



Neighborhoods & Communities Challenge Day

October 14, 2021

Link: <https://seattlemetrochamber.zoom.us/j/96549143992>
Meeting ID: 965 4914 3992
Find your local number:
<https://seattlemetrochamber.zoom.us/u/abiNe2rAT>

Sponsored By:



Agenda

Question for the Day: *Historic structural racism has long been a factor in the ability for communities to thrive and its community members to have their basic needs met. How do we transcend the existing paradigm and progress to a place where community members have control of their future and the ability to build neighborhoods and communities where all needs are met?*

Today's session was organized to support these LT curriculum outcomes:

- **Community and Belonging:** *Build trusted connections among people across many lived experiences. Feel inspired and empowered to act by belonging to an enduring community of regional stewards.*
- **Regional Challenges and Opportunities:** *Expand your knowledge about regional challenges and opportunities and how they are interconnected, including how dismantling systemic racism and pursuing racial equity advances a healthy community for all.*
- **Leadership:** *Practice and deepen skills to act as a leader and change agent in the program and one's own chosen area, including an emphasis on asset-based approaches to work within and across sectors to build a more resilient, equitable, and just region.*

- 9:00 a.m. Land Acknowledgement and Welcome, **Sue Bennett**, LT'94, Executive Director
- 9:10 a.m. Context Setting: Retreat and Prewrite Debrief, **Eu-wanda Eagans**, LT'18, Curriculum Committee
- 10:00 a.m. Homelessness in our Region: Context Setting, **Jason Johnson**, LT'12, Curriculum Committee and Board of Directors; **Marc Dones**, CEO, King County Regional Homelessness Authority
- 10:45 a.m. *Break*
- 11:00 a.m. Compassion Seattle, a Case Study: Strategies and Leadership to End Homelessness in the Region, **Derrick Belgarde**, Executive Director, Chief Seattle Club; **Tim Burgess**, Former Seattle City Council President and Interim Mayor; **Michelle Chen**, LT'16, Curriculum Committee; **Lisa Dugaard**, Director, Public Defender Association; **Dr. LaMont Green**, Director of Diversity, Equity, and Inclusion, Technical Assistance Collaborative, Inc. and Co-Founder, Lived Experience Coalition; **Sara Levin**, LT'02, Curriculum Committee and Board of Directors; **Andrea Suarez**, Executive Director and Founder, We Heart Seattle
- 12:00 p.m. Journaling about Antiracist Community Leadership, **Michelle Chen**, LT'16, Curriculum Committee
- 12:15 p.m. *Lunch*
- 1:30 p.m. Your Relationship to the Homelessness Crisis and Solutions, **Eu-wanda Eagans**, LT'18, Curriculum Committee
- 2:00 p.m. Building an Agenda for November 10, **Jason Johnson**, LT'12, Curriculum Committee and Board of Directors
- 2:45 p.m. *Break*
- 3:00 p.m. Racial Caucusing, **Jen Estroff**, LT'14, Racial Caucus Facilitation Team; **Mary Fertakis**, Honorary LT, Curriculum Committee; **Faizal Kassamali**, LT'21, Racial Caucus Facilitation Team; **Julie Pham**, Ph.D., LT'16, Chair, Curriculum Committee; **Nancy Sanabria**, LT'20, Racial Caucus Facilitation Team; **Jenefeness Tucker**, Honorary LT, Curriculum Committee
- 4:15 p.m. *Break*
- 4:30 p.m. Reflection, **Julie Pham**, Ph.D., LT'16, Chair, Curriculum Committee
- 4:50 p.m. Sponsor Comments, **Genesee Adkins**, Senior Planning Director, Northwest Pacific District, WSP
- 4:55 p.m. Closing, **Sue Bennett**, LT'94, Executive Director

Curriculum Committee Planning Team: **Michelle Chen**, LT'16, Consultant/Attorney, FMC Consulting LLC; **Eu-wanda Eagans**, LT'18, Senior Vice President, Workforce Development, Goodwill of the Olympics & Rainier Region; **Jason Johnson**, LT'12, Consultant/Owner of MJJ Consulting; **Sara Levin**, LT'04, Vice President of Community Services, United Way of King County

Guest Bios

Genesee Adkins is planning senior director for advisory in the Northwest Pacific District at WSP USA, an engineering and professional services consultancy. In her role at WSP, Adkins develops and implements strategic growth plans for planning services across multiple sectors in Washington state with a focus on the Puget Sound area. She also provides business development and leadership to promote the firm's growth and expansion throughout the Northwest Pacific District, which covers Washington, Alaska, Oregon, Idaho, Montana, Hawaii, and Guam. Prior to joining WSP, Adkins served as a vice president and director of infrastructure initiatives and external affairs in the Washington area for a global engineering services firm. She has extensive experience in government relations, serving as chief of staff for the city of Seattle Department of Transportation from 2016-2019, director of state relations for the University of Washington, director of government relations for King County, and state legislative director for the city of Seattle. Adkins is a graduate of the University of Rochester with a bachelor's degree in political science and economics. She is a member of the Seattle Metropolitan Chamber of Commerce Board of Directors and the Bellevue Chamber of Commerce's Policy Council.

Derrick Belgarde is an enrolled member of the Confederated Tribes of Siletz Indians of Oregon, and also Chippewa-Cree from Rocky Boy Montana. Derrick is the Executive Director of the Chief Seattle Club. He serves on the board of Capitol Hill Housing, Downtown Emergency Service Center, Seattle/King County Coalition on Homelessness, and the Washington State Affordable Housing Advisory Board. He completed his undergraduate in Public Affairs Magna Cum Laude, and holds a Master's in Public Administration, from Seattle University.

Tim Burgess served 10 years at Seattle City Hall as a member of the City Council and as the city's 55th Mayor. He was first elected city-wide in 2007 and won re-election in 2011 and 2015. Tim was the lead architect of the Seattle Preschool Program for the city's three- and four-year old children, one of only three municipal government facilitated preschool programs in the United States to meet all 10 national quality standards. Tim led the effort in 2011 to double the size of the city's Families and Education Levy so school-based health clinics could be located in every middle school and high school. Tim developed the Seattle Retirement Savings Plan for workers without an employer-offered plan, making Seattle the first city in the nation to create such a mandatory plan. Under his leadership, Seattle became the fourth major U.S. city to fully fund the Nurse Family Partnership, a home visitation program for low-income families that *The New York Times* calls America's best anti-poverty program. Tim also persuaded his colleagues to adopt an excise tax on the sale of firearms and ammunition with the revenues dedicated to gun violence prevention and research. In his time at City Hall, he was a consistent and staunch advocate for criminal justice and police reform, economic growth policies, and tourism promotion. Tim serves on the Plymouth Housing board of trustees.

Lisa Daugaard is Director of the Public Defender Association in Seattle. PDA works to develop and implement alternatives to the criminal legal system that advance public safety, racial equity, community health and reconciliation, and provides technical support to other communities seeking similar solutions nationally and internationally. Lisa was the first project manager for the flagship Law Enforcement Assisted Diversion (LEAD) project, and with colleagues has provided technical support for LEAD replication around the US and internationally since 2014. Previously, Lisa served as Interim Deputy Director at the King County Department of Public Defense, and was Deputy Director and Misdemeanor Supervisor at the Defender Association. She is a 2019 recipient of the MacArthur Fellowship. Lisa served from 2013-2016 as co-chair of Seattle's Community Police Commission, and served on the Commission from 2013-2019. She served on the board of De-Escalate Washington. Lisa was a felony and misdemeanor lawyer at the Defender Association prior to becoming a supervisor in 2002. Before becoming a public defender in 1996, she directed the Urban Justice Center Organizing Project and was Legal Director of the Coalition for the Homeless, both in New York City, and was a fellow at the ACLU National Legal Department. Lisa graduated from the University of Washington in 1983, obtained a M.A. in Government from Cornell University in 1987, and a J.D. from Yale Law School in 1995 (Class of 1992).

Marc Dones (they/them pronouns) is a social entrepreneur, policy strategist, and social justice activist with over 10 years of experience in equitable systems transformation. Prior to taking on the role of inaugural CEO for the King County Regional Homelessness Authority, Marc was the founder and Executive Director of the National Innovation Service (NIS), a consulting firm that helps governments redesign their approaches to supporting marginalized populations. Marc has also held leadership roles in social impact, policy and program design, and continuous improvement at the Center for Social Innovation (C4 Innovations), and is a faculty member at the School of Visual Arts (SVA). Marc holds a degree from NYU in Psychiatric Anthropology and is an experienced equity trainer.

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Dr. LaMont Green has nearly 20 years of experience helping local communities and governments identify and dismantle the persistent drivers of inequity in human services, homelessness, housing, behavioral health, and justice systems. He has led several community-driven initiatives centered on improving systems of care for complex health and historically disenfranchised populations by harnessing social innovation to address complex social problems. Dr. Green also brings expertise in Department of Housing and Urban Development (HUD) homelessness programs, inclusive human-centered design, continuous quality improvement, and implementation science. He is a nationally recognized racial equity leader and has spoken at numerous conferences to inspire action towards undoing institutional racism and other forms of oppression.

Andrea Suarez is Executive Director and Founder of We Heart Seattle, a nonpartisan, volunteer-based coalition dedicated to making Seattle beautiful and safe for all. WHS is an action-based, boots on the ground movement that organizes trash cleanups in our public spaces and offers a helping hand to those in need. Andrea has immersed herself in Seattle's encampments for a year on a daily basis witnessing first hand the social, mental health, environmental, and safety impacts encampments have on our community at large. In doing this work, her volunteers have built a unique level of trust with people living outside and to date has helped 60 people off the streets. We Heart Seattle volunteers have removed 280,000 pounds of trash and restored and maintained more than 20 parks and shared spaces throughout the city through civic and community engagement. Andrea has lived in King County for 24 years, is a fur mom of an Italian Mastiff and Pocket Beagle residing in Belltown.

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Curriculum Committee Bios

Michelle Chen, LT'16, is an experienced public policy and legal professional. She worked at the City of Seattle for over ten years in various roles, most recently as General Counsel in the Mayor's Office and Deputy City Attorney. Prior to these roles, Michelle held various senior policy and project management positions focused on affordable housing and community development. She worked in Washington D.C. as policy advisor on housing, education, and labor to United States Senator Maria Cantwell and locally for the Seattle Housing Authority and City of Seattle's Office of Planning and Community Development. She began her professional career as a real estate and land use attorney at Hillis Clark Martin; Petersen law firm. She holds a bachelor's degree from Bryn Mawr College, a Juris Doctor from University of Washington School of Law, and a Master's degree in Public Administration from the University of Washington Daniel J. Evans School of Public Affairs. She also served as past President of the Korean American Bar Association (KABA) and under her leadership, KABA partnered with Northwest Justice Project, to host Home Foreclosure Prevention workshops for the Korean community to provide education and pro-bono legal assistance to Korean community members during the height of the home foreclosure crisis.

Eu-wanda Eagans, LT'18, is Senior Vice President of Workforce Development at Goodwill of the Olympics & Rainier Region. In this position, she is responsible for the mission services of Goodwill – assisting persons with challenges to employment with free job training and placement services in a variety of career fields. Eagans joined Goodwill with more than 20 years of experience in workforce development, private sector business and nonprofit leadership, serving most recently as the Chief Operating Officer for Northwest Harvest in Seattle. At Northwest Harvest she oversaw operations and programs, as well as served as a public policy advocate on issues of hunger, poverty and racism, providing policy leadership on Governor Jay Inslee's Poverty Reduction Work Group. Previously she served as the Assistant Commissioner of the Employment and Career Development Division at the Washington State Employment Security Department, overseeing the state's partnership with WorkSource. Eagans began her career in private sector business with management level positions at the General Motors Corporation in Detroit and the Energizer Battery Company in North Carolina. Eu-wanda Eagans has an M.B.A. in General Management from Columbia University, a Bachelor of Science degree in Math from Spelman College and a Bachelor of Industrial Engineering degree from the Georgia Institute of Technology.

Jason Johnson, LT'12 Consultant/Owner of MJJ Consulting, where he helps private, public, and non-profit organizations address community problems such as homelessness, poverty, violence, and hunger. Former Director of the City of Seattle's Human Services Department and Planner with the City of Kent's Housing and Human Services Division, Jason brings more than 17 years of experience in the public sector ensuring a wide variety of human services are in place for those that need them, convening leaders in an effort to address racial, health, and social inequities, and driving stewardship efforts to make contracting decisions are based on data and results. Jason also has a long tenure in the non-profit sector managing housing programs for seniors, families, and people living with terminal illness or permanent disability maintain housing stability. Jason is a licensed social worker originally from Boulder, Colorado and who has lived in Seattle since 1997. Aside from his work, Jason enjoys travel, live music, recreational sports, and time outdoors with his dog Disco and husband Rob.

Sara Levin, LT'04, is the Vice President of Community Services at United Way of King County Sara is passionate about ending systemic racism and creating a community where everyone has a home, students graduate, and families are financially stable. Sara leads United Way's planning, policy, grantmaking, and volunteerism. Sara spent 13 years at the City of Seattle with leadership positions in the Human Services Department and Department of Finance. Prior to her work in City government Sara held direct service positions in two Seattle nonprofits. Sara is on the Boards of Leadership Tomorrow and United Ways of the Pacific Northwest. She was a 2001 participant in the Marshall Memorial Fellowship and a member of the inaugural class of the City Leadership Institute, created to foster the next generation of government leaders. Sara has a Master's Degree in Public Administration from the Evans School of Public Policy and Governance at the University of Washington and a Bachelor' of Arts Degree in Russian Language and Literature from Reed College. She lives in Seward Park with her husband Jeff and daughter Ellie.

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NORMS

Put Relationships First

The most commonly named takeaway from LT is relationships made during the year. You all are successful in your fields, but this is not a place to compete with each other, it's a place to collaborate. [Trust](#) takes time and intention to build. As you participate in LT please [share stories](#), honor confidentiality, dig deep, and build bridges. Identify the unique strengths of virtual work – practice them.

Be Present

You're going to come into each Challenge Day and retreat with a lot on your minds. Tasks, deadlines, budgets, emails to write. The many crises we have been living in and with create strong attention pulls and distractions. You or your colleagues may be facing extraordinary responsibilities at this time. Do everything you can to use LT time for your development. Listen actively to speakers and classmates and stay engaged throughout the day. Be present with your needs, too, and please practice [self-care](#).

Be Kind, Be Brave

This is a new space for all of you. Some of you may be wondering how much of your full-self you can show up with. Some of you might be used to a particular work or social culture that is different than others. Let's try to make this a safer space and a brave space, where we grow our compassion and capacity for kindness alongside growing our courage and willingness to experience discomfort and take risks.

Create Space for Multiple Truths and Perspectives

Consider framing thoughts with "I" statements so you are speaking your truth and not for others. Make space for ambiguity, non-closure, and the idea of the "both and" – both your lived experience and someone else's can be true and vastly different. At the same time, strive to notice which kinds of voices in your professional, community, and personal lives are loud and which have been suppressed or silenced. Be open and listen for opportunities to expand your understanding of leadership, one another, our region, and our world.

Practice Sharing Power

In speaking your truth, strive to increase your awareness of your impact on others. As Robert Jones, Jr. says, "We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist." You might not recognize the power you have. Seek to learn what you haven't been taught to notice. When your learning happens at the expense of others, [take responsibility and own the impact of your actions](#). Strive to build an environment where [everyone can participate actively](#). Everyone benefits when we create spaces where power can be explicitly named, shifted, and shared. Think ["power-with" not "power-over."](#)

Seek to Learn

Every experience this year is an opportunity to learn. From classmates. From speakers. From experiences. Lean in, stay curious, "try on" new ideas and tap into the collective wisdom that's in the cohort and LT community. Your agency, engagement, and action will determine what your leadership growth looks like.