



# Seattle Human Rights Commission Meeting Minutes

Thursday, December 4, 2025, at 6:00 p.m. Hosted online on Zoom and in-person at Seattle City Hall, 600 4<sup>th</sup> Ave, Board and Commissions Room #L280.

## Call to Order 6:02 p.m.

### Land & Labor Acknowledgment

“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

## Roll Call 6:03 p.m.

- Commissioners: Quander, Lewis, Bailey, Duston, Garcia, Gonser, Kristina, Lassiter, Leydon, McCullough, Munger, Smith. Nominated Members: Hultgren
- Seattle Office for Civil Rights Staff: Marta Idowu - Civil Rights Advisory Commission Liaison, Sebastian Wilson - Capacity Development Advisor, Meredith Stone – Advisory Commissions Manager
- CART Captioner: Darlene
- Guests: David (OPEN), Katie Bowman, Jen Carl, Queen Adams

## **Approval of Minutes 6:08 p.m.**

1. November 6, 2025, Regular Meeting Minutes
  - a. Commissioner Bailey Move to approve, seconded by Commissioner Lewis.
    - i. Motion passed unanimously

## **Public Comment 6:09 p.m.**

1. Olivia Wittenberg made a statement in support of the Anti-Discrimination Ordinance
2. Taylor Farley, ED of Queer Power Alliance, made a statement in support of the Anti-Discrimination Ordinance
3. Simon Thornton made a statement in support of the Anti-Discrimination Ordinance
4. Troy Smith made a statement about how his rights have been violated.

## **New Business**

### **Anti-Discrimination Ordinance 6:19 p.m.**

1. Commissioner Lewis introduces Jessa Davis Commissioner from LGBTQIA+ Commission and founder of Coalition for Family & Relationship Equity (SCFRE)
2. SCFRE and Organization for Polyamory and Ethical Non-monogamy (OPEN) are working to fill complicated gaps within coverage under the existing laws
3. Intention is to set up legal frameworks that protect people's rights to live in ways that are not the norm.
4. Recent community events held to discuss lived experiences and future opportunities
5. Protections from discrimination in child custody disputes, employment discrimination, housing. Adultery and bigamy laws, estate planning and post-mortem decision making.
6. Definitions of what 'family' means to include multi partner households and relationships in that there is no one way to define relationships.
7. Anti-discrimination ordinances, legal parenthood reforms, expansion of domestic partnerships.
8. Washington Law Against Discrimination (WLAD), Uniform Parentage Act & Domestic Violence Protection Act exist, but there are gaps. Blended families are not defined by law across the state or nation.
9. Establishing legal definitions of intimate personal relationship and family relationship structure
10. Ordinance was crafted with Harvard Law School

11. Next Steps:

- a. Requesting SHRC to partner with them to propose this ordinance and champion the ordinance with City Council
- b. Commissioner Lewis Motions to approve partnering with SCRE in signing onto the letter that was circulated along with meeting materials. The ask is also to lead the coordination with the City Council to propose approval of the ordinance alongside SCFRE.
- c. Commissioner Quander Seconds
  - i. 1 Opposed
  - ii. Motion Passes.
- d. Commissioner Leydon - What does it mean to 'partner' with SCFRE in this work? Concerned with what this means in terms of level of effort now that we have committed.
  - i. Commissioners Lewis and Bailey - to advance this effort out of the Housing Committee. Testing a protocol for how we do work like this in the future.
  - ii. Commissioner McCullough offers that Commissioners Lewis and Bailey can draft a proposed process for this for review and approval by the Commission for adding to ByLaw updates.

## Old Business 6:49 p.m.

1. Zoom vs Google Meet Subscription - Commissioner Duston
  - a. The paid google accounts that we have email addresses on doesn't have a meeting length restriction. Free google accounts have an hour limit, but you can restart meetings if needed.
  - b. Task Force meetings can be done on google meet, and for official SHRC meetings we can use the OCR Zoom Account for free.
  - c. Commissioner Dustin can set up our paid google account settings for best accessibility.
  - d. Vote on use of OCR services for official meetings (free to SHRC)
  - e. McCullough Motions to approve sub items 1 and 2 below. Commissioner Dustin seconds.
    - Capacity Development Advisor Wilson suggests the dollar amount be clarified prior to voting.
      1. Munger -\$244.66 for a single google account for SHRC Admin only, for the rest of 2025 and 2026.
      2. At the Retreat when the Task Forces are set for 2026 the Commission can consider additional Task Force accounts.
    - Cancel the SHRC Zoom account and use the City's account.
      1. Motion passed unanimously

## Committee Reports

### Executive 7:07 p.m.

1. Chairs - Commissioner Lewis
  - a. SHRC Retreat on January 10th. Please RSVP to the invite that has been distributed.
  - b. Planning committee working on the agenda for the retreat.
2. Appeals - Commissioner Leydon
  - a. December hearing this month; Kristina, Garcia and Catsambas on deck. Materials for review from Ariel in email. A hearing is scheduled next week.
  - b. Three folks are signed up for January.
  - c. At the retreat a new calendar will be set up to populate. If Nominees have not been through the training please do so. Available online at the SHRC resource site. Mock Hearing practice meetings can be established.
3. Treasurer - Commissioner Munger
  - a. \$716 in unallocated funds available at this time. Identify costs for next year that we can pay for now.
  - b. January retreat food expense earmark
  - c. Updating inventory of tabling materials and supplies
  - d. Human Rights Commission sweatshirts for those who don't have those yet.
    - i. Munger moves to spend remaining funds on retreat food, tabling materials, and sweatshirts in that order. Bailey seconds.
    - ii. Motion passes.

### Events/Communications 6:55 p.m.

1. Nominee Hultgren
  - a. Human Rights Day, Saturday December 6, 2025 - Seattle Central College Atrium
  - b. Check out the sign up sheets on what can be done.
  - c. Email going out tomorrow on timing, location and logistics.
2. Commissioner Duston

### Policy Review 7:05 p.m.

1. Commissioner McCullough
  - a. Waiting until the retreat to identify other committee members and will follow up with other commissions afterward

## Task Force Reports

### Criminal Legal System Reform Task Force 7:10 p.m.

1. Commissioner Quander
  - a. Seattle Police Officer Guild (SPOG) Bargaining Agreement discussion with Community Police Organization. Want to continue working with them on the document at the following link.
  - b. [DRAFT SHRC "Vote No": Tentative Collective Bargaining Agreement with the Seattle Police Officers Guild - Google Docs](#)
  - c. There's an ask to vote in support of the document, however Bylaws restrict that.
    - i. Article 3 section 2: Commissioners who wish to add an item to the meeting agenda must submit the item to the commission executive committee co-chairs at least ten business days prior to the general commission meeting. Proposed agenda items submitted less than ten business days may not be added to that upcoming meeting agenda.
    - ii. Because action on this matter is urgent, the Executive Committee will meet immediately following the general commission meeting to vote on cosigning as co-chairs.

### Housing & Unhoused Task Force 7:57 p.m.

1. Commissioner Bailey
  - a. Debrief of successful film screening event that hosted over 100 people

### Seattle Office for Civil Rights Updates 7:58 p.m.

1. OCR Liaison Idowu
  - a. OCR Commissions' Appreciation Reception 4-6pm Friday 12/5
  - b. Impact Reporting email from Meredith Stone

### Schedule of Upcoming Meetings and Events 7:45 p.m.

1. Commissioner Quander
  - a. The next Regular scheduled Meeting is January 1, 2026, the New Year Holiday. That meeting will be cancelled. SHRC meeting Items will be covered at the Retreat.
  - b. 2026 SHRC Retreat January 10, 2026 Northgate Library 11am - 5pm

### Adjourn 8:00 p.m.