

Arts and Heritage Advisory Council Meeting Minutes

MPT Headquarters
4702 S. 19th Street
Tacoma, WA 98405
Wednesday, May 15, 2019

Present: Zach, Andrea, Maria, Britt, Peter, Carol, Claire, Mary

Absent: Silong, Katie, Molica (leave of absence)

I. 5:33 pm Welcome and call to order

II. Indigenous Land Statement

“I would like to recognize that we are meeting on Indigenous land: the traditional homelands of the Puyallup people.”

III. Review and Acceptance of April 17, 2019 Meeting Minutes – Zach moves, approved

IV. 5:35 DEI follow-up discussion

- i. Started with self-work, strong discussion on individual and group strengths as well as vulnerabilities and weaknesses.
- ii. The Chair reminded the council of last August’s mini-retreat and the discussions of Diversity, Equity, and Inclusion held at that time.

b. Reminder - Ground Rules/Agreements

- i. Based on MPT meeting agreements, these included:
 - Confidentiality
 - Assume Positive Intent
 - Mistakes are going to happen, learning is on-going
- ii. Additional rules were based on MPT outlines already in the room, and reflected similar concerns about group dynamics, personal comfort and safety for discussion participants.

c. Council member reflection: Why?

- i. The Chair led the group in a reflective exercise on why each member joined. Members responded in turn, sharing who recruited them, why they decided to join, and what they offer the group.
- ii. The majority of members learned about the opportunity to apply through their community connections (other volunteer boards, coworkers) and

chose to submit the application because they wanted to know more about MPT activities and to give back. Members overall indicated they appreciated the opportunity to share out news of MPT projects to their communities and participate in things like the public art program. Council members identified their individual strengths and how they contribute to the council work, not necessarily reflective of subject matter expertise.

d. Barriers brainstorm

- i. The Chair then led the group in reviewing barriers that impacted their participation on the advisory council, and brainstorming potential barriers for others.
 - 1. Personal barriers included transportation, general scheduling challenges, difficult to focus on council work between meetings, childcare, and council focus.
- ii. Speculated barriers that others might face included:
 - 1. Meeting geography – possibility of rotating, telecommute
 - 2. Tokenizing – Fear of inviting people in and then not changing anything about the way things are done; spending too much time in self-examination even after new folks are brought in; work isn't done when we've invited more people in.
 - 3. Unclear expectations for council work - What's the incentive to join? How can you see your work come to reality?
- iii. Would like to but haven't been able to achieve:
 - 1. The council discussed being closer to decisions while they're still being made – currently, we get plans when they're almost ready for public presentation. Timing is challenge as projects move fast, making changes at policy level may be a better route.
 - 2. Possibility of utilizing subcommittees to tackle specific projects was raised (like art panels); council members brought up the idea of finding ways to instill art and heritage into MPT places it may not be obvious.
- iv. ~~Self-assessment taking and/or tools introduction~~ (Postponed to next meeting)

V. 6:35 Recruitment

a. Brainstorm session

- i. Council members suggested numerous routes to raising awareness of the Advisory Council's existence, such as posting informational fliers at community centers, connect to students at UWT, other boards could recommend candidates, master gardeners and other groups that have been successful at DEI work.
- ii. Opportunity to raise profile of council at summer community events by tabling at MPT summer festivals (Ethnic Fest; Summer Bashes at each community center);
- iii. Could host a future open-house meeting, invite interested parties to attend.

b. Wrap-up, next steps

- i. The Chair proposed drafting a draft one-pager for recruitment: how to be transparent, what communities do we need represented, ask applicants to identify potential barriers and state our willingness to overcome them.
- ii. Homework: ideas for recruitment events – may need to act quickly to make it onto schedules
- iii. Need to set deadline for closing recruitment, possibly September so we can respond responsibly to all who have applied
 - 1. Timeline: June – second draft of goals; July and August – active recruitment
- iv. There was additional discussion regarding Advisory Council structure
 - 1. Attending meeting by conference call is possible, though calling members cannot vote, they may still add to and discuss topics
 - 2. “Any member with more than three unexcused absences in a 12-month period may be reviewed by the council and may be removed by a majority vote of the council” per handbook
 - 3. Discussion on how to be legally and ethically correct in recruitment efforts while pushing for diversity
 - a. MPT has goal to be representative of Tacoma. MPT staff will check on language used in our policies for volunteers.
 - b. AH Council will create goals for recruitment and continue to serve as a pilot for other councils' recruitment efforts.

VI. 7:07 pm Board & Staff Liaison report – Claire, Mary

a. Tacoma Dragonboat festival, May 18th, Thea's Park

VII. 7:00 pm Adjournment

Next meeting: June 19, 2019 – Location TBD