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

Present: Rahn Clayton, Kelly McDonald, Jason Grube, Naomi Wilson, Jovan Dumas, Luis Beltran, Magdalena Stickel, Lisa Keating, and Rebecca Stith  
Absent: Zach Dillon, Cherrilee Matthews, Elizabeth Pembley, Amanda Scott-Thomas, Valentine Smith, Uhmavateykalyaneey 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 1st.

   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
NCS’ Equity Initiative is connected to Tacoma 2025 and the upcoming strategic plan. The initiative 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 most marginalized segments of the population are disproportionately impacted by injustice and lack of 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 (36 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.

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 2nd 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

Date 10/09/19

City of Tacoma Staff’s signature

Date 10/25/19

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