

Community Involvement Commission (CIC) April 2026 Meeting Minutes

April 20, 2026
5:00 – 7:00 pm
Webex Meeting & Seattle City Hall, 4th Floor, Room 370

Commissioners present: Rachelle Olden, Gabriel de los Angeles, Tim Turner, Chelsea Affleck, Kamryn Yanchick, Elise Herwig, Nada Ramadan, Julio Perez
Co-chair: Heidi Morisset
Commissioners to Be Appointed: Olivia Barlow, Negash Hassen (not present)
Commissioners Not Present: Heidi Morisset
City of Seattle Staff present: Staff Liaison Alvin Edwards, Keisha Taylor
Public Comment: Gabriel de los Angeles (CIC Commissioner)

Transcriber's Note: The notes shown below are summaries of statements provided. They are not transcriptions and have been shortened and edited to include the major points raised. Full comments are retained in the files in the video recording and available upon request.

Call to Order and Roll Call

Staff Liaison Alvin Edwards called the meeting to order at 5:00 p.m.

Public Comment: Gabriel de los Angeles

Commissioner de los Angeles offered a formal public comment outlining his concerns about gaps in the City of Seattle's outreach to Native American communities, raising significant issues involving both the Department of Neighborhoods and the Community Involvement Commission.

The Commissioner said that no one from the Department of Neighborhoods or the commission followed up with him after the retreat, despite recruiting him to represent the urban Native community. He underscored the scale of Native homelessness, about 2% of Seattle's population but 15% of the unhoused and nearly one-third of those experiencing chronic homelessness, and noted that Chief Seattle Club is the only organization serving this population directly. He argued that Seattle's land acknowledgements ring hollow without real engagement.

He said a commission that cannot build internal trust cannot credibly conduct trust-based community outreach, contrasting the CIC with the LGBTQ Commission, which maintains consistent community presence. Citing long-standing dysfunction echoed by former staff and commissioners, he announced he will not renew his term.

- Staff Liaison Alvin Edwards accepted responsibility for the lack of follow-up.
- Commissioners Nada Ramadan, Elise Herwig, Kamryn Yanchick, and community member, James Sherrell acknowledged harm and his critique.
- Herwig emphasized that "change moves at the pace of trust," which the commission has not yet practiced internally.
- Kamryn Y. said his comments were the most impactful moment she had seen on the commission.

Approval of Previous Minutes

- March 14, 2026, Retreat Minutes were approved unanimously.

Recruitment Planning

Overview

- Recruitment cycle to begin May 4, 2026, and close May 29, 2026.
- Interviews to be conducted in June, with recommendations submitted by July**.**
- Goal is to complete the process prior to City Council recess in August.

Current Vacancies

- Multiple districts and at-large positions are open or becoming available.
- One at-large position became vacant due to a commissioner resignation.

Key Discussion Points

- Importance of early recruitment planning to address onboarding delays.
- Need for targeted outreach to underrepresented communities.
- Interest in expanding outreach methods, including:
    - Physical flyers in community spaces
    - Social media and newsletters
    - Word-of-mouth through community networks

Identified Challenges

- Limited access to past meeting materials and recordings.
- Unclear location and management of newsletter subscriber list.

- Staff capacity constraints in managing recruitment and communications.

Recruitment Action Items

- Staff to resend SharePoint access and materials to commissioners.
- Staff to confirm location and access to newsletter subscriber list.
- Communications team to:
    - Update or create recruitment flyers
    - Develop a standard outreach blurb for commissioners to share
- Commissioners to:
    - Support outreach through personal and community networks
    - Volunteer for recruitment interview panel (2 additional members needed)
- Explore translation support for outreach materials through community liaisons.

Budget and Work Plan

Budget Overview

- Total available budget: $3,800 (post-retreat expenses).

Allocations:

- Communications Subcommittee: $1,000
- Events & Engagement Subcommittee: $2,300
- Research & Assessment Subcommittee: $500

Planned Use of Funds

- Outreach materials (flyers, banners, printing)
- Community events (2–3 planned)
- Engagement tools (surveys, incentives, materials)
- Branding and communications resources

Work Plan Phases

Phase 1: Setup & Branding (1–2 months)

- Develop communication materials and branding
- Plan outreach and engagement strategies

Phase 2: Outreach & Engagement (Months 3–8)

- Host community events
- Conduct outreach and gather feedback

- Utilize city communication channels

Phase 3: Evaluation & Reporting

- Analyze community input
- Develop final report summarizing findings and recommendations

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Subcommittee Coordination

Key Discussion Points

- Need for improved coordination and communication across subcommittees
- Proposal to:
    - Provide regular updates on subcommittee work
    - Maintain documentation through SharePoint
- Discussion on balancing:
    - Independent subcommittee work
    - Alignment with a shared commission-wide strategy

Considerations

- Scheduling challenges for meetings outside regular sessions
- Continued use of in-meeting breakout sessions as needed

Communications and Outreach

Key Topics

- Development of consistent messaging about CIC purpose and role
- Use of both digital and physical outreach strategies
- Need for clarity on:
    - Newsletter distribution system
    - Communication channels and ownership

Additional Notes

- City policies require use of approved translation services (not automated tools).
- Opportunity to collaborate more closely with Department of Neighborhoods communications team.

Upcoming Meeting Logistics

- Next Meeting: May 18, 2026

- Planned professional headshots for commissioners (in-person and alternative scheduling options available).

Key Takeaways

- Recruitment planning is a top priority, with emphasis on outreach and equity.
- Improved internal coordination and communication systems are needed.
- Budget and work plan provide a clear framework, but flexibility is required.
- Strengthening relationships with communities and city partners remains a central goal.

Action Items Summary

- Resend SharePoint access and materials
- Confirm newsletter subscriber access
- Develop recruitment flyer and outreach messaging
- Identify and confirm recruitment of panel members
- Coordinate translation support for outreach materials
- Finalize headshot logistics for next meeting
- Improve subcommittee coordination and documentation practices

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Adjournment

The meeting was adjourned at approximately 7:00 PM.