

AGENDA
REDMOND HUMAN SERVICES
SPECIAL JOINT COMMISSION EQUITY TRAINING
Saturday, March 14 , 2026 - 8:30 am-12:00 pm
City Hall, Conference Center

Public comment for any agenda item will be accepted in the following ways:

- Written public comment should be submitted to humanservices@redmond.gov before 4:30 pm on the day before the meeting, and the comment will be distributed to the Human Services Commission Members prior to the meeting.
- Verbal public comment, can be provided in-person during the meeting, 3 minutes per speaker.

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| 1. Networking Time | 8:30 am |
| Commissioners gather, meet other commissioners from Issaquah, Kirkland, and Sammamish, enjoy coffee and breakfast items. | |
| 2. Call to Order | 9:00 am |
| 3. Items from the Audience | |
| 4. Joint Equity Training | |
| Facilitated by staff from Communities Rise including discussion of commissioner pre-work assignment. | |
| 5. Adjourn | 12:00 pm |

Working Agreements

How we treat each other

- trust each other's intentions, assume good intent
- disagreement isn't necessarily bad
- seek to understand
- ask clarifying questions instead of confronting/simply disagreeing
- courtesy for all points of view
- patience
- recognize that everyone has different passions and bases of knowledge
- refrain from telling others what they're thinking or feeling
- don't interrupt each other

How we treat ourselves

- try not to take things personally but some things do impact you personally
- take care of yourself as needed
- don't be afraid to step out of your comfort zone
- make your needs known
- be gracious with others and yourself - OK to make mistakes

How we work as a group

- do check ins/ice breakers
- state preferred pronouns as you are comfortable when doing introductions
- no acronyms or jargon, but explain if we must use them
- OK to ask for clarification and definitions - no stupid questions
- be present
- ask "why am I talking?" and "why am I not talking?"
- make room for all voices and remember who is not at the table
- make space to celebrate inclusively/enjoy the moment
- resolve to not let any past issues carry over
- respect each organization and their application(s)
- consider gathering socially to build trust and relationships
- add to or modify this list as needed