**Marin County Human Rights Commission**

**Retreat March 23, 2016**

Location: Board Room at the Terra Linda Four Points by Sheraton

**Call to order/ Roll Call:** Meeting called to order at 5:05 pm

**Present:** Christian Martinez, Ken Casey, Kathy Williams, Kristin Nash, Christina Leimer, Nancy Johnson, Gina Fromer, Juan Lopez and Chris Shaw

1. **Agenda approved;** KN/CM m/s/p
2. **Chair’s Welcome** by Gina Fromer
3. **Public Comment:** none
4. **Workshop Standards :** suggestions from the Commissioners made
5. **Juan Lopez’s Introduction to Strategic Planning**:

Building on what the Commissioners offered as Workshop Standards,

Juan’s handed out, “Listening Blocks” – copy available upon request.

1. **Juan’s Summary of his individual Commissioner interviews was passed out to the Commissioners. No names were included and some questions and answers left off. Per Juan’s request; the Commissioners reviewed specific questions and answers, and these were commented on:**
2. Question #2: What specifically do you want to accomplish as a member of HRC?

* Commissioner Discussion

1. Question #3: What do you want the HRC to accomplish at the Goal Setting Workshop?

* Commissioner Discussion

1. Juan: Each person’s passionate issues, level of trust, the ability to resolve conflict, working styles, communication and vision is based on their: Values: Beliefs, Norms and Practices. We are building the right foundation and establishing the business culture.
2. Question #4: What does the BOS want the HRC to do? Comments:
   * Commissioner Discussion
3. Question #5: How are the relationships between those on the HRC? Comments:
   * Commissioner Discussion
4. Page 7: What are the Core Values that Bind the HRC together? Comments:
   * Commissioner Discussion
5. Page 8: Are the roles and responsibilities clear amongst the Commissioners?
   * Commissioner Discussion
6. Juan’s concluding comment: We could have 20 different topics; but we have to agree that the HRC will only address three. Not that other topics won’t be touched upon, but a focus first on three. What will happen if your issue isn’t touched this year? Does this impact your time and commitment? Can you still work together when you disagree?
7. **Public Comment:** Ora Hathaway spoke to the Commissioners on the working poor, tenant rights and government oversight.
8. **The Strategic Planning Process**:
9. Planning and Goal Setting – Juan handed out “The Strategic Planning Process”: Knowing everyone’s personal interests and core values, how do we scale it down so everyone is on the same page. We know where we are starting, so we now have to figure out the roadmap of where we want to go. Is the plan for the HRC to be in alignment with the HRC’s mission?

* Commissioner Discussion

1. Who are the stakeholders?

* Commissioner Discussion

1. Juan asked each Commissioner for two goals that they would like to accomplish:
   * Commissioner Discussion
2. Public Comment:

Damian, from Marin City spoke on Juvenile Justice.

Oro Hathway spoke on the Digital Divide, disaster preparedness and Tenant Protections.

1. Prioritizing Comments:

* Commissioner Discussion

1. Top Three Goals

#1 is Structure & Functionality; vote taken for the next two goals.

Voted Goals:

#1. Structure & Functionality of HRC

#2. Juvenile Justice

#3. Homelessness

1. Who is going to “own” particular goals by tracking and facilitating:
2. Structure and Functionality – CL
3. Strategy to support county re: homelessness – KC
4. Juvenile Justice – GF
5. Action items;

* Set up meetings
* Hold people accountable for tasks
* Communicate before we bring our guests to our meetings
* When guests are asked to our meetings; be prepared, informed and follow up.
* Commit to being prepared for meetings
* Advise, do research, make reports, conduct forums & provide speakers
* Network, be liaisons between other groups that are relevant
* There are leadership roles, and the subcommittees will take on support roles

1. Roles and Responsibilities; leadership roles and subcommittee support roles:

KN – Juvenile Justice and Structure & Functionality

NJ – ~~Juvenile Justice~~

KW – Structure & Functionality and later moving to Juvenile Justice

CM – Juvenile Justice & Homelessness

CL – Structure & Functionality (Chair) and later moving to

Homelessness/Tenants Rights

KC – Homelessness (Chair) and later Tenant rights

GF – Juvenile Justice (Chair) and Homelessness

**9:00 pm adjourn KW/ CM m/s/p**