

Spokane Regional Law and Justice Council

Racial Equity Committee

Minutes of Meeting

Date: March 5, 2020

Time: 11:30 a.m. to 1:30 p.m.

Location: The Gathering House

733 W. Garland Ave. Spokane, WA 99205

- I. Introductions
 - Karen Boone moved to nominate Francis Adewale and Carmen Pacheco-Jones for Vice-Chair and Chair, as well as identify alternates in training (Chair, Vice-Chair elects). Andrew Warlaumont seconded. Motion carried unanimously.
 - i. Suggestion: Announce recommendation for Chair, Vice-Chair, and alternates in training (2) during the SRLJC meeting in April. Note: The By-laws require the Chair of the Committee also be a member of the SRLJC.
- II. Implicit bias training/system
 - Suggestion: The Committee should reach out to Nick Antush (City Public Defenders) and Justin Bingham (City Prosecutors) to offer a joint implicit bias training.
- III. Racial Equity Toolkit
 - REJI available for the Committee to use
 - Need to identify which departments could start with.
 - Karen Boone moved to circulate information regarding mentoring/leadership opportunities as well as the REJI toolkit.
 - Francis: suggested refresher training with Omid.
- IV. Recommendations for Equity Lens in City/County Workgroups
 - Mary Lou Johnson, Vice Chair of the SRLJC Strategic Planning Committee provided an overview of their work on Charter Teams, the SRLJC Bylaws, and the role of the SRLJC Admin Committee.
 - i. The Strategic Planning Committee has approached the Admin Committee with recommendations on Charter Team membership.
 - Recommendation: The Committee should make the following recommendations to the Admin Committee regarding project charters and membership:
 - i. 1 – 3 Community members should be part of the Project Team.
 - ii. The Racial Equity Committee should be listed as a Subject Matter Expert, Stakeholder, or on the Project Team for every project.
 - Karen Boone moved to support recommendations on Project Charters. Andrew Warlaumont seconded. Motion carried unanimously.
 - i. Recommendation: The Committee cannot expect Community Representatives to shoulder racial equity work on their own in these projects. The Strategic Planning Committee should recommend adopting the REJI toolkit to help further equity initiatives.
 - Suggestion: Teams and documents be posted online.

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- V. Update on Justice Task Force (JTF): The Data Analyst for the Office of Law & Justice is working to break down the JTF's recommendations by race.
- VI. Culture of Incarceration and its impact on public health.
 - Suggestion: Request a meeting with Jail Director Mike Sparber to discuss the culture of incarceration in Spokane.
- VII. Judge Training & Jury video.
 - Francis Adewale provided a history of the jury video initiative.
 - i. After initially recommending the Federal jury video (that includes training on implicit bias) be used by the courts, the Committee has not followed up to see if they have implemented the recommendation.
 - Recommendation: Follow up with Judge Price and Judge Moreno for an update on the jury video.
- VIII. Racial Equity Committee membership: Unexcused absences.
 - The Chair and Vice-Chair have the authority to remove members if they are no longer engaged.
 - Suggestion: If members are not regularly attending meetings, a conversation with them should take place before they are removed from the Committee.
 - i. Before an individual is removed from the Committee, a new member should be appointed to fill the seat.
 - Suggestion: Change the SRLJC By-laws to include this process. For example, a section that states: "If you have been absent without excuse X times, we will reach out. Here's the action we will take."
 - Question: Have we reached out to community members to ask about their experience attending Committee meetings?

Next meeting: April 2, 2020

Scribe: Maggie Yates