



Equity and Human Relations Commission

January 11, 2023

Agenda Item 4

Background

Direction from City Council on December 7, 2022

“Request the City Manager work with staff to ensure an item is agendized on the next available Equity and Human Relations Commission meeting to discuss recent Commissioner conduct and report back to the City Council within 60 days with the outcome of the discussion.

Purpose & Group Agreements

Intentions

- Hold space for the community throughout this conversation
- Show equal compassion and care to everyone
- Ground the conversation in accountability rather than punishment

Agreements

- Create a safe space & brave space.
- Take space, make space.
- We are open and respectful.
- We are conscious of Intent v. Impact.
- Use “I” statements.
- We all live at intersections.
- Confronting social justice is painful and joyful.

Reflection Questions

Questions to Consider

- What happened?
- What are the main ways this harm affected you personally? How has it affected the community? How does it affect the Commission?
- What are some tangible steps toward repair and healing?



Thank you