**Marin Human Rights Commission ––Retreat Minutes Draft**

**Mill Valley Golf Club Clubhouse – 267 Buena Vista Ave Mill Valley, CA**

**Thursday, January 25, 2018 –– 9:00 a.m. – 1:00 p.m.**

Order of Business: Call to order at 9:15 pm

Present: Christian, Matt, Tom, Kathy & Nancy Absent: Gina & Ken  
Facilitator: Lisa Safran

Agenda approved: KW/CM m/s/p

Introduction of the Commissioners and Facilitator, Lisa Safran.

Lisa Safran spoke on her reflections from the surveys:

* Desire to have a clear focus and direction
* Could there be something specific and unique to Marin County that the HRC can work to change and have success.
* Make the meetings productive.
* Focus on one thing to make a difference and gain traction.

Public Comment: Alan Barnett commented on the high rate of incarcerations and especially the disproportion of African Americans in the County Jail.

Retreat: Lisa Safran introduced the tenets of improvisation and explained how improvisation techniques can encourage cooperation, ideation and consensus building toward shared objectives. Ms. Safran led the commissioners in group exercises focusing on team building, ideation, effective listening, and identifying thoughts on the HRC’s identity and purpose.

A list of action items to serve as next steps in identifying objectives for the HRC was generated. Examples of Next Steps:

* Gather information
* Narrow the Issue
* Have public hearings
* Draft Policy
* Go to the Board of Supervisors
* Determine what kinds of support can be offered

Each Commissioner was charged with the task to take a topic and research it.

* What could be a goal around that topic and bullet points for that topic.
* Bring ideas on how to impact change
* List phases/steps to bring about that change
* Bring cause and process to next meeting

The meeting was adjourned at 1:00pm.