



## EQUITY REVIEW COMMITTEE AGENDA

September 8, 2022 2:00 p.m.

Public Web Access: <https://piercecountywa.zoom.us/j/93790034675>

or Call In: (253) 215-8782 Webinar ID: 937 9003 4675

1. Brief Introductions
2. Adoption of Agenda
3. Considering motion to create a permanent equity structure in Pierce County government
4. Review of ERC Comments
5. Other Business

DRAFT

Motion recommending the Pierce County Council create a permanent and adequately funded board, commission, or similar structure to advise Pierce County government on equity issues.

Pierce County Council staff have taken notes at each ERC meeting. Based on those notes, staff have compiled the following comments made by ERC members. ERC voting members, please prioritize the five most important comments for the Pierce County Council to consider as it continues its equity work. Please email your response to [ercommittee@piercecountywa.gov](mailto:ercommittee@piercecountywa.gov) by noon September 7. (Example: F1)

A. Criminal Justice Workgroup

1. Establish definitions for key terms and datasets for continuity and reporting.
2. Review available data and conduct further analysis on gaps, reliability, and collection.
3. Cross reference law enforcement reported demographic data with legal records (e.g, jail intake records) to verify data such as race.

B. Diversity, Equity, and Inclusion (DEI) Policy

1. Clarify the County's Commitment to DEI.
  - a. Establish if the policy is meant to apply to County employees or if the policy is meant to influence all County functions.
2. Expand the Proposed DEI Policy
  - a. Establish a DEI advisory workgroup to advise HR on DEI policies and issues.
  - b. Create a more robust DEI policy for non-union employees. Bargain this policy rather than adopt a more basic policy for all employees.
  - c. Require additional DEI training for law and justice staff.
  - d. Fund professional development for all county staff regarding DEI.
3. Boards and Commissions
  - a. Adopt a consistent policy for audio and visual recordings.
  - b. Consider need-based stipend to members.
  - c. Require DEI training for members.

C. Pierce County Equity Index

1. Involve public input on determining data indicators.
2. Incorporate indicators and performance measures from the Executives Strategic Plan into the Index.
3. Include demographics such as race, ethnicity, and gender inclusion in Index.

D. Pierce County Equity Note

1. Require community engagement as part of the analysis.
2. Specify the actions that require an equity note analysis.
3. Require narrative explanations to supplement checked boxes.
4. Include effect on tribes as part of the analysis.

E. Cultural Competency in County Operations

1. Change name from Cultural Competency to Cultural Awareness or Cultural Humility.
2. Use local experts who know the communities.

F. Creation of Permanent Equity Committee or Commission

1. Create Commission to assist in making recommendations for creation of a permanent Equity Office.
  - a. Establish an Equity Commission.
  - b. Establish an Equity Office to advise all County departments for the evolution of policy and processes.
2. Provide adequate funding and staff for the Commission and Office.