

A word cloud featuring the word "welcome" in various languages and scripts. The word "welcome" is the largest and most prominent, centered in the image. Other words are arranged around it in different sizes and orientations, including vertical and horizontal text. The colors of the words are primarily red and grey.

Words included in the word cloud:

- welcome (largest, red)
- welkom (grey)
- bienvenido (vertical, grey)
- shalom (red)
- tervetuloa (red)
- fogadtatás (grey)
- vítáme tě (grey)
- καλώς ορίσατε (red)
- swagata (vertical, grey)
- välkommen (red)
- salaam (grey)
- willkommen (grey)
- dobrodošli (red)
- bem-vindos (grey)
- namaste (vertical, red)
- ようこそ (grey)
- mabouhay (vertical, grey)
- 환영합니다 (grey)
- ahlan'wa sahla (red)
- powitanie (grey)
- aloha (red)
- bienvenue (grey)
- 歓迎 (grey)

Agenda

	Speaker	Time
Welcome <ul style="list-style-type: none">• Post-election check in	Bereket Kiros, Steering Committee and Coalition of Immigrants, Refugees and Communities of Color (CIRCC)	10:35 – 11:00
Oct 3 Community Check-in Follow-up <ul style="list-style-type: none">• Recap of Oct 3 Community Check-in, report sent to Steering Comm (10/22) and to HEARCAG (11/5)• Group exercise to prioritize next steps (among green highlighted activities)	thy nguyen, facilitator	11:00 – 11:40
New Proposed HEARCAG Membership and Compensation Policy	Jennell Hicks, Public Health	11:40 – 11:55
Updates <ul style="list-style-type: none">• Two HEARCAG members on new Community Health Improvement Plan steering committee (10/28 email)	Matias Valenzuela, Public Health	11:55 – 12:00
Close	Bereket	12:00

November 7, 2024

Post-election check-in

Land and enslaved people acknowledgment

We invite you to recognize the written histories of the United States as fractured.

We are on the traditional land of the Coast Salish people, whose communities lived here for generations and who continue to be systematically erased by policies and practices that remove their histories from this place. We honor their past and continued stewardship of this land.

We acknowledge that the United States was built off the stolen labor of kidnapped African people. Much of what we know of this country today—its culture, economic growth, and development—has been made possible by the labor of enslaved Africans and their descendants, who suffered the horrors of the trans-Atlantic human trafficking, chattel slavery, and Jim Crow. We are indebted to their labor and sacrifices, and we acknowledge the tremors of violence throughout generations that can still be felt today.

We recognize that these difficult histories persist in present-day racial realities and privileges in our nation. We commit to dismantling this racism in all spaces of our work and lives.

New Proposed HEARCAG Membership and Compensation Policy

Compensate HEARCAG members starting January 2025. Steering Committee members continue to be compensated.

HEARCAG members who are not being paid by a large organization to attend are eligible for payment—three hours/month at \$60/hour (\$2,160/year).

New members will apply using a short application saying why they want to join and what they can contribute to HEARCAG.

Invoicing can be quarterly or annual based on the member's preference.

+

•

○

Active participation in HEARCAG looks like:

- Attend and participate in monthly meetings
- Attend in-person Community Check-ins held twice per year
- Disseminate information to their organization and networks
- Hold Public Health and other institutional members accountable to community members
- Partner with Public Health and HEARCAG members to improve anti-racist practice
- Work on building health equity and anti-racist values in community and organizations



Thank you



- Next HEARCAG meeting is on Thurs, Dec 5; Thurs, Jan 9; Thurs, Feb 6; and the next Community Check-in is on Thurs, Mar 6
- HEARCAG agendas, roster, notes, meeting planning info, and past presentations are at:
<https://drive.google.com/drive/u/0/folders/1sVdWfiSfAN-flZ2P9t9Gs0qwHIDm0Htr>.
- HEARCAG overview information is at www.kingcounty.gov/parcag
- Thank you to thy for hosting and to six HEARCAG members for participating in the October Transformative Justice and Conflict Resolution training!