

**Members**

Rosie Ayala, Chair  
Benjamin Maestas III, Vice Chair  
John Hines, City Council Liaison  
Keith Blocker, City Council Liaison Alternate  
Olivia Allison  
Jasmine Brown  
Heather Conklin  
Heide Fernandez-Llamazares  
Anna Holcomb  
Michael Kula  
Elizabeth Pew  
Jeanette Sanchez  
Jamika Scott  
James Stowe  
MaryMikel Stump  
Alejandra Villeda  
Sarah Woodson

**Staff**

Amy McBride, Tacoma Arts Administrator  
Chevi Chung, Community Programs Specialist  
Rebecca Solverson, Public Art Specialist  
Naomi Strom-Avila, Funding & Cultural Programs Manager

# Summary Minutes

## Tacoma Arts Commission

Office of Arts & Cultural Vitality  
Tacoma Venues and Events Department



**Special Meeting**  
**Date: June 6, 2021**  
**Time: 10:00 am**  
**Location: Virtual**

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*Commission Members in Attendance:*

Rosie Ayala, Chair  
Benjamin Maestas III, Vice Chair  
Olivia Allison  
Jasmine Brown  
Heather Conklin  
Heide Fernandez-Llamazares  
Anna Holcomb  
Michael Kula  
Elizabeth Pew  
Jeanette Sanchez  
Jamika Scott  
James Stowe  
MaryMikel Stump  
Alejandra Villeda  
Sarah Woodson

*City Staff Present:*

Amy McBride  
Chevi Chung  
Naomi Strom-Avila  
Rebecca Solverson  
Lisa Jaret

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**1. Call to Order**

**10:02 am (00:00)**

Chair Ayala called the meeting to order. Chair Ayala recognized that the meeting was held on Indigenous land: the traditional homelands of the Puyallup people.

ʔuk'wədiitəb ʔuhigwətəb čəł tx'əl tiif ʔa čəł ʔal tə swatx'ix'wtx'əd ʔə tiif puyaləpabš dx'əsətəłlils g'wəl ʔutx'əlšucidəbs həlgwəʔ.

“We gratefully acknowledge that we rest on the traditional lands of the Puyallup People where they make their home and speak the Lushootseed language.”

**2. Consent Agenda**

**(10:04)**

There were no absences.

Vice Chair Maestas asked for a motion to approve the meeting agenda.

Motion: Carried

**3. Public Comment on Agenda Items (10:05)**

There were no public comments on agenda items.

**4. Introduction Vice Chair Maestas (10:05)**

Vice Chair Maestas introduced Pat Colemon and Annie Jones-Barnes of Colemon and Associates.

**5. Justice, Equity, Diversity, and Inclusion (JEDI) Approach Colemon & Associates (10:10)**

Pat Colemon and Annie Jones-Barnes of Colemon and Associates led a discussion and activities around a Justice, Equity, Diversity, and Inclusion (JEDI) approach that gave way to a generative conversation. They outlined what to expect from the session and asked: Who are you? Who are you together? Who might you desire to be?

Commissioners broke in to small groups and discussed the following questions:

- What is your full name? How did you get that name? What does it mean to you?
- What is your race and/or ethnicity? What does it mean for you to be that race/ethnicity?
- What were your first messages about people of a different race than you? People of a different ethnicity than you? Where did you get that message?
- When was the first time you realized you were ...
  - your gender?
  - your socioeconomic status?
  - different than others?
  - the same as others?
- Share with your partner a little bit about your family. Who is in it? Who do you consider family? What does it mean to you?
- What topic was “taboo” to discuss in your family growing up?

Colemon and Associates introduced a Framework to consider how individuals (e.g. each individual Commission member) and organizations (e.g. the Arts Commission), can impact structural changes to systems (e.g. government).

Colemon and Associates introduced the following Key Concepts: Diversity, Equity, Inclusion, Culture, Bias, Justice, Systemic Racism, Anti-Racism, Ally, and Accomplice.

Colemon and Associates shared that normative behaviors are an indicator of the culture of an organization. They asked: what feels normative in the operations of the Tacoma Arts Commission? Commissioners shared observations and discussed. Colemon and Associates shared the four stages of psychological safety: (1) included, (2) safe to learn, (3) safe to contribute, and (4) safe to challenge the status quo – all without fear of being embarrassed, marginalized, or punished in some way.

Colemon and Associates shared a Justice, Equity, Diversity, and Inclusion (JEDI) Mental Map with content around Learning, Landing, and Leading. Commissioners were asked to think about a personal memory where they learned something new that adjusted their consciousness and led to a shift in themselves. This experience of learning, landing, and leading can be a map for future work of the Commission.

Colemon and Associates posed the following next-step recommendations:

1. Take a counter cultural approach to the governmental context the Commission is in. Develop and implement operating norms based in JEDI that outline how the Commission is going to operate together.
2. Create a 'covenant agreement' that describes who the Commission strives to be, and is an aspiration of culture and principles, not a job description. Focus on the 'how' of the Commission's work.
3. Develop value-based behaviors for participation to create a culture that is inclusive, elastic enough for growth together, and where folx feel like they belong, have value, and where it can be taken into community to see change.

## 6. Adjourn

12:02

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### MEETING FREQUENCY

Meetings are held on the second Monday of every month at 5:00 pm, venue to be determined based on health regulations. All meetings of the Tacoma Arts Commission are open to the public.

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