

**Kitsap County Council for Human Rights
RETREAT AGENDA – SPECIAL MEETING**

Sunday, January 21, 2024, Noon-4 p.m.

In person only at Tracyton Methodist Church, [5153 Naomi St NW, Bremerton](https://www.kitsapcountygov.com/5153-Naomi-St-NW-Bremerton)

Name	Position*	Name	Position*
P Jeffrey Hora	D1 – P1	P Elizabeth Holmes, <i>Secretary</i>	D3 – P1
P Barbara Dennis	D1 – P2	P Cris Amburgey	D3 – P2
Vacant	D1 – P3	P Kirsten Dahlquist	D3 – P3
P Melisa Wight	D1 – P4	P Shannae Peters	D3 – P4
Vacant	D2 – P1	P Augustine Lujan, <i>Chair</i>	At-large
P Rochelle Karlsen	D2 – P2	Vacant	At-large
P Jim Manlove	D2 – P3	E Nicola D’Anella, <i>Vice Chair</i>	At-large
P Erika Anderson	D2 – P4	P Rebecca Pirtle	County Admin.

***Note on Positions:** Commissioner for District 1 Christine Rolfes; District 2 Charlotte Garrido; District 3 Katie Walters.

Attendance: P – present T – present by technology E – absent excused U – absent unexcused

1. Call to Order
 - a. 12:17
2. Welcome & Introductions
 - a. New Members’ first meeting: Jeff Hora, Barbara Dennis
3. Approve Agenda - Elizabeth move, Rochelle second, unanimous approval.
 - a. Group Agreements - read through
 - b. Public Comments
4. Centering Moment – Erika Anderson
 - a. Reflecting on the work.
 - b. Assign for next month
 - i. Jeff Hora
5. Overview of Council – Augie and Rebecca
 - a. Review Vision and Mission of the Council
 - i. **Vision:** Kitsap County shall be a caring, supportive, and safe community for everyone that values each individual, celebrates individual differences, and recognizes the importance of each person's contribution.
 - ii. **Mission:** 1) To advise county government and the Kitsap County community on issues related to discrimination, violence and harassment based on race or national origin, religion, age, gender, gender expression, sexual orientation, disability, or economic status, and 2) To promote equitable treatment of all people and reduce prejudice through education, resource referrals, and advocacy.
 - b. Council materials & resources: brochures, timeline, website, DEI training & resources
 - i. Discussed website, its purpose and information available on it. Links to most things are on the website, including the Timeline of Human Rights (reviewed annually), additional resources, etc.
 - ii. Reviewed the brochure - some content updated, particularly regarding information as to how to report acts of discrimination and hate speech/crimes. There is a QR code on the back of the brochure that leads to the KCCHR website (<https://kcowa.us/hrc>).
 - c. Events, meetings, community involvement
 - i. Annual meetings with the Commissioners to update on Council’s projects, updates, areas of concern.
 - ii. Identified that there are options for some aspects of community engagement. Historically, the Council hosted and organized a Conference for Human Rights on or around Human Rights Day (Dec. 10th). In 2023, the Council hosted and organized two Forums instead to allow for more opportunities to participate in community events and engage with the community on a more

regular basis. The Council can discuss the direction of Council events for 2024 and how we wish to proceed.

6. Review & Revise Group Agreements, Bylaws, etc. – Augie and Rebecca
 - a. Group Agreements
 - i. No updates.
 - b. Bylaws Review – Rebecca
 - i. Read through by the Council.
 1. Requested clarification around the Bylaws and areas where there were some differences in practice. Exceptions were clarified.
 2. Provided an edit to the following subsection, “Article III - Officers, D. Secretary, ‘The Secretary shall record the minutes of meetings, upon approval of the Council...’” Change the comma to a period.
 3. Discussion around the membership and possible barriers to retention and recruitment. It was noted that there are often vacancies and that the three-year timeline might impact people serving on the Council due to the time period feeling like an extensive commitment. Encouraging authentic discussions about the Council’s capacity both as a group and individuals who are a part of a collaborative team or teams within the Council.
 - a. Are there enough officer positions - as some officers do get overwhelmed with additional responsibility and do resign?
 - i. Subcommittee leadership as different from the Council?
 4. Term limits?
 - a. No term limit reappointments currently as this has not presented as an issue.
 - ii. **Proposal:** Changing two at-large positions to youth with one-year terms
 1. Having youth on the Council can be incredibly valuable, including unique lived experiences and information that might not be shared with the general public in newspapers or other media. Including youth also gives valuable insight into grass-roots/community organizing that occurs at the youth level, and ensures that youth are represented in decisions or situations that may directly include them.
 2. Define “youth” for the Bylaws. Ages 14-18? “High school aged”?
 3. Rather than “remove” two at-large positions, adding two new positions for youth specifically so that it doesn’t “take away” from the sitting membership of adults on the Council who may have more access to resources and time to devote to specific Council needs that may not be possible for youth.
7. 2024 Work Plan and Review – Augie
 - a. Communications Committee
 - i. Reviewed 2023 successes and items. Develop a strategy for collecting data from the reporting form and how to use it.
 - ii. **Add to Communications Committee agenda:** More concretely organize methods to disseminate information for events to increase attendance and participation for Forums and general Council meetings.
 - iii. Members for 2024: Elizabeth Holmes (chair), Jeff Hora, Barbara Dennis, Kirsten Dahlquist.
 1. Melisa Wight - Facebook Administrator
 - iv. **Current meeting time, First Tuesday of the month from 18:00-19:00, will change time after first meeting.**
 1. Feb. meeting on the 6 at 18:00!
 - b. Events Committee
 - i. Forums/Conference
 - ii. Outreach Opportunities (Kitsap Pride, Juneteenth, Youth Rally, others?)
 1. Deciding which events to attend realistically for tabling.

2. Council Members can attend events and provide feedback to the Council using the Events Form.
3. Potentially altering Forum format? Do two topics in a day, which would likely require weekend Forum planning, as the two Forums in 2023 were during the week.
4. A reminder about Forums: we can partner with other organizations to either sponsor or participate in other Forums - we don't have to plan all of the Forums if we can find additional support or are interested in topics that other organizations are discussing.
- iii. Members for 2024: Melisa Wight (chair), Augie Lujan, Cris Amburgey, Jim Manlove, Shay Peters, Rochelle Karlsen.
- iv. **Current meeting time, Third Wednesday from 18:00-19:00**
 1. Next meeting on Feb. 21 at 18:00!
- c. Ad-Hoc Committees
 - i. Comprehensive Plan and Community Development
 1. Maintaining this year!
 2. Members for 2024: Kirsten Dahlquist, Erika Anderson, Augie Lujan
 - d. KCCHR Meetings with the County Commissioners
8. Future meeting presentations requests - Augie, Rebecca
 - a. Sheriff Gese: recent funding was secured for body and vehicle cameras. Topic was provided per Comm. Rolfes
 - i. Gather policy and procedure materials regarding this initiative to engage in research to determine if we would like Sheriff Gese to clarify things for us or answer questions.
 - b. Kitsap History Museum
 - i. Come to speak in April.
 - c. Kimberlee Williams, county DEI manager
 - i. Originally from Seattle, currently working within the County office to analyze policies, procedures, etc. She's currently looking at different avenues of accessibility, including the county websites and materials disseminated.
 - ii. She has also been looking at new policies, procedures, and trainings within the County. Some of this analysis has already included the body and vehicle camera processes noted above.
 - d. Deanne Jackson – Substance Use Prevention Coalitions
 - i. Small presentation potentially about the purpose and interventions of the Prevention Coalitions.
 - e. **Presenters generally**: Have a presenter every other month?
9. Committees Review & Assignments
 - a. Current committee reports: Communications, Events, Comp Plan
 - b. Meeting time/date/location (Zoom?)/Assign Members/Leads
 - c. Communications: New & updating materials, Timeline update
 - d. Events: Forum planning, preparing for outreach events
10. Open Discussion of Human Rights Issues in Kitsap County
 - a. Bremerton City Council
 - i. "Zoom-bombing" from out-of-state/out-of-area during public comment period. There were a number of antisemitic comments and profanity. The behavior was very extreme.
 1. Potentially considering public comment is only available in-person as a result of this event.
 - ii. Currently having discussions about the definition of antisemitism and how to define it for the City Council's purpose. Considerations for definitions to be adopted are: [The Jerusalem Declaration on Antisemitism](#) or the International Holocaust Remembrance Alliances [working definition of antisemitism](#).
 1. Human rights' groups within the County (such as KAIRE) are encouraging the adoption of the Declaration of Antisemitism, as the other Alliance definition includes language that can lean into the

ensorship of criticizing oppressive behavior, policy, and practice in Gaza and the West Bank.

- b. Gun shows on Kitsap County property (such as the Fairgrounds)
 - i. Concerns relating to the allowance of County property to be used to for gun shows, particularly in accordance with different events such as Pride. The accessibility of firearms at a more-or-less unregulated level has been cause for concern in the past, and can appear to be an endorsement of the way this space is used.
 - c. Point-In-Time Count via Kitsap Project Connect
 - i. Includes outreach to encampments *as well as* having set locations where resources, food, and additional service accessibility is available for individuals who are historically oppressed and underserved.
11. February Meeting
- a. Division of Community Development (Eric Baker) coming to speak at the Feb. meeting on the 20th to discuss the comprehensive plan for Kitsap County.
 - b. Beforehand: materials about what has been previously discussed at the Ad-Hoc Committee, as well as questions that had been previously asked at earlier sessions.
12. Adjourn
- a. 15:54

Next meeting: February 20, 2024, 6:30-8 p.m., Eagle's Nest at the Fairgrounds

Group Agreements

(Established at KCCHR Annual Retreat January 2019 and revised January 2023)

- We agree to prevent cell phone interference during meetings. If we need to keep our cell phone on for personal reasons, we will do our best to prevent it affecting the meeting.
- We agree to have one speaker at a time and to share the air, be mindful of time, and both listen and speak with intention to understand and be understood. We ask for clarification when we need it.
- We agree to allow organic conversation because generative dialogue is part of our collective process.
- We agree to allow quiet time. Moments of silence can help us to reflect and gain understanding.
- We agree to model and support self-care. We advocate for our own and others' authentic participation. We take breaks and attend to our needs.
- We agree to respect our collective and the individuals within it. There are multiple perspectives, world views, and truths present among us and we have a shared accountability to our KCCHR Mission. Our diversity is our strength.
- We agree to learn from history, acknowledge past trends of the KCCHR, and have these inform our growth and direction. We are open to new possibilities.
- Our work together is sacred and we make the most of it while also beginning and ending our meetings on time. We agree to give notice if we will need to arrive late or leave early. We will do our best to join or leave with minimal disruption.