



Seattle Human Rights Commission Meeting Minutes

Thursday, June 4, 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 6:09 p.m.

Roll Call

- Present: Commissioners Adams, Bailey, Catsambas, Isaak, Lewis, McCullough, Quander, and Smith
- Absent: Leydon, Monson, Gonser
- City of Seattle OCR Staff
 - Present: Sebastian Wilson Advisory Commission Liaison, Meredith Stone

Land 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.” (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 descendants 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.” (Dr. Terah “TJ” Stewart)

Public Comment

- I. Lavell Flamon - Works for McKinstry witnessing our work with the intent of becoming a future commissioner.

Approval of May Meeting Minutes

- I. Commissioner Quander: re: minutes, on page 3, correct name. Also, has general concerns with AI being used.
 - a. Commissioner Lewis: Would rather have the notes not be taken by AI.
 - b. Commissioner Catsambas: Feels that using AI is something that we should have voted on prior to them being used, and that some context should have been provided in the meeting materials email as to why AI was used in this particular case.
 - c. Commissioner Smith: What's folks' position on using AI summaries to ensure gaps are filled in the human generated notes; not to generate them in their entirety.
- II. Meredith reminds us that any transcript would need to be retained and would be subject to information requests.
 - a. Commissioner McCullough adds that it is the same for human generated notes that must be kept to be responsive to requests for information. Meredith confirms.
- III. Commissioner Quander: Feels that AI should not be used at all in notetaking even as a backup to human generated notes, or to fill gaps.
 - a. Commissioner McCullough: Explains that while the Secretary was out last month's notes were not available to compile and distribute the meeting materials packet a week in advance. In order to get the packet and all the advanced review materials up for vote out prior to the meeting AI was used to augment gaps in memory. AI was not depended upon solely in creation of the notes. However, the error in Commissioner Quander's name was not caught in review prior to distribution and will be corrected.
- IV. Additional discussion of this issue will be had during the July meeting prior to a motion and a vote on the use of AI in the generation of future SHRC meeting minutes.
- V. Commissioner Smith: Motions to correct Commissioner Quander's name in the May meeting minutes and to approve those minutes.
 - a. Seconded by Commissioner McCullough.
 - b. Motion passes. May minutes approved

Unfinished Business

- I. Support for Seattle LGBTQ Commission Request for Declaration of a Civil State of Emergency - Commissioner Monson
 - a. Vote Moved to the July Agenda due to Commissioner Monson's absence

II. Vote Commissioner Removal

- a. Chair McCullough motions for removal of Commissioner Garcia, as he has not attended a number of monthly meetings and has not responded to emails about his attendance reconfirming his commitment to being on the commission.
- b. Chair McCullough and Vice Chair Smith have been in communication with the Get Engaged Program Manager in coordination with Advisory Liaison Wilson who confirmed Commissioner Garcia's intention to resign. McCullough nor Smith received this resignation, and feel there is active interest from candidates who wish to join the commission and it is time to move on.
 - i. Vice Chair Smith Seconds Motion.
 - ii. Vote to remove Commissioner Garcia from the SHRC passes.

III. Outstanding Appeals/OCR Investigations process – Commissioner Catsambas

- a. Brought forward issues associated with the OCR investigation form. Email from Catsambas outlining suggested edits was shared prior to the meeting.
- b. Commissioner Smith clarifies for new Commissioners that SHRC role is to highlight process issues associated with OCR investigations performed as part of our Appeals Hearings.
- c. Commission's suggested edits provided related to making the language easier to understand.
- d. Catsambas Motions to collect final edits and send a final language for a vote in July.
 - i. Motion seconded by Commissioner Quander
 - ii. Motion Passes.

IV. Commission Agreements - Chair McCullough

- a. The want was to have folks add additional agreements to this list over the last month. We can take time to finalize additions and edits now as well.
- b. These will stand as commitments for our behavior with one another.
- c. Commissioner Issak: Do not see commitments for engaging externally with community on this list.
- d. Commissioner McCullough: True. External agreements can be added once we have agreement on these.
- e. Commissioner Lewis: Suggests adding statement about committing to engaging in good faith and swiftly engaging in repair. [edits incorporated]
- f. Commissioner Quander: Asks to include commitment for communicating and listening respectfully and not cut other people off when they are talking. [edits incorporated]
- g. Commissioner Bailey: Include a statement that this is a living document and can be added to as needed at the top. [edits incorporated]

- h. Commissioner Adams: Offers that commission leadership has been voted to act in the best interest of the commission between meetings without commissioners' approval. There will be times when unintentional harm happens, and we as a commission should prepare ourselves to repair and move forward to do this work.
 - i. Commissioner McCullough Motions to approve Community Agreements as they are currently written and add/edit in the future as need.
 - i. Commissioner Bailey Seconds
 - ii. Motion passes to approve Community Agreements.
- V. Government and Community Relations - Commissioner Lewis
 - a. Anti-Discrimination against families bill. Councilmember Saka will support the bill. Bill is in its draft phase and will be developed in collaboration with SHRC. Will come through Council for approval in the fall.
 - b. Last week met with Councilmember Kettle's staffer to schedule meeting on June 15th re: SHRC partnering with Kettle's office. Will be meeting with Chairs of committees to understand various priorities.
 - c. Queen Anne community council meetings; brought up at our retreat to begin collaborating with community associations.
 - d. Meeting with Mayor's office Community Outreach Director Gallo Brown, next week re: the data moratorium.
 - e. Data centers are being built all over the nation. There are many impacts on communities. Bill for a moratorium has been put before council committing to a 1 year pause for SEPA work on the impacts of Seattle Data Center construction. Council Vote on June 9th.
 - f. Drafted and took comments on letter of support for the moratorium (circulated in advance of the meeting) and upcoming policy conversations
 - g. Commissioner Smith Motioned for the commission to support the letter. Motion Seconded by Commissioner Lewis
 - i. Motion for SHRC to sign off in support of Data Center Moratorium passes

Committee/Task Force Reports

- I. Executive Committee-
 - a. Chair McCullough
 - b. Resignations:
 - i. Avery Hultgren -Treasurer
 - ii. Mariam Koss – Human Trafficking Task Force Chair
 - c. Vice Chair Smith appointed as temporary Treasurer, creating a Treasurer's Report Template for vote along with the vote for Treasurer at the July meeting.
- II. Human Trafficking Task Force will be discussed at our July meeting as well.

- III. Policy Review Committee – Commissioner McCullough
 - a. Probationary Period Termination Demographic information request work continues with City of Seattle HR Workforce Analytics and individual departmental HR representatives
 - b. Demographic break down on protected classes such as race, sex, those with disabilities and those over 40 surveyed to evaluate whether there are trends that indicate a disproportionate number of people within protected classes impacted
 - c. Initiating a Recommendations report on initial findings thus far. Will share with the rest of the commission as part of drafting.
 - d. Draft Operational Stipend Proposal has been drafted and circulated with Commissioner Lewis and Smith along with Meredith Stone.
 - e. Will share with the rest of the commission as part of drafting.
 - f. Any new commissioners who wish to join Commissioners Lewis, Smith and McCullough on this committee can reach out.
- IV. Communications - Commissioner Duston
 - a. Meetings are on the Third Monday of the month at 5pm
 - b. Commissioner Duston learned about the LGBTQ social media subcommittee meeting
 - c. Need capacity to do social media comms, and people who want to make posts multiple times a month, consistently
 - d. There are templates for fliers, social media posts, and newsletters. Examples on Canva: materials for the recent community forum
 - e. Need graphics for Human Rights Day
 - f. Gwen suggests the chairs be invited to the Communications meeting or send a designee
 - i. Chairs agree to attend or send a designee
- V. Appeals - Commissioner Leydon via email
 - a. May Hearing: Thanks to Katie, Beverly, and Amy for serving as our May 14 panel.
 - b. Urgent Hearing: Special thanks to Amy and Brandon who jumped in at the last minute on May 26 for a last-minute case.
 - c. June's Hearing: This month on June 11 we have Avery, Phil and Bryennah hearing 2 cases.
 - d. Feedback: Overall, I've been impressed with the overall quality of discussion among commissioners. I appreciate the empathy that Commissioners bring to the review process alongside their obligation to assess the appeal within the allowable boundaries.
 - e. Looking Ahead: 86% of the slots for this year have been filled. We have openings in Oct/Nov/Dec which would be perfect for new commissioners who could take the online training in the coming months and even listen in to a case for prep.

- f. Reminder: If you've heard a case, the final step is responding to Ariel once she has prepared the Commission's response. Please monitor your inbox for her messages because it is often time sensitive.
- VI. Events - Commissioner Quander reported:
 - a. May 9 community listening session held at Van Asselt Community Center. Though only 2 from the public attended reps from City departments were there and supported robust conversations about public priorities.
 - b. The Housing as a Human Right event is cancelled.
 - c. Interested in having a summer get together for the commission?
 - i. Duston - Want to support many amazing Seattle women's sports teams, like the Storm. Opportunity for cross OCR commissions hang out?
 - ii. Smith - Might also be able to get decent prices for a larger group.
 - d. Human Rights Day is still under development.
 - e. Events committee call for new members. Currently Commissioners Bailey, McCullough, and Quander with Sebastian's support.
 - f. Next up: Community Outreach event at Seattle Central volunteer event at Seattle Central
- VII. Criminal Justice Reform Task Force- Vice Chair Smith
 - a. Reset on priorities and work planning
 - b. Call for new members. A poll will be sent to find new days/times for meetings for those who are interested.
- VIII. Housing & Homelessness Task Force- Commissioner Bailey shared:
 - a. June 30th event has been cancelled. Bandwidth issues had become a problem.
 - b. Have been advancing planning for community listening sessions with unhoused people to discuss camp clearances.
 - c. OCR and other city groups are meeting next week to collaborate
 - d. Reached out to SPD to ask what form is used for when there are encampment clearances. Have not received the form.
 - i. Been told that information that can't be shared with the public?
 - ii. Smith to assist and support this information request to SPD. Mentions a recent murder of a UW student might have caused heightened sensitivity.

Seattle Office for Civil Rights Updates

- I. Advisory Liaison Wilson reported on recent engagement training.

Seattle Human Rights Commission
Regular Meeting
June 4, 2026

- a. June events email SoCR table at Juneteenth at Jimi Hendrix Park.
 - b. Commissioners McCullough and Smith to volunteer at SHRC table.
- II. New Commissioner Orientation July 29th
- III. Trans Pride event June 26th
- IV. SOCR walk in parade on June 28th as part of the city contingent

Upcoming Events & Meetings

- I. July 2, 2026, Monthly SHRC Meeting
- II. August 6, 2026, Monthly SHRC Meeting
- III. August 15, 2026, SHRC Art Gallery Event
- IV. September 3, 2026, Monthly SHRC Meeting
- V. October 1, 2026, Monthly SHRC Meeting
- VI. October 3, 2026, Monthly Candidate Forum
- VII. November 5, 2026, Monthly SHRC Meeting
- VIII. December 3, 2026, Monthly SHRC Meeting
- IX. December 13, 2026, Human Rights Day

Adjourned 8:07 p.m.

Lost quorum.

Next Regular Meeting

July 2, 2026