

**PIERCE COUNTY HUMAN SERVICES  
COMMISSION ON REFUGEE & IMMIGRANT AFFAIRS MEETING**

9:00 a.m. – Noon  
September 13, 2022

**Members:** Alice Fong, Representing Pierce County Council District 6 - present  
Diana Bullen, Representing Pierce County Council District 2 - excused  
Erasmio Ruiz, Representing Pierce County Council District 3 - present  
George Conzuelo, Pierce County Council Representing Youth - present  
Gloria Rodriguez, Pierce County Council Representing District 1 – present until 9:40  
Jennifer Li Dotson, Pierce County Council Representing District 4 – present until 9:50  
Lara Cooper, Representing Pierce County Council District 7 - present  
Odette D’Aniello Representing Pierce County Council District 5 - present  
Thierry Ruboneka, At Large Member – absent

**Staff:** Stefanie Love, Human Services Coordinator  
Anika Moran, Special Advisor to the Director, Pierce County Human Services  
Becki Foutz, Administrative Assistant, Pierce County Human Services

**MINUTES**

| TOPIC/<br>WHO                        | DISCUSSION   | ACTION   |
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| <b>Open Public Meetings Act</b>      | Stefanie welcomed everyone to the meeting. This is an open public meeting. The public can join as attendees using the public Zoom link, or in person at Pierce County Human Services, 3602 Pacific Ave, Suite 200, Tacoma, WA 98418. Everything, including the meeting chat, is public record.   | Welcome! |
| <b>Roll Call &amp; Introductions</b> | <p>Roll was called as above. A quorum for this Commission is five and was present. Icebreaker question: <i>What was your favorite pair of shoes as a child?</i></p> <p>Stefanie Love, facilitator, is Human Services (HS) Coordinator. She assesses accessibility to all HS programming to improve equity. She’s working on outreach and relationship-building, focusing on language access and geographical equity. Her favorite pair of shoes as a child was black shell toe Adidas with white stripes that she earned with her own money.</p> <p>Anika, Special Advisor to the Director, will be here to support. Stefanie is the go-to person for this Commission. Her favorite pair of shoes as a child were aqua blue teal Pumas, the first cute pair she could buy that fit her as a tall girl at that time.</p> <p>Becki Foutz will support this group administratively, take notes, etc. Her favorite pair of shoes as a child were red Famolare “Get There” shoes with a wavy sole.</p> <p>Alice Fong leads the Center for Ethical Leadership. Her favorite pair of shoes as a child were Velcro tennis shoes with kangaroos and pockets – she thought it was so cool to put a dollar in there! Her first language is Toisanese, then Cantonese, then English.</p> | Sharing  |

| TOPIC/WHO  | DISCUSSION  | ACTION         |
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| <p><b>Roll Call &amp; Introductions,</b><br/>continued</p> | <p>George Conzuelo represents youth, and has served on the City of Tacoma’s Commission on Refugee &amp; Immigrant Affairs. His favorite pair of shoes as a child were leather boots from Mexico, even though they gave him blisters. His first language is English, then Spanish.</p> <p>Gloria Rodriguez’s family is from Jalisco, Mexico, and her first language is Spanish. She was previously in a grant-funded position, which sunsetted with COVID-19 funding. She’s currently in background check phase for a – Pre-Arrival Resettlement Manager position in which she’ll be working with immigrants, refugees, and asylum-seekers in Western WA. When she went to the WA State School for the Blind they had a power-lifting team, and she was so excited about it! She needed flat shoes, her orientation and mobility instructor as part of her lesson showed her a route to Target, and they picked out some shoes - simple pink Converse with a white bottom that she used for power-lifting meets and tournaments.</p> <p>Jennifer Li Dotson asked how we would make sure that everyone knows what’s happening in Chat since it might not be readily accessible for those who are visually impaired. Stefanie thanked Jennifer and asked if Anika or Becki could let her know when there’s something in Chat and it will be read aloud.</p> <p>Odette D’Aniello is the founder and CEO of Celebrity Gourmet Ventures, a specialty food bakery in Tacoma. She grew up in the Philippines, and her first language is Cebuano, from the island of Cebu, Philippines, then English, then Tagalog. Her favorite shoes as a child were Jellies, and later, vegan Birkenstocks.</p> <p>Lara Cooper is transitioning to Director of Nursing at Bates Technical College, where she’s been working as an instructor. She’s passionate about education and access to education. Her favorite shoes as a child were fuzzy, warm Winter boots that she liked to wear all year long. Her first language Russian, then Ukrainian.</p> <p>Erasmus Ruiz works for a Tacoma nonprofit as an unaccompanied refugee case manager and medical case manager. His first language is Spanish; his family’s from Central Mexico, and his favorite shoes as a child were Vans.</p> | <p>Sharing</p> |

| TOPIC/WHO  | DISCUSSION  | ACTION  |
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| <b>Roll Call &amp; Introductions,</b><br>continued | <p>Jennifer Li Dotson hails from Hawaii. Her parents are immigrants from Vietnam, and she moved to WA during the pandemic to care for them. She works in the realm of technology and how tech can address equity. As a child she did not wear shoes growing up in Hawaii. She also didn't speak English as her first language. Her very first pair of shoes, besides flip flops, were a pair of soccer cleats. It was very important that they fit her well for the first time as she had only had ill-fitting hand-me-down shoes up until then. Jennifer's first language is Chinese.</p>  | Sharing |
| <b>Team Building Exercise</b>                      | <p>Stefanie asked each Commission member to share their preferred pronouns and share a little about why they decided to join this commission.</p> <p>Gloria (She/her pronouns) is the oldest first-generation daughter of Mexican immigrants. She's had people throughout her life, an external network of different refugee and immigrant journeys and stories. She's currently supporting someone from Nicaragua who needs medical care and doesn't have insurance. So, she's been surrounded by a culture that fears deportation. Gloria's also passionate about emergency management/disaster response, serving vulnerable populations, especially those with language and access barriers.</p> <p>Erasmus wanted to know more about the needs of adult Pierce County refugees and immigrant communities. Most of his experience is with immigrants and refugees under the age of 18. There's sometimes a lack of understanding regarding the importance of medical and dental care, especially preventative care. He's been a medical case manager for over five years now and would like to advocate for these communities.</p> <p>Jennifer – her "why" is due to her family being immigrants from a war-torn country, and they received a lot of help from people like those in this group, and just hearing Gloria's description of the work that she does: that was Jennifer's family. She feels forever indebted, and her family has taught her that they can never repay all the kindnesses, and so she serves in this way out of pure joy, not out of obligation, to help others the way her family was helped, and hopes that it's a fraction of what her family received. She feels humble and grateful for being a part of this group.</p> | Sharing |

| TOPIC/WHO   | DISCUSSION   | ACTION         |
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| <p><b>Team Building Exercise,</b><br/>continued</p> | <p>Odette (She/her) is a first-generation immigrant, moving to Guam from the Philippines as a child. It was a positive experience. When she was 10, she lived close to her aunt’s bakery and built baking skills. She now owns a very successful baking wholesale and retail business in Tacoma and employs people, an amazing team of creatives, from the community as her way of giving back. She’s very passionate about helping immigrant and refugee communities to integrate as contributing members of the community. She’s also passionate about workforce training.</p> <p>Alice (She/her) shared that her first language didn’t have pronouns, although they do now. Her “why” is that she’s a born and raised Tacoman. Her family came over to the American continent at various times. Growing up as the product of immigrant parents and grandparents is a different experience. There’s a lot of diversity among this group and we have a whole list of experiences! She looks at ways to improve access, improve the experiences of our neighbors, with some intentionality of hard work. How do we interact with each other in healthy ways? Alice wants to give back to the community she was born in, to strengthen it our community so all can be healthy, thrive, and feel heard.</p> <p>Lara (She/her) immigrated from Ukraine when she was 20 and she doesn’t think she’d be where she is without the help and support of those around her. The community stepped up and supported her, assuring her transition to assimilate, attend school and get a degree. She gives back by working with students who are immigrants, and serving on this Commission is her way of giving back. Also, the war in the Ukraine brought home to her so much and she feels this is a way to help people from other countries as well as Ukraine and being more involved in giving back to the community.</p> <p>George (He/him) shared that his “why” has been identification with and lifelong dedication to public service. He has a different identity and lens as a Latino having immigrant parents, trying to figure out where he stands in the world. He’s expanding and learning, hearing a lot of stories and has recognized that we’re all intertwined. He wants to make our community and world better, especially for immigrants. They’ve always been part of America’s history yet have not been highlighted but basically ignored and that’s damaging to our communities. He wants to do anything that he can to spotlight the impact immigrants have made on American culture, particularly in Washington. They have created business and infrastructure and that needs to be recognized.</p> | <p>Sharing</p> |

| TOPIC/WHO                                 | DISCUSSION   | ACTION               |
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| <p><b>Review of Ordinance 2021-86</b></p> | <p>Ordinance 2021-86 establishes this Commission. Stefanie shared it with members in advance and went over some highlights that will help in this morning’s discussions about structuring and making sure we remember our responsibilities.</p> <p>The sunset date for the Commission is December 31, 2025. Each member’s first term of service ranges from one to three years.</p> <p>2.105.060 – <i>Responsibilities and Powers</i><br/>                     2.105.070 – <i>Officers and Rules of Procedure</i><br/>                     2.105.080 – <i>Meetings</i> - we’re to hold no less than six meetings per year.</p> <p>Stefanie asked if the group was able to review the Ordinance (many members indicated that they had) and if there were any questions. (None.) Our group encompasses many areas of daily life affecting immigrant and refugee communities.</p>   | <p>Informational</p> |
| <p><b>Group Norms</b></p>                 | <p>Stefanie shared examples of group norms with members in advance of the meeting. Group norms are informal guidelines describing codes of conduct and expected behaviors, and have been known to improve trust, maximize efficient use of time, ensure that group members understand each other and are respectful of each other and generally make things run more smoothly. Group norms often develop gradually and informally over time. Stefanie wanted the group to think about them together at this first meeting. Group norms are also something that was indicated as desired via the member survey.</p> <p>Some good examples are (Dos): be open-minded; treat colleagues and members with courtesy and respect; take ownership of mistakes, share information; act for the overall good of the team; come to meetings fully prepared. (Don’ts): don’t throw people under the bus, or be territorial. Do we want to have a “no technology during the meeting” rule?</p> <p>Odette would appreciate attendance and punctuality, specifically starting and ending meetings on time. Regarding attendance, the establishing Ordinance states that the County Executive may remove any appointed member of the Board who has three unexcused absences in one year. When members advise the group in advance of the meeting that they won’t be able to attend, the absence is excused.</p> | <p>Discussion</p>    |

| TOPIC/WHO                                | DISCUSSION  | ACTION                  |
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| <p><b>Group Norms,</b><br/>continued</p> | <p>Erasmus suggested allowing some grace, considering technology issues, perhaps up to 15 minutes at the beginning of the meeting? Lara agreed that flexibility's important; as is respecting the timeframe for comments and adhering to the agenda, so we can get through what we need to get through and end on time.</p> <p>George shared that another group he serves on starts at 9:00 and they wait five minutes to start. If everyone's present prior to five minutes after, they start when everyone's there; if not everyone is there, they still start at 9:05, with latecomers welcome to pop in while the meeting's in progress. Alice agreed and added that since it's a public meeting, we do need to start on time. Popular culture's punitive sometimes and we need to allow grace since this group's about helping the community and we want a loving, healthy group environment.</p> <p>Stefanie asked about virtual meeting etiquette – should we require cameras on? George said that it's nice to know what people look like. Stefanie added that body language is important.</p> <p>Should people just speak when they want to or should hand raising be required? Alice would appreciate hand raising as it helps track topics and slow things down a bit. Lara, George, and Erasmo agreed.</p> <p>Does the group want to hold meetings in person? George asked if there's adequate space? Yes, we have two conference rooms with whiteboards, large tables and cameras that show the whole room. Lara thinks it would be good to meet in person occasionally if we can schedule a time that works. Alice suggested coming up with a schedule in advance with the in-person meetings planned ahead. George suggested having in-person meetings quarterly, with an in-person option at all meetings.</p> <p>Odette asked if we should consider timed responses so that everyone has time to share. George thought it would be good to have breakout groups for certain activities so that everyone can share. When we need timed responses it will be noted on the agenda; we don't want to be too rigid. Lara agreed. Lara and Alice suggested also not stacking the agenda too much, to ensure there's plenty of time for equal sharing.</p> <p>Odette asked if every meeting will be three hours? No, just this first meeting. Communication via email can be discussed as far as group norms as well. Decisions can't be made via email due to OPMA, but there can certainly be email communication. Anika reminded the group that CRIA group emails are subject to public record due to OPMA. Alice suggested keeping emails to a minimum for that reason.</p> | <p>Discus-<br/>sion</p> |

| TOPIC/WHO                               | DISCUSSION  | ACTION   |
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| <p><b>Group Norms, continued</b></p>    | <p>What’s an acceptable amount of time in which to respond to an email, and/or complete a task requested via email? Erasmo said he thinks 48 hours is acceptable. Stefanie tries to give a week to respond. She didn’t get timely responses when working on scheduling. In the future she’ll indicate if/when a quick reply is needed. Likely future emails will be about agenda topics and meeting materials.</p> <p>Communication is an art. Alice said if she says something that makes your eyebrows come together, please tell her; she’d like to dig into it. George agreed; requesting clarification shouldn’t be seen as negative. It takes time to process things.</p> <p>WhatsApp was suggested as a group communication tool. Stefanie will check with County IT about getting it.</p> <p>Stefanie noted that going in with the notion that everyone’s intentions are positive is important. Alice’s organization has a framework they utilize called Gracious Space, that features four pillars: bring your authentic self, create a space for discussion and people to be, invite the stranger, and learn in public.</p> | <p>Discussion</p> <p>Alice will share – there’s a Gracious Space book.</p> <p>Stefanie suggested carrying this topic over to the next meeting.</p> |
| <p><b>Procedural Considerations</b></p> | <p>Does the group want to have By-Laws? They’re not required. Robert’s Rules of Order can be adopted; they were shared with the group previously and cover how to make motions, vote, etc. Does the group want to decide this morning, or wait until there are more members present? Alice suggested tabling adoption of Robert’s Rules. They’re not always the most welcoming. The group voted to table it until the next meeting.</p> <p>Process for proposing agenda items – do we want parameters around how, like during meetings or via email? Lara said some flexibility would be good – allowing agenda items to be emailed to the Chair or Vice Chair would be a good idea. Alice agreed; that gives staff time to research and plan for discussing the item and it also helps not overload the agenda. The Chair can prioritize items as they see fit. OPMA requires that the agenda be published 24 hours before the meeting; Stefanie’d like to get it to the group a week in advance, if possible. Maybe a timeline can be created to ensure that both of those things happen.</p>                                       | <p>This topic will carry over to the next meeting.</p> <p>Please submit agenda items no later than seven business days prior to the meeting.</p>   |

| TOPIC/WHO                          | DISCUSSION   | ACTION   |
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| <p><b>Values &amp; Mission</b></p> | <p>Stefanie sent examples of organizations’ values. Establishing values for this Commission will lead into the creation of a mission statement.</p> <p>We’re holding ourselves accountable to:</p> <ul style="list-style-type: none"> <li>• The community we’re serving</li> <li>• Commission members</li> <li>• The public</li> </ul> <p>Values shape culture and establish standards. Does anyone have a value to include? Group brainstorming ensued:</p> <p><u>Values</u></p> <p>Care and compassion – we’re committed to kind treatment of each other and the community we serve</p> <p>Diversity and equity: creating a more equitable community for immigrants and refugees and levelling out the playing field</p> <p>Open-mindedness, being equal and fair</p> <p>Interconnectedness &amp; Community: creating a warm and welcoming community where individuals can connect and learn from each other.</p> <p>Being accountable to the community and each other</p> <p>Kind treatment of each other and the community we serve</p> <p>Creating a warm and welcoming community in which individuals can connect and learn from each other</p> <p>Odette noted that other organizations have structured values. She suggested studying some others prior to the next meeting and determining what’s important to us as a group.</p> <p>Alice offered to help Stefanie structure the draft values.</p> | <p>Brainstorming</p> <p>Stefanie will create a rough draft of mission statement and email it to the group for input.</p> <p>Values will be shared via email and discussed again. They will provide a framework for the Commission.</p> |



| TOPIC/WHO  | DISCUSSION  | ACTION  |
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| <p><b>Procedural Considerations,</b><br/>continued</p> | <p>Odette asked what the decision was about By-Laws. She shared a link to the King County Immigrant and Refugee Commission By-Laws (at right). Members indicated that it was a good template to build upon.</p>   | <p><a href="#">King County Immigrant and Refugee Commission By-Laws</a></p> <p>Stefanie will share the by-laws process via email as well.</p> |
| <p><b>Values &amp; Mission,</b><br/>continued</p>      | <p>Stefanie asked the group if they'd also like to brainstorm/wordsmith a mission statement. Lara suggested establishing values first and then branch out vision and mission statements from those values. George would like to brainstorm vision and mission to be paired with the values later. Alice said she'd like to look at the Ordinance language to help shape the mission, incorporating Pierce County's mission as well. Odette pointed out that there's good language in the Ordinance. George added that a mission statement would tailor the intent of the Ordinance to what Commission members would like to bring into fruition.</p> <p><b><u>Pierce County Values</u></b><br/>                     Integrity: Be honest and ethical in all actions.<br/>                     Partnership: Collaborate to achieve common goals.<br/>                     Respect: Listen carefully, include others, and value their experiences.<br/>                     Innovation: Seek new solutions and pursue ongoing improvements.<br/>                     Accountability: Embrace transparency and measurement to drive results.</p> <p><b><u>Pierce County Vision:</u></b><br/>                     A place people are proud to call home</p> <p><b><u>Pierce County Mission:</u></b><br/>                     Build strong communities</p> | <p>Brainstorming</p>  |

| TOPIC/WHO   | DISCUSSION   | ACTION   |
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| <p><b>Values &amp; Mission,</b><br/>continued</p> | <p><b><u>Mission</u></b></p> <ul style="list-style-type: none"> <li>• <b>What do we do?</b> (This will come from the Ordinance)</li> <li>• <b>How do we intend to do it?</b> <ul style="list-style-type: none"> <li>○ Outreach and feedback – going into community/networks to see if what we’re doing is on the right track. This will allow us to provide information/education to effectively advise Pierce County leadership.</li> <li>○ Visibility – we exist and are here to support! Raise awareness</li> <li>○ Going to the community to hold listening sessions. Shows we’re here and builds relationships (cultivating potential future Commission members!) Need to know true needs of the community.</li> <li>○ Community events, informal, chance to meet one another...FOOD ☺ Meet and greet!</li> <li>○ Work with providers, too – how to best serve our populations.               <ul style="list-style-type: none"> <li>▪ Partnering/having a presence at Tacoma Community House</li> <li>▪ Reaching out to/networking with existing groups</li> <li>▪ Seeking out other organizations</li> </ul> </li> <li>○ Bring diverse communities together for relationship-building</li> </ul> </li> <li>• <b>Who are we doing it for?</b></li> <li>• <b>Ultimate benefit or value that we’d like to achieve?</b> <ul style="list-style-type: none"> <li>○ This is visionary!</li> </ul> </li> </ul> <p>What does outreach from this group look like? Should we publicize our meetings more to get more input? Prior to serving on the Commission, Odette was invited to a Meet and Greet to discuss Afghan refugee needs. She’ll hold it at her store as a community event. Odette has a colleague who will provide workforce training for refugees; he can provide housing, but didn’t know who to reach out to.</p> <p>Lara would like to have a presence at Tacoma Community House; they work with refugees, help them learn English, etc. Odette asked if there’s funding for outreach, food, etc.? Stefanie said there’s no budget attached to this Commission, so we’d have to rely on partnerships for food, etc. George would like to reach out and network and partner with other organizations that are doing great work.</p> <p>Erasmus expressed concern about holding Commission events at someone’s business – it may be perceived as a conflict of interest. What are the group’s thoughts? Optics are important.</p> | <p>Brain-<br/>storming</p> <p>Last question tabled for now; Stefanie will share what we came up with so far via email.</p> <p>Stefanie will check with the HS Grant Writer to see if she has any ideas of opportunities.</p> <p>Where to hold events is a potential agenda topic for a future meeting.</p> |

| TOPIC/WHO                                | DISCUSSION   | ACTION   |
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| <b>Work Plan</b>                         | <p>The Commission's tasked to present the County Council with an annual Work Plan. We have three options: 1) Commission member sub-group creates the draft workplan and presents it for feedback at the third meeting; 2) Workplan is an agenda item for full Commission discussion for the next two to three meetings until completed; 3) Staff constructs the draft workplan and presents it to the Commission at the third meeting.</p> <p>Diana's and Lara's preference is for option 3. Alice suggested proposing another option that encompasses all of them. George agreed with Alice that the Commission needs to get together and get to know each other, maybe a combo of two and three? Stefanie's open to input via email.</p>   | <p>Vote of the quorum was unanimous in agreement to go with a combo of options 2 and 3. Stefanie will be intentional about getting feedback.</p> |
| <b>Voting for Chair &amp; Vice Chair</b> | <p>Stefanie would like to establish a Chair and Vice Chair so that we can have a process for agenda creation. Alice proposed the option of alternating every few meetings or voting in a new Chair and Vice Chair every six months, or annually? What does the group think about length of term or rotation? Alice feels that rotation would provide more members experience and leadership development. Lara likes the idea of sharing responsibilities so it's not too overwhelming and it also gives the opportunity for more involvement. Erasmo feels that six months would be a good term length, with a month to transition in and out, so four months in the position. Odette said that's a great idea!</p> <p>Odette provided her bio; she's open to Chair or Vice Chair. George is interested in Vice Chair. No one that isn't physically present has expressed interest in the Chair or Vice Chair roles. Erasmo suggested tabling voting until we have more members present, and also to allow more time for people to express interest. Lara pointed out that Stefanie sent two emails inviting members to volunteer for Chair or Vice Chair. Alice noted that since the group's settled on a six-month term, more people may be likely to volunteer.</p> | <p>George will send Stefanie his bio.</p> <p>Stefanie will email the group, share bios and seek input.</p>                                       |

| TOPIC/WHO  | DISCUSSION  | ACTION  |
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| <p><b>Public Comment &amp; Good of the Order</b></p> | <p>There were no members of the public in attendance.</p> <p>What works best for everyone to communicate their scheduling availability? Stefanie didn't get much response last time. Alice would like a regular date and time. We also need to settle on a duration. If we want to be accessible, evenings may be the way to go. Lara's about to take a new job and isn't sure what day time would work but evenings would. Stefanie wants to respect everyone, yet go with the majority. George feels that evenings would be most accessible to the group we're serving.</p> <p>What's the feeling of the group regarding meeting frequency – monthly?</p> <p>Alice said that in her work they have accountability buddies so that if one person doesn't show up the other can be there. They can also help ping each other so that staff doesn't have to contact a long list of people.</p> <p>Anything else for the good of the order? (Nothing)</p> | <p>Stefanie will send options via a poll; please respond.</p> |
| <p><b>Adjournment</b></p>                            | <p>Stefanie thanked everyone for their time! The meeting adjourned at 11:59 a.m.</p>  | <p>Thank you!</p>   |

The next *Commission on Refugee & Immigrant Affairs* meeting is TBD .

Respectfully submitted,

Becki Foutz  
 Administrative Assistant

## Chat from 9/13/22 Commission on Refugee & Immigrant Affairs Meeting

**From Alice Fong to All Panelists 09:07 AM**

Hello George! :)

We can social distance! Where are you, Stephanie. 😊

Hello hello!

Hello Odette!

Hello Jennifer!

Hello Gloria! 😊

Hello Erasmo! 😊

**From Jennifer Li Dotson to All Panelists 09:07 AM**

Aloha Everyone!

**From Alice Fong to All Panelists 09:08 AM**

Message from Erasmo: Sorry, my computer decided to randomly install updates as I was trying to connect.

Message from Gloria: Hello everyone!!!

**From George Conzuelo to All Panelists 09:08 AM**

Hello Erasmo!

**From Erasmo Ruiz (He/EI) to All Panelists 09:08 AM**

Hi George. :)

Thank you, Alice. My Zoom is acting up.

**From Anika Moran to All Panelists 09:11 AM**

Followed up with Thierry with a voicemail and email - hopefully he'll join at some point!

**From Erasmo Ruiz (He/EI) to All Panelists 09:15 AM**

Yes thank you, Becki! You've been so great throughout this whole commission process. :)

**From George Conzuelo to All Panelists 09:15 AM**

^ Agreed! Thank you Becki!

**From Erasmo Ruiz (He/EI) to All Panelists 09:15 AM**

Of course. Loved K-Mart. :)

**From Gloria Rodriguez to All Panelists 09:16 AM**

There was a Kmart in Centralia I believe around 2017-2019 if that helps XD

**From Erasmo Ruiz (He/EI) to All Panelists 09:17 AM**

My family is from Central Mexico.

**From George Conzuelo to All Panelists 09:19 AM**

Just some background on my service:

-Served on the Tacoma Commission on Immigrant and Refugee Affairs

**From Gloria Rodriguez to All Panelists 09:24 AM**

that is a new term for me thank you

**From Becki Foutz to Everyone 09:30 AM**

Odette can you spell your first language for me, please?

**From Gloria Rodriguez to All Panelists 09:35 AM**

indeed the expression an ounce of prevention is worth a pound of treatment is often a new and unexperienced

**From Erasmo Ruiz (He/El) to All Panelists 09:39 AM**

Point of clarification: I mean to say that I wanted to learn more about the 18+ immigrant and refugee affairs communities in Pierce County. Most of my experience is working with under 18 refugee and immigrants. :)

Woops "affairs" should not have been in that.

**From Gloria Rodriguez to All Panelists 09:41 AM**

I apologize but I need to step out now, I hope to view/listen to the recording and follow up by email. As I said earlier, I am serving as an interpreter at the Bonney Lake Food Bank at 10am. Again, I sincerely apologize and value all of everyone's time!!!

**From George Conzuelo to All Panelists 09:41 AM**

Nooo, bye Gloria, see you next time; look forward to working together!

**From Alice Fong to All Panelists 09:42 AM**

Nice to meet you Gloria! 😊

**From Odette D to All Panelists 09:44 AM**

My first language is Cebuano from the island of Cebu Philippines.

**From Becki Foutz to Everyone 09:44 AM**

Thank you!!

**From Erasmo Ruiz (He/El) to All Panelists 09:47 AM**

Yes.

**From Jennifer Li Dotson to All Panelists 09:48 AM**

Thumbs up

**From Alice Fong to All Panelists 09:48 AM**

Yes. 😊

**From Erasmo Ruiz (He/El) to All Panelists 09:48 AM**

Same. I love Teams. That's all is use for work.

**From Lara Cooper to All Panelists 09:48 AM**

yes

**From Anika Moran to All Panelists 09:58 AM**

It's quorum! You all have so much decision-making power in this meeting :)

**From Erasmo Ruiz (He/EI) to All Panelists 10:03 AM**

What is considered "excused."

Excused Absence.

How much notice do you need?

**From Anika Moran to All Panelists 10:03 AM**

From the Ordinance: "... The Executive may remove any appointed member of the Board for... three unexcused absences in one year..."

**From Erasmo Ruiz (He/EI) to All Panelists 10:14 AM**

I agree with that. :)

5-15 minutes is acceptable.

I think the hand option is good. It seems more organized that way.

That way people don't talk out of place.

My preference is via Zoom -- but I am amenable to coming into an office for a future meeting.

Via Zoom or Teams.

**From Lara Cooper to All Panelists 10:16 AM**

Maybe the second meeting in person, just to get to know each other better?

**From Erasmo Ruiz (He/EI) to All Panelists 10:17 AM**

A hybrid model would be fine.

**From George Conzuelo to All Panelists 10:18 AM**

That'd be nice! And we could do quarterly meetings or something similar

And in person could be an open option for all meetings

**From George Conzuelo to All Panelists 10:26 AM**

That'd be great, maybe texts for timely responses?

**From Alice Fong to All Panelists 10:29 AM**

I'm not a text person. Lol...

**From Erasmo Ruiz (He/EI) to All Panelists 10:29 AM**

That's a good idea.

The WhatsApp.

**From George Conzuelo to All Panelists 10:30 AM**

WhatsApp works!

**From Alice Fong to All Panelists 10:30 AM**

Lol.. I don't even have a WhatsApp! 😊

**From Anika Moran to All Panelists 10:30 AM**

Stefanie, you'd need to get IT approval to have WhatsApp on a county phone

**From Erasmo Ruiz (He/EI) to All Panelists 10:34 AM**



**From George Conzuelo to All Panelists 10:35 AM**

Thats awesome!

**From Alice Fong to All Panelists 10:35 AM**



**From Erasmo Ruiz (He/EI) to All Panelists 10:38 AM**

I like Roberts Rules of Order. We used it when I was in the student senate in college.

**From Alice Fong to All Panelists 10:39 AM**

Me too, Erasmo. 😊

Yes for tabling...

**From Erasmo Ruiz (He/EI) to All Panelists 10:43 AM**

Sounds good.

**From Erasmo Ruiz (He/EI) to All Panelists 10:50 AM**

Diversity & Equity: creating a more equitable community for immigrants and refugees -- and leveling out the playing field.

**From Lara Cooper to All Panelists 10:54 AM**

I will be right back

**From Erasmo Ruiz (He/EI) to All Panelists 10:56 AM**

Interconnectedness & Community: creating a warm and welcoming community where individuals can connect and learn from others.

learn from each other\*

Be right back.

**From Odette D to All Panelists 11:00 AM**

chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://kingcounty.gov/~media/elected/executive/equity-social-justice/Immigrant-and-Refugee/Commission-Work/Meetings-and-Materials/2019/Mar20-2019/FINAL-ByLaws-011619.ashx?la=en



**From George Conzuelo to All Panelists 11:02 AM**

And thank you Odette :)

**From Erasmo Ruiz (He/El) to All Panelists 11:05 AM**

Becki- I see your Halloween decoration on your lamp. Love it. :)

**From George Conzuelo to All Panelists 11:09 AM**

Did Odette drop off?

Nvm haha

**From Becki Foutz to All Panelists 11:15 AM**

Pierce County Values: Values

Integrity Be honest and ethical in all actions.

Partnership Collaborate to achieve common goals.

Respect Listen carefully, include others, and value their experiences.

Innovation Seek new solutions and pursue ongoing improvements.

Accountability Embrace transparency and measurement to drive results.

County Vision & Mission: Vision

A place people are proud to call home.

Mission

Build strong communities.

**From Alice Fong to All Panelists 11:16 AM**

Thank you Becki!

**From Alice Fong to All Panelists 11:33 AM**

Thank you Stefanie! :)

**From Erasmo Ruiz (He/El) to All Panelists 11:35 AM**

Yes, great idea. :)



**From Lara Cooper to All Panelists 11:37 AM**

I like 3 as well

**From Erasmo Ruiz (He/El) to All Panelists 11:44 AM**

I agree.

**From George Conzuelo to All Panelists 11:50 AM**

Thank you Alice!

**From Alice Fong to All Panelists 11:51 AM**

You're welcome, George. :)

I was looking at Erasmo and Lara. 😊

**From Erasmo Ruiz (He/El) to All Panelists 11:53 AM**

Sometime in the evenings would be great.

**From Odette D to All Panelists 11:56 AM**

I have to log out now. Thank you .

**From Alice Fong to All Panelists 11:56 AM**

Bye Odette!

**From Erasmo Ruiz (He/El) to All Panelists 11:59 AM**



**From Anika Moran to All Panelists 11:59 AM**

Nice to see all of you!