



# Seattle Human Rights Commission Meeting Minutes

Thursday, November 6, 2025, at 6:00 p.m.

Hosted online on Zoom and in person at Seattle City Hall, 600 4th Ave, Board and Commissions Room #L280.

## Call to Order at 6:06 p.m.

### Roll Call

- Present:
  - Commissioners Lewis, Bailey, Leydon, Catsambas, Smith, Munger, Quander, Kristina, McCullough, Koss.
  - Nominees: Hultgren, Monson
  - Guests: Elizabeth Stanton, Chelsea Stevenson, Kim Kkwafkwao, Queen Adams
  - SOCR Staff: Sebastian Wilson, Marta Idowu
- Absent:
  - Commissioners Ortega, Tibbs, Garcia, Lassiter

### Land & Labor Acknowledgement

“We are currently occupying the unceded lands of many First Peoples, Coast Salish people, Muckleshoot, Suquamish, Stillaguamish, and Duwamish. We acknowledge and thank local First Nations for their centuries of land stewardship that long predates the arrival of European settlers. We remind you to be aware of the spaces you occupy locally, that these lands were stolen from First People in the name of white settler colonialism and that you seek ways to continue your education and give back to local Indigenous communities.” Sourced from Duwamish Tribe’s website

“We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their ascendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.” Written by Dr. Terah “TJ” Stewart

## Approval of Meeting Minutes

1. Commissioner Lewis Motioned to Approve the minutes from October 2nd meeting, seconded by Commissioner Quander
2. October 2nd meeting minutes Approved unanimously

## Public Comment - None

## Items of Business 6:55 p.m.

### Seattle Police Accountability and Civilian Oversight 6:10 pm - Commissioner Quander introduction of Dr. Howard Gale

1. The SPMA contract determines the discipline rules Officers to follow. Will that reflect 2017 accountability measures?
2. Gale feels there should be updated accountability measures.
3. Once the council approves the contract being considered further negotiation is closed. Reopen issues have to be agreed upon by both parties.
4. Agreements from the past do not consider current rules and officers are not held accountable for upholding them.
5. Currently only 4 civilian investigators, however civilians can't be the lead investigator in circumstances where an officer could be fired.
6. In 2021, the state of Washington instituted rules preventing police from investigating other police. Gale would see the City hold Seattle Police Dept to the same standard.
7. Gale is concerned over mental health care calls vs police responses. The criteria for care calls are very limited under the terms of the agreement.
  - a. Commissioner Quander - Are you asking that we advocate for an increased number of civilian investigators?
    - i. Gale - We should have no police led investigations, like they do at the state level.
  - b. Monson - Are there other cities that have a good example for how this works better?
    - i. There are several cities that have begun the process of transitioning to civilian led investigations.
  - c. Monson - What's the other side to this argument?
    - i. That police are the ones with the experience in order to investigate. Initially the state started the practice of employing former officers, and as civilians got trained former police were transitioned out.

## **Washington Recovery Alliance Supportive Housing Initiative 6:30 pm - Commissioner Bailey introduction of Tristan Siekel, Advocacy & Program Director, Washington Recovery Alliance**

1. Statewide grass roots organization. Support and advocate for change of stigma against people in addiction, fighting for pro recovery legislation.
2. WRA individuals are in recovery from a mental health condition or substance use disorder, families impacted by behavioral health conditions, recovery community organizations
3. Recovery residences are home-like settings fostering healthy recovery and peer support to individuals overcoming substance use disorder. Providing staff housing to individuals, bridging the clinical environment to housing.
4. Recovery housing is ideal for those who are early sud recovery and have completed or are transitioning out of treatment programs or lack a safe or sober living environment where they benefit from peer support and are committed to sobriety.
5. Oxford House provider - self run, self-supported recovery houses, [www.oxfordvacancies.com](http://www.oxfordvacancies.com)
  - a. WAQRR Washington Alliancy for Quality Recovery Residences - Access point varies, <http://www.recoveryhousingwa.org/>
  - b. A Registry of Quality Recovery Homes
  - c. Funding Sources - Operational Grant Funding, Short Term Housing Vouchers, Revolving Loan Startup, 1590 Fund, Behavioral Health Tax
    - i. New Funding was secured \$10M
6. Upcoming Events & Opportunities
  - a. Recovery in Action Pre-Event: Nov 18, Hilton SeaTac Hotel Conference Room
  - b. KC Legislative Behavioural Health Forum: Nov 18
  - c. Public Policy Check In: Nov 25
  - d. Elevate Recovery Voices Training: Dec 10
  - e. Recovery Advocacy Day: Feb 5

## **Policy Review Process 6:50 pm - Commissioner McCullough**

1. Vote to establish new Committee for Policy Review within the Commission
  - a. Commissioner Amy Motions, Commissioner Smith seconds to approve creation of new Commission Committee
    - i. Roll Call Vote: Yes; Commissioners Lewis, Bailey, Leydon, Catsambas, Smith, Munger, Quander, Kristina, McCullough
    - ii. Vote unanimously passes

## Committee Reports

### Executive 7:05 p.m.

1. Co-Chairs - Commissioner Lewis
  - a. 5 Commissions Roundtable debrief. Sebastian sent an Oct 29th email out describing the meeting with photos.
2. Commissioner Quander - Task forces using emails, give feedback on whether addresses are being used. The Commission must use the Zoom virtual meeting platform for public meetings.
  - a. Kristina - Google is much more accessible especially for people who are sight impaired.
  - b. Smith concurs with Kristina on Google's accessibility.
3. Appeals - Commissioner Leydon
  - a. No appeals scheduled for November
  - b. December 11th and January 8th appeals hearings are scheduled (2nd Thursday of the month at 4pm w/ Ariel)
  - c. Commissioner Kristina volunteers to join in December and Commissioner Lewis for January hearing.
4. Treasurer - Commissioner Munger
  - a. Financial Overview - acct \$1,37.43
  - b. \$507 is being returned to the budget from no Criminal Justice System Reform Task Force community meeting.
  - c. Total spendable dollars \$973.47
  - d. Need to pay our Zoom Bill December 19 ~\$210
  - e. City of Seattle IT security guidelines require us to use Zoom or Webex for our public meetings.
    - i. Commissioner Kristina voices preference Webex for accessibility over Zoom
  - f. Google workspace and domain fees will also need to be paid
    - i. We could use Google for our committee/task force meetings and use City provided Zoom or Webex for public meetings for free.
    - ii. The Vote is tabled until our next meeting.
    - iii. Will ask Comms to do research on which platform we use as a committee and provide a recommendation to the Commission.

### **Events/Communications 7:20 p.m.**

1. Seattle Central College Atrium location for Human Rights Day event
  - a. December 6th from 11a-3p
  - b. Reaching out to various organizations to table
  - c. Form to be circulated for volunteers for the event
2. HRC Commission Retreat in January on a weekend
  - a. Poll to weigh in on what weekend was sent out
  - b. Setting the Agenda and sharing that with OCR staff
  - c. Catsambas - Email went out polling for prep meeting for the retreat

### **Criminal Legal System Reform Task Force 7:30 p.m.**

1. Commissioner Quander - Resolution re: SPD passed by 36th district democrats.
  - a. Letter proposing SPD noncooperation with ICE was circulated for review and comment as part of this meetings materials packet
    - i. Vote to send letter to City Council
  - b. Commissioner Bailey Motions to approve, seconded by Commissioner Leydon
    - i. Commissioner Leydon noted a few typos need fixing prior to the document being sent out.
    - ii. Vote Passes

### **Housing & Unhoused Task Force 7:35 p.m.**

1. Commissioner Bailey - Evicting the American Dream film screening Friday night at 7pm at Kakao with a Q & A moderated by Commissioner Lewis
  - a. Eventbrite registration has been emailed out to the Commission
  - b. There will be light refreshments

### **Seattle Office for Civil Rights Updates 7:40 p.m.**

1. 5 Chair Meeting coming up as the same time as the Event Committee Meeting
2. Office of Immigrant and Refugee Affairs Commission is starting again
3. December 5th event is a thank you to Commissioners at 4pm in Bertha Knight Landes Room of City Hall
4. 5 Commissions Roundtable notes being compiled and will be distributed soon.

### **Next Regular Meeting - December 4, 2025**

### **Adjourned 7:46 p.m.**