

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

5:00 – 6:30 p.m.  
October 10, 2022

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

**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/ WHO	DISCUSSION	ACTION
<p><b>Roll Call &amp; Introductions-</b> Stefanie Love</p>	<p>Happy Indigenous People’s Day! Stefanie acknowledged that she’s on Tribal land. She asked if everyone’s had a chance to look at the agenda.</p> <p>Stefanie called roll per above; a quorum was present. She invited everyone to introduce themselves with the name, organization, and role.</p> <p>Stefanie is Human Services Coordinator for Pierce County Human Services. She focuses mainly on equity, accessibility, and community visibility for all programming. Her pronouns are she/her.</p> <p>Diana Bullen (she/her) is semi-retired, and teaches online for Mesa Community College in Arizona. She’s also a facilitator for intercultural development and facilitators and she’s super excited to be part of this commission. She apologized for not being able to attend the last meeting.</p> <p>Erasmo Ruiz (he/him) works for a non-profit in Tacoma as a Medical Case Manager. He works with unaccompanied minor refugees from Central America and Africa.</p> <p>George Conzuelo (he/him) is a campaign manager for 21<sup>st</sup> legislative district incumbents. He’s also a political science student at the University of Washington. He’s super excited to serve on this commission and get representation work done for our refugee and immigrant community in Pierce County.</p> <p>Alice Fong (she/her or any pronoun) looks forward to serving with everybody on this wonderful commission. She works in the nonprofit world in Pierce &amp; King Counties and beyond, cultivating leaders in value-based leadership.</p>	<p>Wel-come!</p>

TOPIC/WHO	DISCUSSION	ACTION
<p><b>Roll Call &amp; Introductions,</b> continued</p>	<p>Lara Cooper (she/her) works at Bates Technical College as Interim Nursing Program Director. She’s a nurse, and like the rest she’s excited to serve on this commission.</p> <p>Odette D’Aniello (she/her) is founder and CEO of Celebrity Gourmet Ventures, a business in the community since 2004; she’s grateful to be here, and to be living on native land.</p> <p>Thierry Ruboneka is very pleased to be here and thanked the group for the opportunity. He apologized for missing the last meeting. He had just graduated from his leadership program through the Gen Fellowship Foundation, and was camping in Oregon. He’s a refugee from the Congo and moved to the US in 2017. He’s found his passion working with refugees and immigrants; he’s worked for Lutheran Community Services NW, served as Community Engagement Coordinator for the Tacoma Refugee Choir, and is founding his own nonprofit, called the Hands of the Pacific NW, a channel in which he focuses on the movements of lives of refugees in the PNW. His aim is to capture the reality of refugees and how they are understood in the community, through storytelling and communication on various topics pertaining to refugees and immigrants in our community. He's also in school right now, taking a Project Management class and hopes to build skills he can use in his business, to provide a broader space for refugees and immigrants to have authentic conversations with locals here in the PNW.</p> <p>Anika was in all the CRIA member interviews but has since changed her hair! She’s Special Advisor to the Director for Pierce County Human Services and handles special projects, which included putting this Board together. Among other things, she’s working on project managing a building, and improving the department contract process. She’s happy to be here as it’s one of the more community-facing things she gets to be involved with.</p> <p>Jennifer Li Dotson is originally from Hawaii, and relocated to University Place as a caregiver. She’s a sandwich generation caregiver, caring for adult parents as well as her young children. She’s very happy to be part of this group. She’s first generation in the US from Vietnam, and a first-generation college graduate. She’s grateful to be able to give back in this way and be part of this group.</p>	<p>Introductions</p>
<p><b>Public Comment-</b> Stefanie Love</p>	<p>Stefanie invited any members of the public to comment. None present.</p>	<p>Informational</p>

TOPIC/WHO	DISCUSSION	ACTION
<p><b>Approval of September Minutes-</b> Stefanie Love</p>	<p>Minutes are posted on the CRIA’s website. The link was shared in the chat. Alice provided one edit: on page 4 of the September minutes. “Hard” should be “heart.” Thank you, Alice! Lara Cooper moved to approve the minutes.</p>	<p>The September minutes were approved as edited.</p>
<p><b>Good of the Order-</b> Stefanie Love</p>	<p>Erasmus asked if we had a Facebook page for the Commission. He knows of some other commissions, including the King County Commission for Immigrant &amp; Refugee Affairs, that do. Anika said that if the Commission would like, we can have our Communications Specialist, Kari Moore, attend a future meeting to talk about communications options. Erasmus feels that social media would be a good outlet to disseminate information about this commission.</p>	<p>Kari Moore will be invited to a future CRIA meeting.</p>
<p><b>Electing Chair &amp; Vice Chair-</b> Stefanie Love</p>	<p>Stefanie asked if all members had a chance to review the resumes and qualifications for the Chair and Vice Chair candidates that she shared in advance of the meeting. Lara was so impressed with everything that both of them have done and expressed how nice it is to have them in the group and how much she’s looking forward to working with them. George is so accomplished and so young; she’s excited to see what he’ll do with his life in the future! She noted that Alice is absolutely amazing and she’s plotting on how to bring her in to train her leadership team. Lara thanked them both for sharing their time and talents. George thanked Lara and said that he’s honored to be here, and happy for everyone on the commission. Stefanie acknowledged the very thorough and impressive qualifications that were shared. She noted that at the last meeting members discussed electing the Chair and Vice Chair for six months, and a month or two before their terms end, we’ll begin to prepare the next candidates, to help them acclimate to their new roles. The short terms will give more people an opportunity to lead.</p> <p>Diana proposed George as Vice Chair - All ayes. Odette moved to nominate Alice Fong as Chair. All ayes again.</p> <p>Stefanie’s excited to work with Alice and George in developing future meeting agendas. Alice pointed out that they’re already eyeing the next two people to serve as Chair and Vice Chair!</p>	<p>Congratulations, and thank you, Chair Alice and Vice-Chair George!</p>

TOPIC/WHO	DISCUSSION	ACTION
<p><b>Plan Recurring Meeting Date-</b> Stefanie Love</p>	<p>Stefanie would like to nail down a regular day and time for Commission meetings. We need to meet at least six times a year. Mondays seem good for the group. Alice and Thierry serve on another committee on the second Monday of the month. Third Monday would be great! Alice suggested having two options, since Gloria's not in attendance. Stefanie reported that Gloria's indicated in the past that her schedule's flexible. The group seemed to agree on first Mondays of the month, 5:00 – 6:30, with exception of holidays. Anika shared that the Accessible Communities Advisory Committee (ACAC) has a public meeting every other month and working meetings in between. That would be an option, with an opportunity to take deeper discussion dives in between official meetings, although both meetings would be public meetings. Lara suggested meeting in November and December and trying to find a time that works for all in January, or just having those who can attend meet in January. George added that meeting as often as possible would be beneficial, for the first year especially.</p> <p>Meetings are recorded and posted for one month after the meeting, so if members miss a meeting, they can watch it back and send comments.</p>	<p>The group will meet the first Monday of the month, from 5:00 to 6:30 p.m. except on holidays.</p>
<p><b>By-Laws or Charter Creation-</b> Alice Fong</p>	<p>Alice said that we can create By-Laws or a Charter, or not; she would like to have some agreed-upon decision-making and grievance processes in place, in case they're needed. Small workgroups may be held if they're less than a quorum (five). Meetings with a quorum or over would need to be scheduled in advance and posted online so the public may attend. Do we want to have By-Laws or a Charter, and if so, which one, and how should we create it? Diana's for having them; they are time-consuming to create, she suggested drafting it via email and voting on it at a meeting. Lara likes Erasmo's idea (shared in the chat) of having a shared Google doc. It would be easy to use another group's document and tailor it to fit this commission's needs. Odette shared a <a href="#">link</a> to King County's Immigrant &amp; Refugee Commission's By-Laws at the last meeting.</p>	<p>Stefanie will create a Google doc so everyone can help work on the By-Laws.</p>

TOPIC/WHO	DISCUSSION	ACTION
<p><b>Group Norms-</b> Stefanie Love</p>	<p>Stefanie shared examples of group norms at the last meeting; would the group like her to share them again to wordsmith together? Stefanie shared her screen and the group agreed on some fluid norms:</p> <ul style="list-style-type: none"> <li>• Start on time</li> <li>• Roll call will be taken five minutes after the meeting starts</li> <li>• There’s a ten-minute grace period for members to join (Please join in the agenda in progress and write in the chat that you’re present)</li> <li>• Please raise your hand</li> <li>• Cameras will be on (unless there’s an extenuating circumstance, i.e., driving)</li> <li>• The agenda will be flexible to allow discussion (not too stacked)</li> <li>• Timeframe for email responses (two days response time suggested)</li> <li>• This is a gracious space</li> <li>• Be curious</li> <li>• Caring and compassionate</li> <li>• Be open-minded</li> <li>• Requesting clarification is not negative!</li> <li>• Buddy system</li> <li>• What’s App?</li> <li>• Do not share member contact information outside the group without their consent</li> <li>• Check-in – land acknowledgements, celebration announcements, good of the order, share “wins” in your life, to help get to know one another</li> <li>• Share appreciations to close</li> </ul> <p>Alice suggested using a buddy system. If your buddy’s not in attendance, you contact them and provide a recap of the meeting. This helps people get to know each other better. George suggested once buddies are assigned, they can be in touch with each other to see what mode of contact is preferred. The group seemed to agree that <a href="#">What’s App</a> is a great contact tool, free from anywhere.</p>	<p>Brainstorming</p> <p>The group will use the Group Norms as discussed; they’re open to additions at any time.</p>

TOPIC/WHO	DISCUSSION	ACTION
<p><b>Mission &amp; Values-</b> Alice Fong</p>	<p>Alice pointed out that we should have a North Star – we kind of have that in our Ordinance – a few highlights: Pierce County wants to be a place that welcomes everyone and realizes that we’re all interconnected and supportive of one another. We want to help our neighbors transition into our community, for this to be their new home country. Pierce County’s committed to improving the lives of all residents. The purpose of this commission is to support our refugee and immigrant neighbors in Pierce County, across all areas, including economy, education, health access, and civic engagement. Our goal is to have a work plan so that we can serve our community. Alice invited the group to step back a little bit and build the foundation of our North Star. The following list is dynamic and open:</p> <p>Commission Values</p> <ul style="list-style-type: none"> <li>• Diversity &amp; Equity: creating a more equitable community for immigrants and refugees and leveling the playfield</li> <li>• Caring</li> <li>• Compassionate</li> <li>• Open-minded</li> <li>• Interconnectedness &amp; community (sharing! Adding perspectives!)</li> <li>• Kind treatment of each other and the community we serve</li> <li>• Creating a warm and welcoming community, in which individuals can connect and learn from each other</li> <li>• Intersectionality of love for culture</li> <li>• Life-long learning</li> <li>• Curiosity, cultural humility, cultural agility</li> </ul> <p>Personal Values – members were invited to share their personal values</p> <ul style="list-style-type: none"> <li>• Alice: God, Community, Communication</li> <li>• Lara: Kindness, Compassion, Open-mindedness, Empathy, Integrity</li> <li>• Erasmo: Integrity, Empathy, Perseverance, Open-mindedness, Learning</li> <li>• Jennifer: Family, Service, Creativity, Learning, Love</li> <li>• Thierry: Truthfulness, Kindness, Empathy, Fairness, Justice, Intersectionality of Culture</li> <li>• Odette: Love, Integrity, Connection, Curiosity, Creativity, Love for Learning</li> <li>• George: Learning, Intersectionality, Empathy</li> </ul> <p>Mission</p> <ul style="list-style-type: none"> <li>• What do we do? (This will come from the Ordinance)</li> <li>• How do we intend to do it? <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 of us.</li> </ul> </li> </ul>	<p>Brainstorming</p>

TOPIC/WHO	DISCUSSION	ACTION
<p><b>Mission &amp; Values-</b> continued</p>	<ul style="list-style-type: none"> <li>○ Work with providers too – how to best serve the populations we’re trying to serve</li> <li>○ Community events, informal, chance to meet one another...FOOD Meet and greet!</li> <li>○ Commission members!) Need to know true needs of the community.</li> <li>○ Going into the community to hold listening sessions. Shows we’re here and builds relationships (cultivating potential future             <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> </ul> <ul style="list-style-type: none"> <li>● Bring diverse communities together for relationship-building</li> <li>● <b>Who are we doing it for?</b></li> <li>● <b>Ultimate benefit or value we’d like to achieve?</b> <ul style="list-style-type: none"> <li>○ This is visionary!</li> <li>○ Bring awareness, inform policy, revise welcoming documents</li> </ul> </li> </ul> <p>Thierry shared that he serves on this commission because of his passion for refugee and immigrant communities in the US. We’re a big community, divided in nature. There are many redundant things in resettlement procedures; when you look at them through a refugee/immigrant lens, there are resource lists that haven’t been adjusted or edited in a long time. Many refugees and immigrants work in the rideshare field, like Uber and Lyft, and they have issues. Those issues are not in the limelight or being heard by the State or anyone. He feels it’s our duty as commission members who have the opportunity to sit on boards like this, to really highlight those issues and help, maybe change or influence policies or advise the State re: laws that we see as really affecting the refugee and immigrant community. He personally has issues with welcoming kits/documents given to welcome refugees to America and giving them the community norms – they need to be revised with new lingo or terms. He feels it's his duty to stand up for refugee and immigrant communities who are not being heard, while being affected by past laws and policies.</p> <p>What do we want Pierce County to look like? Stefanie noted that the most powerful mission statements she’s seen are concise and to the point. She would start it: Pierce County is welcoming, etc. (list).</p> <p>Diana feels that what Thierry said is very deep and profound. It’s very difficult to craft a vision/mission statement in 30 minutes – she feels that we should dedicate a full session to that. We have a lot of good thoughts so far. Without having a concise mission and vision, we’ll never know exactly what we’re doing. It should be concise enough to memorize. Diana’s a professional facilitator and can help with the process, gratis!</p>	<p>Brainstorming</p> <p>The group and Stefanie seemed to agree that a full session should be devoted to mission/vision.</p>

TOPIC/WHO	DISCUSSION	ACTION
<b>Closing Thoughts</b>	Diana thanked everyone and reiterated that she's happy to be a part of the group. Alice appreciates everyone, their insights, and passions. George thanked the staff team. Thierry thanked everyone and congratulated Alice and George.	Stefanie will send a follow-up email, and will be in touch re: the next agenda.

The next CRIA meeting is scheduled for Monday, November 7, at 5:00 p.m. via Zoom and the Muckleshoot Conference Room.

Respectfully submitted,

Becki Foutz  
Administrative Assistant



## Chat from 10/10/22 CRIA Meeting

**From Erasmo Ruiz to All Panelists 04:57 PM**

Hi all -- good afternoon. Happy Indigenous People's Day. :)

**From Alice Fong to All Panelists 04:59 PM**

Hello all! 😊

Hello Erasmo, George, Stefanie, Diana, Becki and Anika! 😊

**From Becki Foutz to Everyone 04:59 PM**

Hi Everyone!!

**From Anika Moran to Everyone 05:00 PM**

Alice, what are you munching on?

**From Alice Fong to All Panelists 05:00 PM**

Leftovers from hot pot. Veggies, nappa cabbage, bok choy, and daikon. 😊

**From Anika Moran to Everyone 05:00 PM**

Ooooo YUM

**From Alice Fong to All Panelists 05:00 PM**



**From Alice Fong to All Panelists 05:04 PM**

I'm a guest of Steilacoom. 😊

Hello Lara, Odette, and Thierry! 😊

**From Odette D to All Panelists 05:07 PM**

Hello Alice

**From Erasmo Ruiz to Everyone 05:09 PM**

My pronouns are He/Him. :) Forgot to mention that. Hehe.

**From Diana Bullen to All Panelists 05:09 PM**

My pronouns are she/her -

**From Erasmo Ruiz (He/Him/El) to Everyone 05:15 PM**

I saw them.

**From George Conzuelo to All Panelists 05:16 PM**

Yes please!

**From Alice Fong to All Panelists 05:16 PM**

I liked the smiley face for the food. 😊

**From Becki Foutz to Everyone 05:17 PM**

<https://www.piercecountywa.gov/DocumentCenter/View/117910/Commission-on-Refugee-and-Immigrant-Affairs-Meeting-Notes-9-13-2022>

**From Erasmo Ruiz (He/Him/El) to Everyone 05:18 PM**

The minutes look good to me.

**From Alice Fong to All Panelists 05:18 PM**

Looks good to me as well. 😊

**From George Conzuelo to All Panelists 05:19 PM**

Looks good to me too!

**From Thierry Ruboneka to Everyone 05:19 PM**

Notes look great. I move to approve

**From George Conzuelo to All Panelists 05:21 PM**

Agreed!

**From Alice Fong to All Panelists 05:21 PM**

Agreed....

**From Anika Moran to Everyone 05:22 PM**

So impressed!

**From Stefanie Love to Everyone 05:23 PM**

Ditto

**From Alice Fong to All Panelists 05:23 PM**

Agreed! 😊 George, loved learning more about you and ALL you have done!

**From George Conzuelo to All Panelists 05:23 PM**

Thank you so much Lara!! ❤️

**From Alice Fong to All Panelists 05:25 PM**

Lara, thank you for your kind comments - ❤️

All of you are so accomplished, I am humbled to be part of this group. 😊

**From George Conzuelo to All Panelists 05:25 PM**

Thank you Alice!! Cant wait to do great work together and with the Commission! :D

**From Anika Moran to Everyone 05:26 PM**

Congrats, George!

**From George Conzuelo to All Panelists 05:27 PM**

Thank you everyone! :3

**From Anika Moran to Everyone 05:27 PM**

Congratulations, Alice!

**From Erasmo Ruiz (He/Him/El) to Everyone 05:27 PM**

Congrats to Chair Alice & Vice-Chair George. :)

**From Thierry Ruboneka to Everyone 05:28 PM**

Congratulations Alice and George. 😊

**From George Conzuelo to All Panelists 05:28 PM**

Yayyy Alice!

**From Alice Fong to All Panelists 05:29 PM**

Thank you all! And look forward to serving with everyone. 😊

**From George Conzuelo to All Panelists 05:29 PM**

Hi Jennifer!

**From Alice Fong to All Panelists 05:29 PM**

Hi Jennifer! 😊

**From Odette D to Everyone 05:29 PM**

My connections is spotty. I'll have to go off video from time to time.

**From George Conzuelo to All Panelists 05:30 PM**

Ditto Alice! Excited to do great work with the whole Commission

**From Erasmo Ruiz (He/Him/El) to Everyone 05:37 PM**

I am open Monday - Wednesday after 05:00 PM.

Yes -- either 3rd or 4th Monday works for me.

3rd Monday of every months works for me.

month\*

I'm open --

**From Becki Foutz to Everyone 05:37 PM**

Third Mondays of January and February are holidays

**From Thierry Ruboneka to Everyone 05:37 PM**

I'm Open

**From Becki Foutz to Everyone 05:38 PM**

First Monday in September is a holiday :)

**From Erasmo Ruiz (He/Him/El) to Everyone 05:42 PM**

That works!

Wednesday works for me.

**From Thierry Ruboneka to Everyone 05:44 PM**

Wednesday works as well

**From Stefanie Love to Everyone 05:44 PM**

Only 6 are required

**From Erasmo Ruiz (He/Him/El) to Everyone 05:44 PM**

The 3rd Wednesday of every month works for me...

**From Becki Foutz to Everyone 05:45 PM**

Please note that the recordings only are up one month and then auto-delete

**From Erasmo Ruiz (He/Him/El) to Everyone 05:46 PM**

I'd like to meet regularly -- just to stay connected.

Like every month at least.

**From Diana Bullen to Everyone 05:47 PM**

I agree with you Erasmo

**From Erasmo Ruiz (He/Him/El) to Everyone 05:52 PM**



Can we start a google doc...

That we can share and add to?

**From Stefanie Love to Everyone 05:53 PM**

Odette Shared By laws from another commission

**From Diana Bullen to Everyone 05:53 PM**

a Google doc is great

**From Anika Moran to Everyone 05:54 PM**

Nice :)

**From Diana Bullen to Everyone 05:55 PM**

I agree with the norms

**From Odette D to Everyone 05:56 PM**

I approve.

**From Thierry Ruboneka to Everyone 05:56 PM**

Approve

**From Alice Fong to Everyone 05:56 PM**

I like them. 😊

**From Lara Cooper to All Panelists 05:57 PM**

I agree

**From Erasmo Ruiz (He/Him/El) to Everyone 05:57 PM**

I like them --

**From George Conzuelo to All Panelists 05:58 PM**

Same here :)

Yessss the buddy tree

I like that a lot

**From Lara Cooper to Everyone 05:58 PM**

Did we shared our numbers already?

**From Thierry Ruboneka to Everyone 05:59 PM**

That's really great.

**From George Conzuelo to All Panelists 05:59 PM**

Agreed, when we get our buddy we can discuss the best form of contact

**From Diana Bullen to Everyone 06:00 PM**

I like to use What's App

**From George Conzuelo to All Panelists 06:00 PM**

But I think we should also have a contact list?

**From Erasmo Ruiz (He/Him/El) to Everyone 06:01 PM**

Is someone assigned to start the WhatsApp group?

Mine is on my email signature line.

**From Lara Cooper to Everyone 06:01 PM**

OK to share my number

**From Erasmo Ruiz (He/Him/El) to Everyone 06:01 PM**

You may share my # --

**From George Conzuelo to All Panelists 06:01 PM**

Me too :)

**From Thierry Ruboneka to Everyone 06:01 PM**

Im ok

**From Alice Fong to Everyone 06:02 PM**

Thanks Thierry! 😊

**From Odette D to Everyone 06:03 PM**

WhatsApp is great.

**From Erasmo Ruiz (He/Him/El) to Everyone 06:03 PM**

It uses very little data.

**From Alice Fong to Everyone 06:03 PM**

I like free. 😊

**From Erasmo Ruiz (He/Him/El) to Everyone 06:03 PM**

I used it in Europe when I lived in Spain --

**From Odette D to Everyone 06:03 PM**

Can share larger files.

**From Diana Bullen to Everyone 06:05 PM**

I like that idea Thiery

**From Alice Fong to Everyone 06:07 PM**

I like it! 😊

I like that too! 😊 We do that.

**From Diana Bullen to Everyone 06:07 PM**

great ideas!!!

**From Diana Bullen to Everyone 06:12 PM**

Please mute your mike if you are not speakin

**From Thierry Ruboneka to Everyone 06:14 PM**

My personal values.

Truthfulness, Kindness, empathy, fairness, Just and Intersectionality of culture

**From Odette D to Everyone 06:14 PM**

Love

Integrity

Connection

Curiosity

Creativity

Love for learning

**From George Conzuelo to All Panelists 06:16 PM**

-Learning

-Intersectionality

-Empathy

**From Erasmo Ruiz (He/Him/El) to Everyone 06:17 PM**

Lifelong learning?

Lifelong learner...it's an educational value from my master's degree thesis. Hehe.

**From Alice Fong to Everyone 06:17 PM**

Hee-hee.... Erasmo...

**From Diana Bullen to Everyone 06:18 PM**

Cultural agility is another expression

**From Erasmo Ruiz (He/Him/El) to Everyone 06:20 PM**

Thank you. :)

**From Thierry Ruboneka to Everyone 06:26 PM**

I agree

**From George Conzuelo to All Panelists 06:27 PM**

Agreed, we could do a separate work meeting for people who want to work on this? Similar to how we would've done for the bylaws/charter?

**From Alice Fong to Everyone 06:27 PM**

Anika, are we able to bring in a facilitator to do this?

**From Erasmo Ruiz (He/Him/El) to Everyone 06:27 PM**

A work session sounds great. :)

**From Anika Moran to Everyone 06:28 PM**

I don't believe the board has a budget to hire a facilitator but we can double check

We may also have some internal expertise to help with facilitating that

Or Diana can play that role! Perhaps working with Alice, George and Stefanie?

**From Odette D to Everyone 06:28 PM**

Perfect!!!

**From Erasmo Ruiz (He/Him/El) to Everyone 06:28 PM**

Awesome.

**From George Conzuelo to All Panelists 06:28 PM**

Oooo thanks for offering your assistance Diana!

**From Diana Bullen to Everyone 06:29 PM**

Everyone should be involved

**From Anika Moran to Everyone 06:29 PM**

Oh absolutely - I just meant in planning that meeting

**From Odette D to Everyone 06:29 PM**

I appreciate all of your leadership!

**From Erasmo Ruiz (He/Him/El) to Everyone 06:30 PM**

I appreciate everyone's diverse perspectives!

**From Anika Moran to Everyone 06:30 PM**

So happy to be here - thank you!

**From Alice Fong to Everyone 06:30 PM**

Thank you Becki for taking the notes!!!

*(You're welcome! Sorry I didn't see the thanks in the chat at the time, was taking notes ha ha)*

**From Erasmo Ruiz (He/Him/El) to Everyone 06:30 PM**

Bye everyone. Have a wonderful night/evening.