the meeting?

Board member: I move forward.



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Board member: I second.