

EJLW Meeting #5

Meeting Date: February 22nd, 2021, 6-8PM.

Objectives:

1. Warm up & get to know each other
2. Discuss feedback from phone calls and EJ leader only break-outs
3. Review Decision Points, Modifications, EJLW Planning Calendar, Next Steps
4. Share information on Tribal involvement

Pre-Meeting Materials:

1. Ask yourself, What are the 3 most important things you want to see in the Climate Action Plan? Add these thoughts to the Miro Board
2. Review (at least skim) the following documents:
 - a. [Draft Agenda](#)
 - b. [Paradoxes](#) (*What are the paradoxes we have to face in order to achieve our purpose?*)
 - c. [Umbrella Terms and Scope of Plan](#) (*What goes into the Climate Action Plan?*)
 - d. [Decision Points](#) (*Group decisions we need to address at our meeting*)
3. Optional: Attend office hours on February 16th at 5pm. Staff ready to discuss any topic of interest but special topic of what environmental justice means to the group and the [EJ Task Force Recommendations PDF](#).

Meeting #5 Notes:

- **Attendance:** Aarin, Tera, Monica, Alexia, Michelle, Dylan, Ashley
 - Staff: Raeshawna Ware, Erin Dilworth, Marquis Mason, Emma Keese, Kristin Lynett, Kyla Wilson
 - Absent: Patricia, Milly & Sandra (*interpreter*)
- **Land acknowledgement:** Shared a land acknowledgement written and recommended by the [Puyallup Tribe of Indians](#)
- Raeshawna welcomed everyone and shared how the day's meeting had been remade based on EJLW feedback from one-on-one calls and shared the plan for the day.
- Raeshawna reiterated that one group member, Jeffrey, has left the group.
- Kyla shared a Miro Board with all the feedback grouped into topics and questions/concerns and possible solutions.
- EJ Leaders broke into three break out rooms to discuss the feedback, what was missing and next steps forward. EJ Leaders returned and shared their small group discussions with the whole group:
 - Team bonding – meetings feel disjointed
 - Miro is hard to use – consider a different platform and/or potentially a discussion board for EJ Leaders to communicate with each other throughout the month
 - More pertinent HW in a timely fashion
 - Liked the Meeting #4 HW – reading other City CAPs

- Need a better structure, better use of meeting time
- Don't feel like we know each other, personal or professional background – need to hang out
 - Social circles
 - More space for socializing in meetings
- Feel out numbered by staff in meeting
- Suggested ¼ of meeting time devoted to team building and our own stories – need to be human centered, don't want work to be surface level
 - Need to know each other to do meaningful work
- Opening conversation about group member leaving is incomplete – need to spend more time has a whole group discussing this
- Group needs to be better setup for success – lay sufficient groundwork
- We started group norms but this is unfinished – needs more EJ leader ownership
- Discussions need to be contextualized more
- How do we address harm done and work through it?
- We need to hold ourselves accountable to Tribal involvement
- Document of 'Paradoxes' and the RACI matrix is helpful for contextualizing EJ Leader role
- It's difficult to repair broken relationships
 - Need to be realistic about what we can and can't do
- In response to the RACI matrix shared, we should involve the Mayor's Youth Commission and outline the Commission's role more clearly in the RACI for the EJLW to understand where their voices are as part of this process
- We need to set a meeting time for next quarter's meetings
- Raeshawna shared [Decision Points](#) document and led a small discussion on time-sensitive questions. Emma shared the following polls based on that discussion:
 - Would you go to another (optional) Workgroup meeting in March to provide more background context we feel has been missing (or handle other agenda items).
 - I would participate in one or more of the following virtual events...(CHB-led "office" hours, City-led "office" hours, CHB- or City-led "office" hours, EJ Leaders & Staff social events, EJ Leaders-only social events, One-on-one casual networking opportunities with a staff member, Staff-led community engagement activities outside the EJ Leaders meetings, Unlikely to attend virtual events and would prefer to connect with staff over phone calls, I would not participate in any additional events)
 - Should staff pursue adding a 10th member to the group?
- Kristi shared the [planning calendar](#) and how it will change based on today's meeting. Marquis invited EJ leaders thoughts on the calendar and how agenda's will be formed going forward to allow for more EJ Leader autonomy.
- Kristi used the [RACI matrix](#) to expand on the EJLW role and how it fits with other actors in this process.

- Kristi and Erin spoke about the Tribe's involvement in decision making and shared the content of conversations they had with Tribal staff involved in the process.
- The meeting closed with next steps and goals for the March meeting.

Additional Resources from Meeting #5 Discussion:

- [Paradoxes](#) we face in this work
- Shared drive
- [Wisconsin's Climate Change Report](#)
- For fun!
 - Local bakery recommendation: Sur Argentine Bakery (10518 S Tacoma Way A, Lakewood, WA 98499)