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**City of Langley**  
**DISMANTLING SYSTEMIC RACISM – WORKING GROUP**  
**MINUTES**  
**NOVEMBER 11, 2020 @ 4:30 PM**  
**LANGLEY CITY HALL**  
112 2<sup>nd</sup> Street, Langley WA

Attendees: Harolynne Bobis – Minutes Taker, Chris Byrnes, Craig Cyr – City Council Representative, Kennedy Horstman, Terra Huey, Marcella Pendergrass, Barbara Schaetti, Matt Tamayo – Co-Chair, and Irene Vernon Co-Chair

1. Call to Order
2. Approve agenda
3. Approve minutes of October 14, 2020
4. Discussion Items:
  - a. *Contact list/database overview* – **AI:** Long discussion on document development, sharing and storage. No decision made. We want to develop a contact list of local people, groups, organization doing social justice and antiracist work. Irene will contact South Whidbey allies such as Rose Homme, Diane Sandoval, Katrina Collins, and Derek Hoshiko to visit with DSR. First invite will go to interviewing group plus Diana Sandoval.
  - b. *Email protocol and responses for group* - it was agreed that all Working Group members would create personal email addresses just for DSR communications. It was decided that starting the subject line on emails with “DSR” would be helpful.
  - c. *City of Langley Comprehensive Plan* – Housing is a place where it is hoped we might want to impact/discuss. We agreed that it was important to add a DSR goal(s) in the City’s Comprehensive Plan. **AI:** Kennedy and Irene will take on this effort.

Lots of discussion about the budget and reallocation of funds to pay for consulting and training for the Working Group. **AI:** Craig will check with Bridget about fund reallocations and transfers.

- d. *Retreat check-in and action items* – It was agreed that action items would be marked AI for easier identification.
- e. *Group structure and follow-up* – Do we want to use Google Docs for document review? If so, do members need technical assistance? Kennedy volunteered to conduct a tech training session and will contact those that are interested. Marcella, Harolynne and Irene want training.

#### 5. New Business

We agreed upon standard questions for invited guests. Some standard questions we will ask include: What are you doing in this field? How can we work together? We intend to ask our upcoming guests (plus Diana Sandoval). Why did you want DSR? Time length for guest visits was discussed and ranged from 10-45 minutes. No time length was decided.

#### 6. Citizen comments

None

#### 7. Announcements

**AI:** Address invitation for DSR participation in Covid Vaccine County Group (re: email invite from Brigid. Not everyone received it. Irene and Terra volunteered to represent DSR-AG.

#### 8. Adjourn

#### 9. Next Regular Meeting: December 9<sup>th</sup>, 2020