

Coalition Against Hate and Bias Charter

Coalition Against Hate and Bias

The King County Coalition Against Hate and Bias (KCCAHB) was created in response to the increase of safety concerns/issues of BIPOC communities during the Covid-19 pandemic. This Coalition is a community led initiative to better understand incidents of hate and bias to inform public policy and imagine community safety in ways that do not expand the carceral state that disproportionately harm Black and Brown communities. The Coalition exists to support communities most affected by racism, colonization, and all forms of systemic oppression while holding King County accountable to this work.

The Coalition connects diverse communities and works towards deepening understanding of each other; having the shared goal of healing from intergenerational trauma and damage caused by institutional racism with a focus on growth and empowerment.

The Coalition will refer community members to resources led by culturally competent experts in the fields such as counseling, mental health, legal, spiritual, and community supports to help interrupt the damage cause by systems of oppression

The Coalition values and embraces all community groups and is in solidarity among all diverse communities, with an understanding that our liberations are tied to one another.

Values

The Coalition is committed to a collective liberation to empower and support all groups.

Rooted in love and relationship building, the Coalition is committed to healing, growth and understanding the impact of systemic racism as a barrier to advance social justice and racial equity.

- Connect and build across a diverse community of pro-equity and anti-racist organizations
- Deeper understanding across communities and collaboration to co-create
- Lead change in equitable policies and procedures that impact BIPOC, LGBTQIA+, I/DD communities
- Achieve representation and recognition in decision making
- Advancing equity and social justice change at the individual, organizational, and community levels
- Support community health and healing while acknowledging the trauma that comes with sharing stories/experiences resulting from systemic oppressions
- Support in continued education/growth in our communities, but not limited to the following:
 - Educate our communities about anti-Blackness
 - Educate our communities about Native erasure
 - Educate our communities about anti-Asian hate

- Educate our communities about Native Hawaiian and Pacific Islander trauma and oppression
- Educate our communities about Latinx / Hispanic xenophobia and discrimination
- Educate our communities about Islamophobia and other religious motivated hate and discrimination
- Educate our communities about the interconnectedness and intersectionality in solidarity with each other
- Educate about and work to dismantle white-supremacy, institutional and structural racism, systemic oppression of all forms

*The Coalition acknowledges this is an incomplete list and will continue to work towards inclusion of all communities.

Agreements and Commitments

- Partners of the Coalition agree to use the Survey123 system to collect data and record reports of hate and bias incidents.
- Partners agree to attend monthly meetings and engaging in program discussion and improvements. If point person is not available, they will assign a delegate to attend for their organization
- Partner agrees to support the other Coalition members organization's activities
- Active participation in the anti-hate and bias reporting and outreach/education
- Partners agree to support the program by educating their communities about anti-Blackness, Native Erasure and other by-products of racism, hate and bias.
- Partners agree to keep contact information current with OESJ
- Have a shared understanding of accountability and responsibility to our communities
- Partners will not share information gathered through the Survey123 system directly with any law enforcement agency

Decision and Voting Process

- Each partner gets one vote, and must designate one member of their organization to cast that one vote; may be redesignated
- The decision-making process will follow a consensus-building model. If consensus cannot be reached after adequate tries, the Coalition will take a vote, and majority vote will stand
- Each partner will have set time frame to vote yes, no or abstain
- It is the responsibility of each member to meet voting deadlines. Coalition members agree to abide by the majority's decision even if absent or no vote is cast.
- Groups/Coalition/associations that consist of multiple organizations that join as one group will be one entity and have one collective vote
- Recommendations of allocations may be determined and voted on by partners, partners can support or express disagreement; with the understanding that funding decisions will ultimately be subject to approval by the appropriate governing authorities

- Voting new partners into the Coalition – New partners are subject to a vote from the current partners of the Coalition. Majority of the vote is required for a new partner to join
- Survey format and charter may be reviewed when requested or annually and any changes voted on by Coalition partners

Funding

Partners understand that funding coming from King County is subject to local, state, and federal rules concerning the process of appropriation, award and distribution, and reporting requirements of the award; and in all cases must comply with those applicable eligibility and reporting requirements. Partners understand that funds are meant to serve both existing Coalition partners and to bring on and fund new partners.

OESJ commits to regular communications to the Coalition regarding funding streams, opportunities, and processes. While acknowledging certain constraints and safeguards when spending taxpayer money, OESJ commits to working with the Coalition to maximize transparency and equity in the award of funds.

This section only applies to funding coming from King County. Partners may always seek funds outside the County, whether from other government agencies, private donors, grants, and philanthropic efforts. It is the responsibility of partners to ensure compliance with applicable laws and regulations for these non-King County sources of funds.

- **Funding for Existing Partners:**
 - **Transparency in Intent.** In the spirit of transparency and cooperation, partners applying for funds coming from King County should share and disclose to the Coalition the amount of funds sought and the purpose of the funding prior to applying.
 - **Integrity in Process.** To prevent the appearance of or actual acts of self-dealing, existing partners will not be permitted to participate in the application or review process, however, a body of non-interested community members may be proposed by the Coalition to assist in the application review process.
 - **Honoring Existing Partners.** When new sources of funding are identified, existing partners will have the first opportunity to apply for funding when possible.
- **Funding for New Partners:**
 - **Strategic Agreements.** Existing partners should first agree on criteria for the application, in accordance with the requirements in this charter and strategic expansion of the Coalition membership. Such consideration may include:
 - A review of current partners and communities served and to prioritize greater representation of organizations serving communities missing from the program (including geographical location, language support, and ethnic groups);
 - Smaller and underserved communities and organizations;
 - Organizations that may require a partner or fiscal sponsor to be eligible funds; and
 - Intent of granting authority of the funds (the County council, for example).
 - **Participation in Process.** Existing partners may participate in the application and award process if they have not conflicts of interest. This may include drafting application question, review of applications, and forming recommendations for funding.

- **Final Awards and Partnership.** Final awards ultimately remain the discretion of OESJ's director; however, partners vote to bring in new members will be final. For example, an organization may apply to be a part of the Coalition at the same time as requesting funds. If the partners vote to allow the new organization to join the Coalition, they will become a partner regardless of the ultimate funding decision by OESJ's director.

Leaving the Coalition

- Partners have a commitment to support the KCCAHB for the duration of the grant/contract end date
- Partners may continue with KCCAHB after end date if desired and have capacity to do so
- Partners who elect to change focus or move on from KCCAHB will be removed from the KCCAHB Coalition list
- If a partner is unable to meet their commitments, they may request to leave the Coalition
- Partners that do not fulfill the minimum requirements to be in the Coalition will be asked to re-engage or be removed from the KCCAHB via a vote from the whole Coalition.

Role of OESJ Coalition Against Hate and Bias Manager

- Provide program management and administrative support of KCCAHB
- Support KCCAHB decision processes and implementation of work
- Support training and facilitation
- Inform KC/OESJ of Coalition work, needs and resources
- Connect KCCAHB work to community advocacy and policy change
- The Coalition Against Hate and Bias Manager does not have a vote on the matter listed above