



AGENDA

Seattle Human Rights Commission

Thursday, January 20, 2023, at 11:00 a.m. - 4 p.m.

Capitol Hill Branch - The Seattle Public Library Meeting Room
425 Harvard Ave E, Seattle, WA 98102

Commissioners: M. Bonah, A. Brown, T. Diamond, PhD*, R. Lockerbie (Get Engaged), H. Miller, B. Quander*

**Co-Chairs*

Staff Liaison: Commissions Manager M. Stone, Capacity Development Advisor T. Myers, Civil Rights Advisory Commission Liaison, M. Idowu

Facilitator: Una McAlinden, Creative Strategy Solutions

1) **CALL TO ORDER** (10:55 a.m.)

2) **LAND ACKNOWLEDGEMENT**

3) **ROLL CALL**

4) **NEW BUSINESS**

a) **Retreat & Strategic Planning** (11 a.m.)

Una McAlinden, Creative Strategy Solutions

b) **Working Lunch** (12:30 p.m.)

c) **Retreat & Strategic Planning Cont.** (12:55 p.m.)

Una McAlinden, Creative Strategy Solutions

d) **Break** (3 p.m.)

e) **Commission Roles and Committees** (3:05 p.m.)

Commissioner B. Quander

f) **Letter of Support for Roger Wright** (3:35 p.m.)

Commissioner B. Quander

5) **ADJOURNMENT** (4:00 p.m.)

The next Seattle Human Rights Commission will take place on February 2, 2024, 6:00 p.m. - 8:00 p.m.

The Seattle Human Rights Commission bylaws are located [on our website](#).



Seattle Human Rights Commission Retreat & Strategic Planning

Date: Saturday, January 20th, 2024

Focus Question: How will we work together, as an effective and collaborative team, to elevate human rights issues and develop and advocate for solutions that dismantle discriminatory systems in our city?

The SHRC increases visibility of human rights concerns and dismantles systems within the city to ensure Seattle delivers on its commitment to human rights.		
Time	Dur	Item
11:00	:10	Welcome <ul style="list-style-type: none"> • Introductions
11:10	:20	Context for the Day <ul style="list-style-type: none"> • Agenda • Facilitator Role • Aims • Focus Question
11:30	:75	Practical Vision What do we see in place, 3-5 years from now, as a result of our work?
12:45	:10	Break
12:55	:20	Victory Circle for One Year Desired Accomplishments one year from now
1:15	:30	Current Reality <ul style="list-style-type: none"> • Internal Strengths & Weakness of our Team • Benefits of Success & Dangers of Success • External Opportunities & Threats
1:45	:45	Commitment & Strategic Directions What specific, substantial, measurable accomplishments are we committed to achieving in the next year?
2:30	:25	Calendar & Assignments <ul style="list-style-type: none"> • What is our timeline for these accomplishments? • Who will be responsible for each accomplishment? • How will we coordinate our work?
2:55	:05	Closing

Methodology: Creative Strategy Solutions primarily employs the Technology of Participation (ToP®) group facilitation methods developed by the Institute of Cultural Affairs and practiced around the world over the past 40+ years. ToP methods create a space where bold, visionary ideas and pragmatic realism complement each other seamlessly.

Philosophy: As a certified ToP® facilitator, core to my approach is the belief that the most robust, creative, and sustainable solutions come from embracing diverse viewpoints.

Proposed HR COMMISSION - Community/Meeting Agreements

RESPECT	<ul style="list-style-type: none"> • Allowing each other to finish their thought and not interrupt – also being mindful of creating space and time for others to speak • Listening to understand – not just to respond • No personal attacks • No talking over each other • Acknowledging differences and different needs
BE PRESENT	<ul style="list-style-type: none"> • Silence or put away electronics • Be prepared for the meeting • Camera on for virtual meetings • Regular attendance – communicate non-attendance
Use “I” Statements (Speak for yourself)	<ul style="list-style-type: none"> • Speak for your lived experience, yourself, and not on behalf of others – tell your own story –
COMMUNICATION	<ul style="list-style-type: none"> • Mindful of impact of words & actions to other people • Mindful of body language – especially when in disagreement • Listening faster/respond slow • Ask and ask for questions (Don’t make assumptions)
EQUITY & INCLUSIVE	<ul style="list-style-type: none"> • Make decisions according to desired positive impacts & outcomes • Include voices in the room & intention to include voices that will be impacted outside of the room @ Ad Hoc meetings

BRING 15% OF THE SOLUTION TO THE TABLE!

⇒ **Pyrrhic Victory:** Winning the battle but losing the way

⇒ **Hubris:** Check your ego

- Keep in mind the shared goal and work of the HRC.