

**CITY OF SHORELINE
COUNCIL OF NEIGHBORHOODS MINUTES**

April 5, 2017
6:30 pm

Shoreline City Hall

COUNCIL OF NEIGHBORHOODS REPRESENTATIVES PRESENT

Ballinger – Stephanie Angelis
Briarcrest – Sophia Kowalski
Echo Lake – Jeanne Monger
Highland Terrace – Cyndi Robinson
Innis Arden – June Howard
Meridian Park – Gretchen Atkinson
North City – Dan Dale
Parkwood – Braden Pence
Richmond Beach –David Davis
Richmond Highlands - Pete Gerhard
Ridgecrest – Patty Hale

CITY STAFF PRESENT: Rob Beem, Community Services Manager; Constance Perenyi, Neighborhoods Coordinator; Suni Tolton, Diversity and Inclusion Coordinator

I. Call to Order

Chair Pete Gerhard called the meeting to order and asked for self-introductions. Stephanie Angelis read “The Enkindled Spring”, a poem by D.H. Lawrence.

II. Review April 5 Agenda and Minutes from March 1

The [April 5th agenda](#) was approved. Minutes from [March 1](#) were approved.

III. Public Comment

Patty Hale shared that Sears in Shoreline is still open, and is not slated to be closed. She encouraged shopping there to support the local economy.

IV. Visiting Councilmember Update

Councilmember Jesse Salomon reaffirmed Shoreline’s status as a Welcoming City. Neither City staff, nor the Shoreline Police Department, makes inquiries about people’s immigration status. Does that make Shoreline a Sanctuary City? Currently, there is no legal definition for that term. Will being a Welcoming City affect federal funding in Shoreline? It shouldn’t. The City of Seattle has initiated a lawsuit against the current administration, and it will be relevant to watch how that resolves for Seattle.

As reported at the last CON meeting, Council has approved the new Supplemental Paid Family Leave Policy. As of now, it is only for City Staff, but there may be further research into making it a more general policy. Another issue Council will look at is a secured scheduling regulation for employers 500

more employees and 40 locations. This would guarantee more predictable scheduling for employees with flexible hours.

The City is making a donation of land secured during the Aurora project for low income housing. Council is reviewing options for its use, how many units will be constructed, and what the target level of income will be. In answer to a follow question about income levels, he said that this process is in the very beginning stage.

In response to a question about proposed plans for the Fircrest Campus, Councilmember Salomon said that there were longstanding questions about the quality of care that need to be addressed by the State. CON Member Dan Dale encouraged everyone to look at the Fircrest Master Plan, and to stay current on all proposals so residents can support future development of the site that will benefit the community.

When asked whether the City could purchase land around the Sears to create a park, Councilmember Salomon said the land was not currently for sale. He said that any future changes to the site will prompt environmental review, and that the possibility of daylighting culverts will be a consideration.

V. Diversity and Inclusion in Shoreline

After giving a brief introduction to her work in the City, Diversity and Inclusion Coordinator presented demographic information about Shoreline (included below). She then led an exercise to get CON members thinking about how they “sell” events to people in their neighborhoods. When asked to share how the exercise felt, responses ranged from surprise, discomfort, and even shock at suddenly shifting into selling or investing mode. Many chose to invest based on the level of confidence displayed by the sellers, while others agreed that it would have been better if they had been asked what they needed.

VI. Preparing for Summer Events in Neighborhoods

Suni then facilitated a discussion about what CON members consider as they plan neighborhood events for this coming summer.

What are goals for a successful event?

- More than 100 people at the Bruggers Bog National Night Out event;
- More than 800 people at Ballinger Outdoor Movie Night;
- More than 2000 people at the Ridgecrest Ice Cream Social;
- Increase diverse attendance at meetings and events in Parkwood;
- More attendance from across Shoreline at the Richmond Beach Strawberry Festival;
- Good turnout at first Food Truck events in Echo Lake.

What are expected challenges in putting together successful events?

- Fundraising, to provide activities at no cost for participants.

This can be done through grants, bake sales, rummage sales, sponsorships, and CON book sale at Swingin' Summer Eve.

- Communication/Advertising

How to provide for greater language access?

- Finding enough volunteers to lead and help.

What are successes in overcoming challenges?

- Getting the word out through all channels, including websites and newspapers.
- Large recruitment of volunteer support, and volunteers who have specific roles.

VII. Board Report

With elections coming up in May, Pete explained again how the nominating committee works, and asked for people to serve. At this point, there are candidates for all positions except for secretary.

VIII. Neighborhood Coordinator's Report

Constance continued the theme of summer events. The annual CON picnic will be on Tuesday, July 25. The site will be determined soon, but will be on the east side of the city this year. She also referred to the CON goal of increasing cross-neighborhood collaboration (Goal #3). Members of the board have discussed the possibility of an all-City project, possibly with an arts focus, hosted and facilitated by CON at Celebrate Shoreline this year. Mural artist Sara Snedeker is interested in helping plan and coordinate this. Constance asked if any CON members were interested in forming a project committee. Sophia Kowalski, June Howard, and Stephanie Angelis expressed interest, and Constance will contact them once she has more information about options.

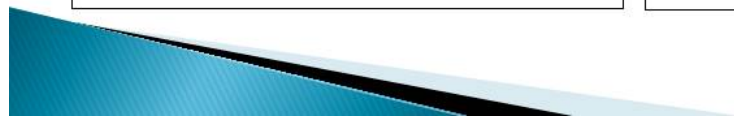
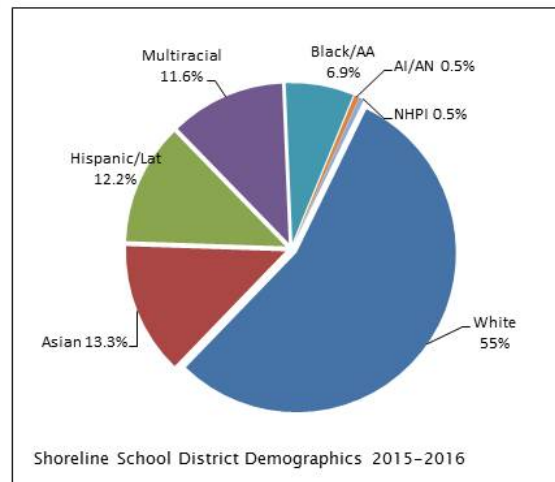
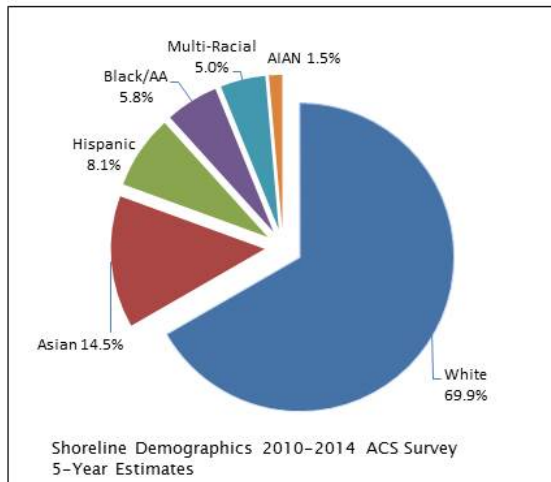
IX. The meeting was adjourned at 8:57 p.m.

City of Shoreline Diversity & Inclusion

- ▶ **City Council Goal#4:** Expand the City's focus on equity and inclusion to enhance opportunities for community engagement.
- ▶ Resolution 401: Shoreline City Council declared the City of Shoreline to be an inviting, equitable, and safe community for all. Prohibits inquiring of immigration status.
- ▶ Shoreline is home to an increasingly diverse population – ethnically, racially, and economically.
 - 1 in 5 (20%) residents are foreign born
 - 1 in 4 (24.4%) speak a language other than English in the home
 - Shoreline School District students (18%) a language other than English
- ▶ 12.9% of Shoreline population has a disability; higher than Seattle (9.1%) and King Count (9.6%). Shoreline Demographics 2010–2014 ACS Survey 5–Year Estimates



Diversity & Inclusion – Demographics



Diversity & Inclusion - Program Goals

Internal Support

Increase internal City organizational capacity to support service equity and inclusion

- ▶ Internal staff survey re: training needs
- ▶ On demand phone interpretation



City Services

Increase access to City information and services by diverse communities

- ▶ Culture Share Events



Community-based

Support for community events to support Diversity & Inclusion goals

Know Your Rights Training

Tuesday, April 4th
5:30pm—8:00pm

Parkwood Elementary School
1815 N. 155th St.
Shoreline, WA



Learn more about

- Updates on the current policy changes
- Information on immigration status (DACA, Green Cards)
- Know Your Rights
- Safety Planning
- Reporting Hate Speech/Crime and Bullying
- How to get involved



Dinner will be provided at 5:30pm. If you have any questions, contact Kendra Innes, Parkwood Family Advocate at 206-393-3400 or kendra.innes@shorelineschools.org.

RSVP for childcare, by Friday, March 31st, to Tanya LaSalle at Center for Human Services, 206-631-8838 or talsalle@chs.nw.org.



SIX ESSENTIAL STRATEGIES FOR INCLUSIVE ENGAGEMENT

Effective community engagement takes careful planning and acknowledgement that each population that we work with is a unique opportunity to broaden our understanding of what makes a community.

To help you think about ways to use each strategy, we have provided critical questions to consider, as well as successful examples to illustrate creative ways to connect with your target group.

1. Build personal relationships with target population

Q1 Are there key individuals or constituents you already have or should be building a relationship with?

Q2 Are there venues for you to attend or explore to find out who are natural community leaders?

- Informal/Community driven gatherings that are appropriate to attend
- Connect with the individuals in this community/population

2. Create a welcoming atmosphere

Q1 Does your process reflect, honor, and welcome the community?

Q2 Do the venues you choose invite participation and engagement?

- Hire staff or consultants from the community or that reflect the target population
- Choose gathering places that are comfortable and that are conducive to the interactions that you want to have

3. Increase accessibility

Q1 Are there issues/barriers (language, location, time, transportation, childcare, food, incentives, appeal, power dynamics, etc.) that should be considered throughout the whole process?

Q2 Are there ways to increase the level of input a community has in a process?

- Selecting the most appropriate and effective communication method to promote engagement opportunities
- Decrease barriers to attendance or effective communication at events

4. Develop alternative methods for engagement

Q1 Do you have non-traditional methods of outreach to get people involved?

Q2 Do you offer multiple ways for contributing input and feedback?

- Provide opportunities for social interaction and relationship building
- Provide opportunities for community members to give feedback in photographic, voice recorded, or video formats

5. Maintain a presence within the community

Q1 Are there community driven events that you can participate in and that people will already be gathering for?

Q2 Do community members see you out, regularly, in the community?

- Attend community driven events and activities (think non-traditional)
- Establish places in the community that people can have sustained, informal interactions with you

6. Partner with diverse organizations and agencies

Q1 Are there organizations that currently have relationships with your target populations that you can connect with (remember to consider power dynamics)?

Q2 Have any agencies or organizations successfully implemented similar programs or initiatives (perhaps on a smaller scale or in another community) that you can solicit advice from?

- Connect with organizations who are already culturally tied to the target community or are currently providing services to your target population
- Create a network of services that eliminate gaps or reduce redundancies for the target population

CULTURAL COMPETENCE CONTINUUM

STAGE	CULTURAL DESTRUCTIVENESS	CULTURAL INCAPACITY	CULTURAL BLINDNESS	CULTURAL PRE-COMPETENCE	CULTURAL COMPETENCE
	Where people actively belittle other cultures	Where people show no interest in or appreciation of other cultures	Where people treat all cultures as if they were the same	Where people have acceptance and respect for difference, and continue self-assessment	Where people unconsciously hold culture in high esteem, and use this to guide their lives/work
ASSUMPTIONS	<ul style="list-style-type: none"> Forced assimilation Rights and privileges for only dominant group <p>"We deserve this" "This is the ONLY and RIGHT way"</p>	<ul style="list-style-type: none"> Lower expectations Maintain stereo-types <p>"People choose not to be a part of the process" "This is just the way we do it here"</p>	<ul style="list-style-type: none"> Differences ignored "treat everyone the same" Need/Problem based <p>"I don't see color, we are all just the same" "just give me a checklist"</p>	<ul style="list-style-type: none"> Seeks advice/consultation Identifies what they are NOT capable of doing <p>"Let's just hire an expert" "Teach Me Phase"</p>	<ul style="list-style-type: none"> Recognizes individual and cultural difference Develops new approaches <p>"Let's work together to truly empower communities"</p>
POWER DYNAMICS	Access and power are only given to a privilege group other members are purposely excluded	Education is still designed for privilege group and no accommodation is made t try to include other groups	No acknowledgement of power differences (institutional racism, classism, immigrant or refugee experience, etc.) power is still held by dominant group	Power differences are acknowledged, with some understanding but reliance on others ("experts")	Target community has a role (real power) in education design and application
EXAMPLES	<ul style="list-style-type: none"> Exclusive Public Meetings "English Only" Approach 	<ul style="list-style-type: none"> Traditional "Town Hall" model The "Bootstrap" Mentality 	<ul style="list-style-type: none"> Translated Newsletters Multicultural Festivals 	<ul style="list-style-type: none"> Consult with or hire (one) member of an ethnic community Special (one time) Programs 	<ul style="list-style-type: none"> Native American Art and Storytelling (target population designs process, holds real power) Trusted Advocate Model (power sharing)

Adapted from: Cross, T.L., Bazron, B.J., Dennis, K.W., & Isaacs, M.R. (1989). Towards a culturally competent system of care volume 1: A monograph on effective services for minority children who are severely emotionally disturbed. Washington D.C. CASSP Technical Assistance Center, Georgetown University Child Development Center.