

St. Anthony Park Community Council  
 Equity Committee  
 Friday January 5, 2018  
 8:00-10:00 am  
 SAPCC

In attendance: Scott Simmons, John Connell, Neal Rassmussen, Grant Abbott, Melissa Williams, Sarah Goodspeed, Kathryn Murray

8:00	Welcome, approve minutes and agenda Kathryn new staff, founding member of equity committee as former board member	
8:15	<p>Objectives and strategies in 10-year plan: 1. Develop and support community events that foster inclusive participation across neighborhood demographics. 2. Use food as starting point to address immediate and real food insecurities, facilitate healthy food infrastructure, to build community across demographics, food resource center as eventual goal. 3. Develop response plans to act in instances of discrimination or other events. 4. Facilitate access to resources like ship grants, extension services, other orgs. 5. Proactive in responding to gentrification and segregation. 6. Continue to review and improve communication and outreach to gather and disseminate information with community and have decision making reflect neighborhood. Amend updated language to 10-year draft. Increasing diversity, want to support more racial and class diversity among new residents, improved access to small business loans for MBEs, connect with orgs that support resources. New housing is not affordable, not accessible, profit driven developers hike up market because demand allows. Who's accountable/responsible for goals in 10-year plan? City reviews and incorporates plans, influences budget allocations.</p> <p>1. Continuous review of equity framework. Priority for continually improving and amending equity framework, used as working document but want to express more fully the role of equity committee to Council.</p> <p>2. Develop proactive education and responsive plans. Proactive in creating response plans, so we don't start from zero if discrimination happens. Could include range of responses, position statement of commitment to equity, call to action, communication, listening sessions, meetings, pro-bono lawyers on call for potential support. Include both positive and negative news in newsletters, not included in police reports, where to gather info and follow trends. Bugle used to have crime reports, taken out as poor reflection of community, we also don't want to start from negative, want to show support for folks who may feel vulnerable, reach out and ask if they were in an unsafe situation what kind of support would be beneficial? Protect privacy, avoid response that escalates situation, mediation with City, what resources can we leverage in response to request? Would be very useful to property management companies as well, particularly hearing from single women who do not feel safe, know there is social infrastructure beyond cameras and lights. Link with land use/transportation for safety concerns. Where to balance support against discrimination related to local workers or local businesses/churches in addition to residents. When church was broken into we rallied to help fundraise to recover. Response plan prepared to react and education as prevention proactive. How can council facilitate welcoming.</p> <p>3. Building connections to facilitate access to resources. How do we facilitate access to resources? Identify where there is need, ie link enrollment in</p>	

	<p>food stamps and reduced bus fare, both known issues, work with existing agencies to show lack of service and coordinate with partners to help steward pop-up or other connections, don't have to do it ourselves. Identify resources, build relationships and coordinate collaborations. Like county navigator, help navigate community members to other resources.</p> <p>4. Strategic planning of food equity programming. Realistic about baby steps we can take in next year. Tuesday's community garden meeting highlighted coordination and importance of personnel to maintain momentum. Systematization of food programming to centralize and organize point people, coordination, grants. Support coordination with community garden volunteers and Seal hi-rise, still easing into changes already made, supporting reception team larger than weekly Sunday service. Share phone tree, display space for delivery updates, building infrastructure for other donations beyond garden with freezer and commercial donations. Open to community to plug in, gain more volunteers and partners to spread the load, more donations and food swap from private gardeners, need comprehensive ordered plan to plug into. Connected to communications goal as well.</p> <p>Don't oversell our capacity, may not be time limited goals but want them to be practical. Equity will never be checked off the list, goals will contribute to ongoing mission and commitment to equity. Engagement from transient renters is hard, not just a place to sleep. Proper outreach and engagement helps people commit to community.</p>	
9:00	<p>Program updates</p> <p>Food program and community meal – harvest celebration was huge success, so many partners like Hampden Park and greater presence from Council, JooHee bodywork, John Mark reflective strips people love them, core group of Seal residents felt so validated and joyful and truly part of community. Not just transactional around food, building relationships. Got \$10k Headwaters grant to grow food program, can support planning, staff and partnerships. \$3k SHIP grant for community building. Community garden will increase from 2 to 3 plots, Lydia sponsors one plot, Lois contributed huge amount of produce. Recruit gardeners at Mayfest, other community volunteers, just need point person to organize, delegate responsibilities, phone tree, reminders, procedure for harvest, weighing, receiving, can provide gift cards/stipends to Seal coordinators. Hope to plan another community meal in spring, quarterly/seasonal could link to Mayfest. Later in August, food swap idea, food-mobile collection, October soup booyah or empty bowls style fundraiser, December Lydia holiday party. Farm seeds at Dow basement.</p>	
9:20	<p>Staff transition – welcome Kathryn to coordinator position, searching for director for Suyapa's role. Position risk of burn-out, board and committees step up to support. SS move to <b>formally commend Suyapa and Sarah for work and partnership in forming equity committee.</b> MW second. All in favor.</p>	Approve
9:28	<p>Submit to consent agenda to <b>add Neal as voting member of equity committee.</b> Still need co-chair who isn't board member. Approve. KM propose holding working sessions for equity framework and food program.</p>	Approve
9:30	Adjourn	