

From: [Kristy Anti-Racist Project](#)
To: [ercommittee](#)
Subject: Comments on Equity Review Committee 9-8-22 meeting and motion
Date: Thursday, September 8, 2022 4:26:31 PM

Hello Judge Cuthbertson, ERC members and County staff,

I'm writing with just a few comments for ERC members to consider as you move forward with drafting a proposal with Mr Bridges and County staff stemming from the motion and amendment that were passed today.

I'd like to just make the case for not forgetting to include somewhere language about "clout and compensation, cohesion of the committee and consequences of their decisions and recommendations." Those ideas came up at your August meeting but I didn't see them in the list of priorities shared in this 9/8/22 meeting. I just didn't want that to get lost as something THIS ERC includes in their recommendations and that the future ERC (or whatever it's called) will consider in its ongoing work. I know it's been a point of contention and confusion with this ERC... "What will our recommendations even mean? Who will hear this? What will happen as a result of our work?" Those are important questions and are partly answered by the form (committee, council, office, etc.) the future ERC will take. I think it's imperative that black and brown members of this committee not be asked to contribute their time and expertise to this conversation for free.

Also, I also wanted to mention something about the phrase "community engagement and collaboration" in the motion being advanced. Through the discussion in August and in this one today, I kept hearing "community engagement" and I kept thinking, "That seems transactional as opposed to relational," which is potentially a recipe for resentment, misunderstanding and non-lasting change. If instead the ERC works from a perspective of "building relationships" with communities impacted by change and those historically excluded from decision- and policy-making, that is a recipe for trust and sustainability.

I'm happy to see that along with the motion to establish a perpetual ERC-ish type entity, the priorities from the survey will be included as a starting point or at least a point of consideration for the future body. It would have been disappointing to have lost that good thinking, requiring the new body to start from scratch, so to speak.

I know you've done good work and that it has been uncomfortable and difficult. I've watched from my own little Zoom screen here at home in Gig Harbor and I sincerely appreciate your sticking with it and making a clean handoff. I'll be interested to see what transpires with the Council's action on this motion and will follow the progress closely so that I can know, as a resident, how I may be of service in the realization of the ERC's and the County's continued work toward systemic change and equity.

My gratitude and good wishes to all of you,
Kristy Gledhill
South Sound Antiracist Project

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The South Sound Antiracist Project is building an active community of white people who are committed to

understanding, adopting, employing and promoting anti-racist ideas, policies and actions in all their spheres of influence.

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