



Social Justice and Equity Advisory Commission

Public Engagement Process: Community Conversations

Why this methodology?

- The purpose and outcome for this process is to stand up an Advisory Commission regarding social justice and equity.
- To understand the scope of work, workplan and membership, we need to elevate the voices of marginalized communities.
- Community Conversations are an ideal way to create a safe environment to authentically listen to our Black, Indigenous, and People of Color communities, so the Commission best represents those groups and addresses the most relevant issues.

How will it be implemented?

- Relatively small groups talk with each other on specific topics, such as:
 - Race and justice
 - Race and the economy
 - Race and healthcare
 - Race and education
- Hosts (Founding Member Work Group) listen to the small group discussions and reflect upon what they heard
- The Community Conversations are professionally designed and facilitated with representation from Black, Indigenous, and People of Color communities
- Work Group Members extend authentic and welcoming invitations to members of marginalized communities, with an emphasis on Black, Indigenous, and People of Color from different age groups, living situations, areas of expertise, income levels, etc.

What are the deliverables?

- Scope of Work for the newly formed Social Justice and Equity Advisory Commission
- Formal name of the Commission
- First year work plan
- Commission make-up and terms



Re-Imagining Public Safety

Public Engagement Process: Participatory Leadership Process

Why this methodology?

- The purpose and outcome for this process is to engage the community in identifying the wisest and best solutions to the complex and wicked challenge of reimagining public safety.
- There isn't already a determined solution or agreed upon way in which we reimagine public safety; views on this topic amongst community members are widely divergent.
- There's a significant opportunity for learning about the current system.
- Collective action with a wide variety of traditional and non-traditional partnerships will be needed to make real and lasting change.

How will it be implemented?

- The process is shaped and shepherded by a Community Work Group made up of leaders and emerging leaders in the community. City staff and Councilmembers are listeners.
- The Community Work Group hosts a series of conversations that:
 - Occur in phases and evolve based on what is heard and learned
 - Are intentionally designed and facilitated
 - Have participants engage in dialogue with one another
 - Are inclusive in addressing all parts of the complex public safety system, such as:
 - Policing and community relations
 - Criminal justice
 - Jail and probation
 - Social services

What are the deliverables?

- A community-based path forward (ex. strategies, actions)
- Partners committed to collective action
- Implementation actions for which the City takes the lead
- Metrics for tracking and sharing progress