**Seattle Human Rights Commission**

**Meeting Minutes**

Thursday, August 4th, 2016, 6:00–8:00 p.m.

City Hall - Boards and Commissions Room

**Commissioners Present:**   Danielle Wallace, Margaret Babayan, Tammy Morales, Amy Huang, Sarah Bishop, Edlira Kuka, William Dow, Fekadu, Ashley Miller,

**Guests**: Ed Crouch, John Peoples, Lauren Oswald (Intern), Alex

**Commissioners Absent:**Edlira Kuka, Lara Diaconu

**SOCR Staff Present:**Marta Idowu, Brenda Anibarro

**Welcome and Introductions**

**Call to Order:**  By Danielle Wallace

**Public Comment**:    None

**Approval of Minutes: Minutes approved with edits; Ashley Miller motion to approve, seconded by Edlira Kuka**

**SOCR Report: Brenda Anibarro**

* Ordinance on the protection of Conversion Therapy passed:
  + Asking SHR Commissioners to participate in the upcoming rule development
  + A committee will be pulled together in September; limiting to one person from SHRC to represent
    - Stakeholders group will be part of this committee to review the first draft of language (September 7th); public comment will occur followed by revision of the public comment, then legislation will go live.
* Source of Income legislation will occur on Monday, August 8th and three amendments were added:
  + **First in Time-** require landlords to review applications on a first come, first serve basis as long as applicants meets all requirements
  + **Community Pledges**- requires landlords to accept community pledges to prevent eviction
  + **Preferred Employer**- requires landlords to ban practices of offering discounts to certain employers in order to eliminate disparate impacts of favoring
  + If amendments go through, Ordinance won’t begin until January 2017
* Fair Housing Committee:
  + Ban the Box Ordinance-impacting people of color in getting employed; there is a 45% disparity between white and black applicants on getting call-backs.
  + What can policies change to avoid this unintended consequences?
  + How do we do this law in a way to make sure people of color aren’t negatively impacted?
* Other updates:
  + SOCR is launching the LGBTQ Visibility campaign; ads will be plastered throughout Seattle
  + Human Rights Day Planning: looking at Michelle Alexander to be key-note speaker

**Appeals and Hearing Update: Lara not present but sent updates via email. Danielle read update**

* As a follow-up to a May 23rd meeting in Councilmember Herbold’s office with the Hearing Examiner Tanner—HE Tanner sent draft procedures for Commissioners to participate in discrimination hearings (cases in which SOCR does find cause, and the parties do not settle). These procedures include the agreement reached whereby we are able to confirm the specific names of Commissioners who will participate in the hearing up to 48 hours in advanced of the hearing. HRC still have to confirm intent to participate within 30 days of receiving Notice of Hearing. Those who participated in the May 23rd meeting is asked to review agreements and provide immediate feedback via email to Lara.
* Monday, August 22nd at 1pm—need 3 Commissioners to sit on Appeals Panel: Sarah Bishop, Margaret Babayan and Edlira Kuka (call-in) volunteered
* No Pending Hearings; there were two that didn’t have volunteers as of the July SHRC meeting, but one has been settled in the meantime and the other is a Paid Safe and Sick Time (PSST) hearing, which SHRC don’t have authority to hear.
* Lara met with Sarah O’Connor Kriss to discuss two points:
  + SHRC have continued to receive Paid Safe and Sick Time (PSST) appeals/hearings, even though a new PSST ordinance went into effect in January 2016 that removes this authority from the SHRC and gives the authority to the Labor Standards Commission. Lara is working on a draft letter to the Director of Labor Standards to advise him of this apparent disconnect
  + There is a minor discrepancy between the Public Accommodations Chapter of the Seattle Municipal Code (SMC) 14.06, in which SHRC has the authority to hear appeals and hearings, but that authority is not recognized under SMC 3.14.931 (Duties of the HRC). In order to remedy this discrepancy, we may seek to support of CM Herbold to introduce the legislative change to City Council
  + Refresher Appeals Training: Lara working to coordinate time to set-up appeals training for new commissioners
    - Jeremy Wood, Yasmine, Dekadu, William Dow and Get Engaged

**Taskforce Updates (**Each taskforce reviewed 2016 work plan and provided updates and changes so all Commissioners are aware):

* ECOSOC: Focus is still on housing and homelessness; but adding specifics to those in encampments and monitoring the State of Emergency on Homelessness
* CPR: Adding a third goal around juvenile justice reform principles to Seattle; Taskforce is inviting other members to join now that it downsized to three
* CIRT: Divestment Resolutions reflected as a new work plan; expanded the goal to “Assuring humane treatment of immigrant and refugees” to include farm worker treatments as well.

**ACTION ITEMS:**

* **Divestment Resolution**
  + In the clause that reads, “Now, therefore, be it resolved” on second page, discussion on whether to add the word “knowingly”
  + Occupation Free Seattle suggested to change the language from “profit” to or “supply”
  + Current strategy of the resolution is to not include specific companies in order to lay the foundation and create a tool for the community to use—community members can use to mobilize and push it forward with specifics
  + A socially responsible committee in Portland is trying to convince the City Council to pass the resolution and this can be a model that SHR can advocate for in Seattle
  + Motion to approve resolution by Edlira Kuka with the addition of the edits. Second by Fekadu.
  + CIRT Committee will work with Executive Committee to draft a press release.
* **Duwamish Recognition**
  + Not voting but getting feedback from HRC regarding the “Resolution for Consideration by the Seattle City Council.”
  + 6-8 months ago, SHRC voted for Duwamish Recognition
  + Revised Duwamish Recognition Resolution to reference other tribes from CARW and the Duwamish- creating a broader focus on new Resolution (Introduction); Closing clause to reflect a more serious responsibility from City of Seattle Government
  + Memo was written by Jeremy Wood to provide context as to why modifications and revisions are being made to the resolution
  + Questions were raised about inclusivity language due to knowing tribes having different oppositions with the resolution; concerned about listing tribes without informing them of new language:
    - What is the appropriate step to take as the SHRC and what are the steps of council members? Suggestion not to have SHRC facilitate the conversation but have the council member facilitate and allow SHRC to participate
    - Next steps: Conversation on strategizing after meeting with CARW and the Duwamish group
* Financial Sponsorship for Women’s Commission Harassment Event on August 11th:
  + Threats continue to happen to the women council member
  + Women’s Commission requesting SHR for a financial contribution, $50-$500, to have a Women’ Commission Harassment Event which will include cocktail hours, narratives and food (based on number of sponsors given)
  + SHR have other financial obligations including Human Rights Day, SHR interview days for food; retreat; Indigenous People’s Day
  + Should SHR maintain as a community sponsor status or be a financial sponsor?
  + Motion to have Executive Committee check on SHR budget and based on knowledge, donate $50 or not. By Sarah Bishop. Second by William Dow.
* PCC Letter:
  + CIRT concerned about issue about farm workers not getting adequate compensation by Sakuma Brothers Farm and their main distributer, Driscoll
  + Letter is in support of farmworker labor rights and asking PCC to stop selling Driscoll’s berries at Sakuma Brother’s Farm
  + Margaret, Bill, Ashley, Edlira will work on edits, including citation.
  + Motion to approve letter with edits, adding citation by Tammy Morales. Seconded by Margaret Babayan.

**Executive Team Update:**

* Succession Planning:
  + Marcel is taking a break from the Commission for two months
  + Margaret’s last meeting will be next Month
  + Executive Team is asking for any Commissioner to be the next Co-Chair
* Commissioner Development:
  + Commissioner Survey sent by Edlira via email; asking SHR Commissioners to participate in survey in order to identify areas that Commissioners are strong in and areas that can be strengthened and improved; results will be used to plan and implement strategies; Deadline to submit survey is August 25th.
  + Conflict of Interest: look at SHR Commissions current work and see if the work you are working on have any direct conflict; how to strategize in the event a conflict of interest occurs to avoid quitting; can commission evaluate and provide support?
  + New Commissioners and on-boarding check-list:
    - The City is requesting a new training to onboard Commissioners
    - Required training include the RSJI training through the City of Seattle; Appeals Training, Ethics Training
  + Resources and financial support; legal councils; procedurals; a manual to orient new members
  + Will implement a buddy system for new commissioners
  + Ashley and Edlira will meet with every Council Member to discuss recruitment strategies, interviewing and how to appoint
  + Recruitment:
    - What are the resources within Commission?
    - Council and Mayor can be a resource but as a Commission, always have a critical lens on who has access to the elected officials so underrepresented groups can be outreached and included in outreach and recruitment efforts.
  + Mayor appointed two candidates to the SHRC—will clear this up with the council members to how to move forward with other candidates in the pipeline

Adjourned at 8:15pm