

City of Seattle Domestic Workers Standards Board Meeting Minutes

January 22, 2022, 9:00am

Held via Zoom

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Liz Hunter-Keller, Steve Hooper, Dana Barnett, Estefana Harry, Emily Dills, Diana Salazar

Members Absent: Edy Dominguez, Etelbina Hauser

Facilitators: Theodore Miller and Elodie Baquerot

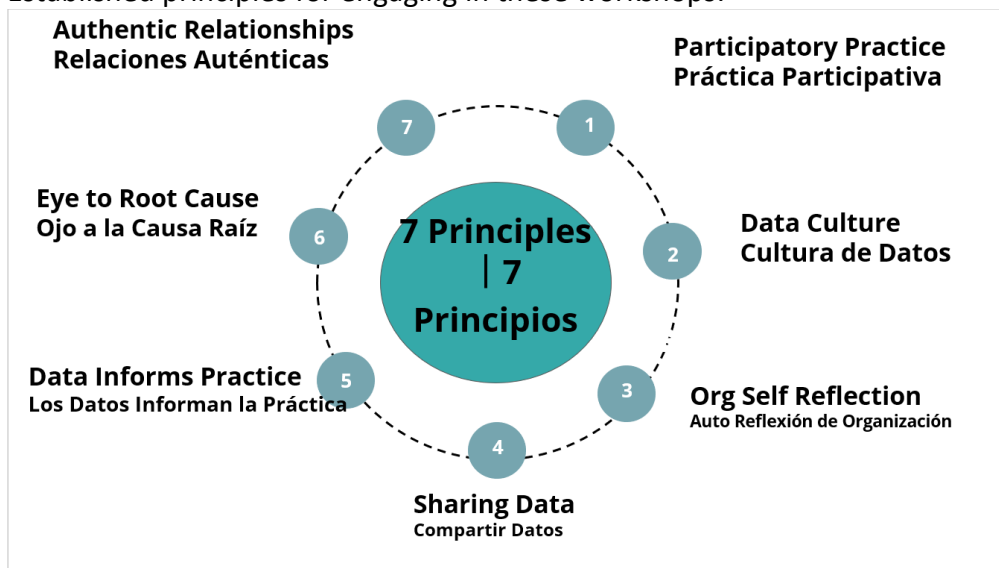
1. Welcome and Introductions

- Got to know who is in the room, and our collective power

2. Established Group Agreements:

- What's said here, stays here/Lo que se dice aquí, se queda aquí
- One mic, one voice/ Un micrófono, una voz
- Speak your truth – transparently/ Di tu verdad - de forma transparente
- Share the air/ Comparte el aire
- Trust the process/ Confía en el proceso
- Assume good intentions/ Asume buenas intenciones
- Utilize the resources we have at this table/ Utilice los recursos que tenemos en esta mesa
- Create a “parking lot” for items beyond this scope/ Cree un "estacionamiento" para los artículos fuera de este alcance

3. Established principles for engaging in these workshops:



4. Got an introduction to root cause analysis, looking at WHY the boat is sinking?

5. Discussed what is the desired result of our work? What world do we envision for domestic workers?
 - Answers included:
 - vibrant community
 - Integrated neighborhoods with affordable housing for all, free childcare, and other resources that all people need.
 - Mutual respect - everyone has a place at "the table"
 - You would actually see the work and workers who are now made invisible
 - Domestic workers taking vacations like office workers do
 - More participation in the movement
 - Improved mental health
 - Workers can retire with dignity
 - Everyone is respected for their humanity
 - Workers thriving, not just surviving
 - Time with their families

Meeting adjourned at 11:05 am

City of Seattle Domestic Workers Standards Board Meeting Minutes

February 16, 2022, 6:00pm

Held via Zoom

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Liz Hunter-Keller, Steve Hooper, Dana Barnett, Estefana Harry, Etelbina Hauser, Edy Dominguez, Diana Salazar

Members Absent: Emily Dills

Facilitators: Theodore Miller and Elodie Baquerot

1. Welcome and Introductions
 - a. Review of Session 1
2. What is one possibility or resource or asset that is deep within Seattle to advance racially equitable impact that, up until now, has been underutilized or untapped?
 - a. Answers related to community networks being untapped, and also the fact that the DWO itself is underutilized
3. Before diving into what is the impact this team seeks to have, facilitators shared a seminal article on white supremacy culture, which was recently updated:
<https://www.whitesupremacyculture.info/characteristics.html>
 - These are often invisible norms that reproduce disproportionality in institutions. It is important that we consistently reflect on how they show up in ourselves or our leadership styles, our organization culture, and how we work with data.

- Group reflected on ways that white supremacy culture impacts our work and this process specifically. Most folks answered:
 - Urgency
 - Worship of the Written Word
 - Fear
 - Individualism
- 4. Going back to: what is the desired result of this work?
 - a. (From the chat in the first session) **All people, especially domestic workers of color in Seattle, are heard, experience power, and are able to realize their dreams.**
- 5. Looking at “indicators” helps us identify what we are not seeing happening to advance the desired result.
- 6. Indicator: **Do domestic workers feel safe and secure exercising their rights in Seattle?**
 - a. Some participants in the group felt safe, but recognized that most do not feel safe.
- 7. We don’t want to jump to “quick fix” solutions about domestic worker safety because we know they often solve for the immediate surface level symptoms, but do not actually address the underlying/real issues and/or aren’t enduring.
- 8. Group began root cause analysis. Root cause analysis helps us to unpack what is below the surface that needs to be addressed to get to systemic antiracist impact. To do that, we ask “Why?”
 - a. Need to identify WHY the boat is sinking before we design strategies to keep it afloat
 - b. In this case, need to ask/interrogate why domestic workers don’t currently feel safe, so that we can design solutions with an eye towards root causes
- 9. Meeting adjourned at 8:05pm

City of Seattle Domestic Workers Standards Board Meeting Minutes

February 28, 2022, 6:00pm

Held via Zoom

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Liz Hunter-Keller, Steve Hooper, Dana Barnett, Estefana Harry, Etelbina Hauser, Edy Dominguez, Emily Dills, Diana Salazar

Facilitators: Theodore Miller and Elodie Baquerot

1. Welcome and Introductions
2. Continued to explore WHY and identify hot roots about domestic worker safety
3. Hot roots are some of the root causes we’ve identified/mapped that are:
 - Related to your work - internally and/or externally
 - Feel *critical* and is generative and juicy
 - IDed by BIPOC community
 - Located in the midsection of the root cause analysis

- o Center race - “race explicit”
- 4. Broke up into four root areas about why domestic workers do not feel safe. Groups asked “why” to explore deeper reasons.
 - a. BIPOC Culture of "Work Hard, Stay Quiet" [and Loyal] in Seattle
 - b. Competition among organizations
 - c. Government and employer policies and practices are disconnected from workers’ needs
 - d. The work is centered around a white system of organizing
- 5. Meeting adjourned at 8:10pm

City of Seattle Domestic Workers Standards Board Meeting Minutes

March 7, 2022, 6:00pm

Held via Zoom

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Dana Barnett, Estefana Harry, Etelbina Hauser, Edy Dominguez, Diana Salazar

Members Absent: Emily Dills, Liz Hunter-Keller, Steve Hooper

Facilitators: Theodore Miller and Elodie Baquerot

1. Welcome and Introductions
2. Facilitators reviewed root cause brainstorm from the previous session
3. Participants broke up into small groups and brainstormed strategies to address root causes
4. Meeting adjourned at 8:05pm

City of Seattle Domestic Workers Standards Board Meeting Minutes

March 16, 2022, 6:00pm

Held via Zoom

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Liz Hunter-Keller, Steve Hooper, Dana Barnett, Estefana Harry, Etelbina Hauser, Edy Dominguez, Diana Salazar

Members Absent: Emily Dills

Facilitators: Theodore Miller and Elodie Baquerot

1. Welcome and Introductions
2. Facilitators reviewed “hot roots” and strategies discussed in previous session
 - a. See attachment: “Seattle DWSB Priority Strategies and Hot Root Causes March 2022”
3. Broke up into groups and discussed which strategies were priority.

4. Next steps: facilitators to present recommendations based on discussions. Board will vote to affirm recommendations at the next meeting on March 28.
5. Meeting adjourned at 8:10pm