

INCLUSIVITY TASK FORCE MEETING
March 16, 2022
Minutes

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alexa Golemo

Attendees: Alyssa Mitchell, Lissa-Jones Lofgren, Marsha Berry, Regina Purins, Craig Skone, Deb Burns, Kathy McGuire, Patty Hartmann, Saura Jost, Colin Voerding

I. Introductions, Additions, or Deletions to Agenda

Attendees introduced themselves, one addition to the agenda (see section V)

II. Approval of February 2022 Minutes

Moved approval motion carried

III. Overview of Community Building Team (CBT) & Inclusivity Task Force (ITF) Joint Meeting

A joint meeting between CBT and ITF took place on March 2, 2022 to discuss the overlap between committees, how to increase diversity at events and programs, and ensuring we are hosting events that relevant for the community. As a result of the meeting, we aim to evaluate and increase our communication and outreach methods and ensure we are asking questions that pertain to the community and underrepresented groups. Many of the MGCC events and programs have been around for a while and we want to make sure the events are evolving overtime to meet the needs of the community. We recognize there is always room for improvement and inclusion and our goal is to determine what the steps are to achieve that goal. CBT and ITF would like to meet quarterly in order to continue working towards diversity, inclusion, and relevancy of our events and programs.

IV. *MGCC 2022 Inclusivity and Equity Strategic Action Plan*

Discussion of Goal 1, Action Step 1, Milestone 1 & Milestone 2, Lissa Jones-Lofgren, Equity Consultant

- Overview of the Equitable Development Scorecard
 - The way we can get closer to inclusion is by practicing new things and learning the ways that old practices serve us in getting closer to equity or don't serve us in getting closer to equity.
 - The equitable development scorecard was created as a way for the community to decide what does or does not come into a neighborhood, rather than the city deciding something and telling us to respond to it.
 - The equitable development scorecard is about asking or answering the question: who really benefits from new development coming into Mac-Grove?

- Use *example scorecard* to review a previous Mac-Grove development through the lens of another community and better understand the process
 - The inclusivity task force evaluated the James Avenue apartment construction that had previously been approved by MGCC's Housing and Land Use Committee to see how it would currently score on the equitable development scorecard.
 - The scorecard measures community engagement practices, housing practices, environmental practices, economic development, and transportation practices all at the intersection of equity.
 - With the EDS, one would fill out a project name, description of the project, funding, who is involved & demographics. It's important to assess whether those who are affected were represented at the recommendation table. Ask "what would the community like to see?"

James Avenue Apartment Community Engagement Score: 14/40

James Avenue Apartment Housing Practices Score: 12/40

We will continue to review the remaining sections of the equitable development scorecard and how the James Ave apartments would score at subsequent meetings.

Goal 2, Action Step 2, Milestone 1, Kate Baxter-Kauf, ITF Chair

How do we expand communication and outreach methods for our events and programs?

- Upcoming events include Board interest sessions, MGCC Annual Meeting & elections, Mac-Grove Community Egg Hunt, and Spring Community Clean-Up

What has been done so far –

- Promoted through website, e-news, social media, nextdoor, villager, print newsletter, and yard signs

Outreach methods we should increase –

- Flyer businesses – has had success in the past
- Putting signs in parks
- Flyering at colleges, apartments, etc.
- Library – Mac-Grove does not have a library but Mac-Grove residents may go to the Highland Library or Merriam Park. Promote amongst Little Free Libraries?
- Reach out to principal at local schools to put in school newsletter
- Reach out to faith institutions to promote events
- Can we partner with other district councils to increase our outreach?
- Promote on transit routes?

The overarching question is how do we increase relationships and trust amongst renters and other underrepresented groups? We need repeated contact for it to work. Inclusion requires intention – if we continue to do outreach across the same sources, we will continue to have the same results. Reach out

to organizations who work closely with underrepresented communities and cross promote through them. We want to be able to recognize “who is not here” and know how to get them to attend and/or be represented.

V. Updates/Announcements

MGCC viewed a play hosted by the History Theater called *Not for Sale* and we hosted a discussion regarding the play with community members that was well attended and offered good dialogue.

Additional agenda item: There have been concerns from some committee members that their voices are not being heard at meetings and/or their ideas have been shut down by the majority.

The Inclusivity Task Force would like to meeting with Lissa Jones-Lofgren, Equity Consultant, to work on addressing the flow and structure of meetings in regards to ensuring all voices are heard equally and that ideas being presented are welcomed and accepted. How do we as a collective group address these issues politely in a meeting, how do we treat one another better, and move forward in the meeting rather than waiting for the “meeting after the meeting”? If we can address these items as a group, that will begin to become the norm. The pandemic has caused a lack of structure in some capacities within meetings and we have had to navigate how to regain that structure and establish standard practices.

A part of the ITF action plan for 2022 is providing leadership training for board and committee chairs in order to provide training on how to facilitate meetings and discussions with an emphasis on ensuring all voices are being heard equally.

Other updates: volunteer opportunities, board interest sessions and board elections, community egg hunt at Mattocks Park (4/9/22), Annual Meeting on April 21st, and Community Cleanup on April 23rd, candidate application period is open

VI. Adjourn

Minutes submitted by Alyssa Mitchell