



# City of Tacoma

## Neighborhood and Community Services

### Human Services Commission Minutes

747 Market Street, Room 243,  
Tacoma Washington 98402  
Conference Room 148

Wednesday, September 11, 2019

6:00 p.m.

Meeting Minutes

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**Present:** Rahn Clayton, Kelly McDonald, Jason Grube, Naomi Wilson, Jovan Dumas, Luis Beltran, Magdalena Stickel, Lisa Keating, and Rebecca Stith

**Absent:** Zach Dillon, Cherrielee Matthews, Elizabeth Pebley, Amanda Scott-Thomas, Valentine Smith, Uhmavateykalyaney Chim

Staff present: Vicky, Tiegan, Renee

1. Call to Order/Opening Remarks Chair: Rahn Clayton  
Rahn called the meeting to order at 6:05 pm.
2. Approval of the September Agenda Chair: Rahn Clayton  
Jason moved approve the September agenda and Naomi seconded. All commissioners unanimously approved: Rahn Clayton, Kelly McDonald, Jason Grube, Naomi Wilson, Jovan Dumas, Luis Beltran, Magdalena Stickel, Lisa Keating, and Rebecca Stith.
3. Review/Approval of August Minutes Chair: Rahn Clayton  
Rebecca moved to approve and Naomi seconded. All commissioners approved.
4. NCS Strategic Plan Update Program Manager: Vicky McLaurin  
Strategic plan will cover 2020-2025 and have a current RFP. Second RFP attempt and only had one applicant. Now advertising in the News Tribune as well as sharing with all of our funded providers. The RFP will close on a Tuesday, October 1<sup>st</sup>.  
  
This will align with Tacoma 2025 and be used in the competitive process.
5. HSC Communication Update System Analysts: Renee & Tiegan  
Mentoring has been checked with Legal, but we are advised to have one on one mentors to avoid an unintended quorum with larger gatherings of Commissioners.
6. Equity, Diversity and Inclusion (EDI) Overview Coleman & Associates  
Annie Jones Barnes and Patricia Coleman who are working with NCS.

They believe in a balance between data and storytelling for best authenticity. Relational connection invokes passion, innovation and creativity. Each consulting process is approached with these

erstones.

NCS' Equity Initiative is connected to Tacoma 2025 and the upcoming strategic plan. They have worked with NCS already for one year in one phrase.

Equity, diversity and inclusion is not just an American trend, it is a global trend. The more marginalized segments of the population are disproportionately impacted by injustice and barriers to access.

Equity: Is a state of justice, fairness, and impartiality in procedures, processes, and the distribution of resources by institutions or systems.

Diversity: Is defined to encompass the demographic mix of a collection of people.

Inclusion: Is the quality of experiences and degree to which underrepresented individuals are able to fully participate in decision making processes within an organization or groups.

The Problem:

The level of service  
Relevancy and method  
Access

The Solution:

Where on the spectrum of equity, diversity and inclusion is each organization.

Lead—the org has a plan (7 organizations to date)

Formalize—the org needs to develop a plan and needs help (38 organizations in this category)

Engage—the org doesn't know where to begin, and doesn't know if they have the capacity of resources (budgets under \$250,000, there are 11 in this category)

Tailored consultancy to each organization based on where they fall on the spectrum.

Have had three sessions with the 7 Lead cohort. They will be mentor/coaches to the Engage group.

The Formalize group is being worked with in “intensives” to formalize an EDI plan by end of December 2019.

The Engage cohort the process is to assess their “skill and will” to do EDI work.

They will create an Organizational Profile to NCS to serve to inform the NCS Equity plan and illuminate areas of opportunity and challenge. Convening NCS staff regularly, and have established an internal Equity Team within NCS. The Equity Team ensures the work is embedded throughout the organization with members at all levels.

Planning an Equity, Diversity and Inclusion summit in late 2020. There will be an invitation to community members to help with planning and establish relevancy.

7. Absences

Chair: Rahn Clayton

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At 7:26 Jason moved to approve absences for Zach Dillon, Cherrilee Matthews, Elizabeth Pebley, Amanda Scott-Thomas, Valentine Smith, Uhmavateykalyaney Chim. Lisa seconded, and the entire Commission unanimously approved: Rahn Clayton, Kelly McDonald, Jason Grube, Naomi Wilson, Jovan Dumas, Luis Beltran, Magdalena Stickel, Lisa Keating, and Rebecca Stith.

8. Closing Comments/Adjourn Chair: Rahn Clayton  
Jason, Rebecca and Naomi volunteered to review applications for the strategic plan.

Naomi brought up an ad hoc committee in the past that examined the mental health 1% tax—would like to revisit.

Lisa introduced her daughter Stella who serves on a youth commission for the city and wondered if there are ways the youth commission might be engaged in our oral presentations during the competitive process.

Upcoming meetings for the Beacon Center youth services relocation to the Heights Center, the first is on October 2<sup>nd</sup> at 5:30 at the Heights Center.

Naomi moved to adjourn at 7:40 and Rebecca seconded, all Commissioners unanimously approved Rahn Clayton, Kelly McDonald, Jason Grube, Naomi Wilson, Jovan Dumas, Luis Beltran, Magdalena Stickel, Lisa Keating, and Rebecca Stith.

*Next HSC Meeting: October 9, 2019 6:00 pm*

HSC Chair's signature Rahn Clayton Date 10/09/19

City of Tacoma Staff's signature Romy [Signature] Date 10/25/19