

# City of Seattle Domestic Workers Standards Board Meeting Minutes

September 26, 2022, 6:30pm

Held via Zoom and in-person at OLS offices

Members Attending: Silvia González, Jordan Goldwarg, Baylie Freeman, Diana Salazar, Liz Hunter-Keller, Edy Dominguez, Etelbina Hauser

Members Absent: Steve Hooper, Estefana Harry

OLS Staff: Laine Middaugh, Jennifer Molina, Courtney Velazquez

Guests: Cristal Barragán (Spanish Interpreter), Stacy Kono, Isabel Quijano, Vero Facchinelli, Dana Barnett, Luzmila Freese, Kim England, Estephany

1. Welcome
  - a. Silvia welcomed people to the meeting, with an acknowledgement of Hispanic/Latinx Heritage Month
2. Approval of minutes
  - a. Diana made a motion to approve the March minutes; the minutes were unanimously approved.
  - b. Liz made a motion to approve the April minutes; the minutes were unanimously approved.
  - c. Baylie made a motion to approve the June minutes; the minutes were unanimously approved.
3. OLS updates
  - a. Laine shared that Jasmine has accepted a permanent position with City Council, so Laine will be the permanent liaison between the board and OLS. Jasmine shared her appreciation for the board's work.
  - b. Laine thanked Jennifer for her ongoing support of the board through this transition.
  - c. Laine provided an update on the per diems for board members.
    - i. There has been a delay because we can't issue Visa gift cards but can only do gift cards for a retailer of the board member's choice
    - ii. Laine will need to hand-deliver the card to obtain a written receipt
    - iii. Jordan shared his frustration that this has been delayed again, and that Laine needs to spend time delivering them
    - iv. Laine said that in the future, we can try to do the hand-off at a board meeting to make it easier
    - v. Silvia expressed her disappointment that the cards need to be for a specific retailer, since it limits the flexibility of members in how they use the cards (e.g. can't use it for paying an electric bill)
    - vi. Diana asked if anyone has looked into the state system, since state board/commission members can be paid stipends; Laine would like to know more about this, since we currently need to follow city policy

- vii. Isabel said that we need to keep asking for these changes, and that the city should respond to our needs; people have been asking for their stipends for months and have not received them yet; she also pointed out that this is an equity issue, since retailers that stock Latino products might not have gift cards available
- viii. Elvia shared that she would like workers to be respected in this process
- d. Community Organizing Grants update
  - i. Courtney provided an update on the Community Organizing Grants
  - ii. Recipients were announced on September 7
  - iii. This funding was designed to help community organizations better connect with domestic workers
  - iv. Recipients
    - 1. ALA Garifuna Women
      - a. Engaging Garifuna and Black Latino communities in Seattle and King County
      - b. Advocacy campaigns
      - c. Culturally-relevant food pantry
      - d. More
    - 2. Centro Cultural Mexicano
      - a. Latino community in King County
      - b. Workshops
      - c. Community conversations
      - d. 1:1 conversations
      - e. More
    - 3. Fair Work Center
      - a. Nanny Collective
      - b. Peer-to-peer enforcement support for nannies
  - v. There was still money left in the budget after awarding this funding, so OLS is reaching out to COEF partners to see if they have capacity to expand outreach efforts for specific communities
  - vi. Silvia asked for more details about Centro Cultural Mexicano, since they have not previously been connected to the DWSB; Courtney provided more background, acknowledging that DW outreach will be a new program for them
  - vii. Baylie asked about the outreach efforts to let people know about the funding opportunity
    - 1. Courtney explained that it was a very short turnaround time for drafting the RFP
    - 2. Application was only open for 5 weeks, which is quite short
    - 3. It also would be good in the future to build relationships with organizations before opening an RFP
  - viii. Jordan asked about what would happen to funds if COEF partners can't use them
    - 1. Courtney shared that there are ongoing conversations in OLS about backup options, especially around language access efforts
- e. Update on recommendation to convene a workgroup to improve enforcement of the DWO

- i. OLS is ready to staff this working group
    - ii. If people are interested in being part of this workgroup, reach out to Laine or the co-chairs (open to board and community members)
  - f. Laine will provide updates on other recommendations next month
  - g. Silvia asked if it's possible to get contact info for Centro Cultural Mexicano
  - h. Diana suggested that we invite all three groups to our meetings
    - i. As a requirement of the grant, each group must attend a board meeting in 2023 to give a presentation and start building relationships, and also to make a final report to the board
- 4. Coalition update
  - a. Vero provided an update on the work of the Coalition
  - b. Over the summer, there was staffing changes at a lot of Coalition members, which has reduced capacity
  - c. The Coalition will be meeting less frequently (once a month)
  - d. Coalition will be asking for an extension on its work at the end of the year (due to capacity issues)
  - e. Continue to stay in touch with groups in other cities (e.g. SF, Philly) that are doing similar work
    - i. Seattle seems to be unique in including worker voices in the policy development from the beginning
  - f. Focus for fall quarter:
    - i. Listening sessions with workers
    - ii. Analysis of employer surveys
  - g. This data/input will inform the policy proposal
  - h. CM Morales will hopefully be the main champion for moving this policy forward in the Council
  - i. Dana shared information about the survey that went to employers; it also served as an organizing tool, since there was an opportunity for Hand in Hand to engage with respondents and provide info about the DWO
  - j. Next year, the Coalition will organize an assembly for workers and employers
- 5. Board Vacancies and Attendance
  - a. Current vacancies
    - i. There are 4 seats open (3 are hiring entities, 1 is a worker)
    - ii. Jennifer is creating videos to help with recruitment
      - 1. These will be published on social media and board members can also use them in word-of-mouth recruitment
      - 2. Liz, Diana, and Jordan volunteered to record videos
    - iii. One of Silvia's clients in D5 received an update from the city soliciting new board members!
    - iv. Silvia, Dana, and Jordan will be giving a presentation about DW rights to Social Venture Partners on October 6; they'll also use that as a recruitment opportunity
  - b. A few board members need to be reappointed; Laine will work on this process
    - i. Diana -- would like to be reappointed

- ii. Jordan -- would like to be reappointed
    - iii. Etelbina -- would like to be reappointed
    - iv. Estefana
  - c. New expectation: board members will need to RSVP for meetings so that we can better track attendance (especially with in-person meetings starting again)
- 6. Future Meeting Logistics
  - a. November meeting will be a week early (the Monday before Thanksgiving)
  - b. It is also time to schedule a retreat (in part to develop a new workplan)
    - i. Silvia suggested late January
    - ii. Tentative dates: January 21 or 28
    - iii. Baylie suggested forming a small work group to plan the retreat
      - 1. Liz, Diana, Jordan, Silvia, Baylie
      - 2. Dana offered to help with facilitation, especially if there is an employer caucus group
    - iv. Silvia asked if there would be an outside facilitator
      - 1. There was consensus this would be a good idea
    - v. Silvia asked if the retreat would be open to community members, or just the board
      - 1. The first retreat had members of the public as observers (but not participants)
      - 2. We will need to take into account the budget (for feeding people)
      - 3. The planning committee can decide on content and then determine which parts (if any) could be open to the public
  - c. There was discussion about changing time/location of meetings to improve accessibility
    - i. For the rest of this year, meetings will stay at 6:30 on Mondays
    - ii. We will consider other locations to address safety concerns about meetings downtown (e.g. Casa Latina, SEIU 775)
- 7. Public Comment
  - a. Dana
    - i. Wondered how she can best support the work of the board; would it be helpful to have monthly reports on her outreach work?
    - ii. Dana has been having success tabling at farmers' markets; spoke with 40 people in West Seattle yesterday
  - b. Silvia
    - i. Went to DC and shared information about OLS; it was really well received
- 8. The meeting was adjourned at 8:25pm.