



**Final Approved Management Coordination Committee (MCC) Meeting Minutes
September 15, 2020**

ATTENDANCE

MCC Members:

- Darrell Rodgers, PH SKC, MCC Chair
- Jeff Gaisford, KC SWD, MCC Vice-Chair
- Susan Fife-Ferris, SPU
- Joan Lee, KC WLRD
- Krystal Marx, SCA, City of Burien

Other Attendees:

Maythia Airhart, KC WLRD	Heather Levy, Cascadia	Emmanuel Rivera, KC WLRD
Vicky Beaumont, KC WLRD	Minty LongEarth, PH SKC	Julie Mitchell, KC SWD
Jessica Branom-Zwick, Cascadia	Michell Mouton, KC SWD	Stephanie Schwenger, SPU
Joy Carpine-Cazzanti, PH SKC	Kristin Painter, KC WLRD	Linda Van Hooser, PH SKC
Alice Chapman, KC WLRD	Trevor Peckham, KC WLRD	Jackie Wheeler, SCA
Katie Fellows, KC WLRD	Ashley Pedersen, KC WLRD	Steve Whittaker, PH SKC
Tristen Gardner, KC SWD	Lynda Ransley, SPU	Matt Wilson, PH SKC
Ryan Kellogg, PH SKC		

GENERAL BUSINESS

MCC Minutes

MCC reviewed and approved the May 19 and July 21, 2020, meeting minutes without revisions.

Announcements

Lynda Ransley announced the hiring of Kristin Pace as the Program’s new Performance Manager.

DISCUSSION ITEMS

Racial Equity Feature – Workforce and Hiring Practices

Co-leads of the Haz Waste Program’s Hiring and Retention Work Group, Linda Van Hooser and Emmanuel Rivera, gave an overview of work that has been done over the last five years to continue to advance racial equity in our workforce and hiring practices. In 2015, the Program’s “Core Team” launched an initiative to focus on advancing equity in hiring practices used by partner agencies in hiring Program staff. It was a strategic effort to strengthen the Program’s vision of having a workforce that reflects the racial and broader diversity of King County.

Working with consultant, Heidi Schillinger from Equity Matters, the Core Team established a vision that the Program’s workforce reflects the diversity of the County we serve, at all levels of our organization. The team gathered baseline data of the workforce at that time, and identified and implemented promising practices,

strategies, and approaches with specific goals to advance its vision of equity in hiring and retention. Additionally, the team worked with supervisors and hiring managers of the respective partner agencies to implement the practices. As a result of this effort, our workforce has significantly changed between 2015 and 2020; going from 30 percent BIPOC to 45 percent. Staff in management positions have gone from 45 percent BIPOC to 56 percent.

The data is optimistic, but more work is needed to realize our equity in hiring and retention vision. This is reflected in our Racial Equity Strategic Plan, the Racial Equity Implementation Plan, and the subsequent work of the Hiring and Retention Work Group. The Work Group continues to build on the work and commitments established by the Core Team. The Work Group's goal is to identify, promote, and recommend promising racial equity practices in hiring and retention for the Program to implement. Members of the Hiring and Retention Work Group are in the process of finalizing its recommendations for the Program. Further equity in hiring and retention work and planning will be led by the Program's Racial Equity Manager to ensure alignment of our vision and mission.

Paint Stewardship Program

Ashley Pedersen led a discussion to gather MCC guidance on Haz Waste Program's participation in the new state-wide paint stewardship program with PaintCare Inc. running the program. The program will establish a statewide paint products take-back system and provide fiscal relief to local governments. Local governments will no longer have to pay for the transportation and disposal of paint products. PaintCare Inc. is a non-profit 501(c)(3) organization that represents paint manufacturers/producers and runs stewardship programs in 10 other states.

MCC agreed with the recommendation that the Haz Waste Program participates in the PaintCare program, regarding the products it already accepts, but not expand its policy to accept latex paint; and that this be consistently applied to both Seattle and King County collection facilities. This recommendation is consistent with MCC's previous decision that latex paint is outside of Haz Waste Program's operating domain.

MCC members were unclear whether they needed to provide formal approval for Seattle Public Utilities and King County Solid Waste to sign the contracts with PaintCare for their facilities— North and South facilities, Factoria, and the Wastemobile. Ashley agreed to gather more information and, if needed, bring the topic back to a future meeting.

Management Plan – Research Highlights

Vicky Beaumont provided an update on the project, which is currently in the execution phase. Staff are actively working on conducting research and analysis, identifying top chemicals and areas of concern, engaging with community and partner organizations, and early Plan writing tasks. Members of the Research team (Steve Whittaker, Katie Fellows, and Trevor Peckham) presented highlights of the research and analysis they have been doing for the Plan Update. Specifically, the innovations they've achieved in data analysis of workers in King County. Due to limited time, they were not able to finish their presentation and will return to the next meeting to continue the presentation and answer questions that MCC members had.

UPDATES

Director's Report

Lynda provided her monthly report in writing. It was not discussed due to limited agenda time. If there are questions or comments, MCC members can contact her directly.

Next Regular Meeting: October 20, 2020, 10 a.m.-noon, Teleconference