



Seattle Human Rights Commission Agenda

Thursday, July 2, 2026

Meeting Location:

The meeting will be hosted in person at Seattle City Hall and online via Zoom.

Commissioners:

- **Chair & Vice Chair:** Commissioners McCullough, Smith, B.
- **Commissioners:** Leydon, N., Quander, B., Catsambas, M., Duston, T., Tibbs, K., Gonser, K., Monson, B., Adams, Q., Kkwafkwao, K., Issak, D.
- **Nominees:** Stylianides, Z., Nichols, A., Lin, T.,
- **Commission applicants:** Lavell Flamon, Stephanie Hutchinson
- **Absent:** A. Bailey

Office of Civil Rights Staff:

- Sebastian Wilson, Capacity Development Advisor
- Meredith Stone, Commission Division Manager

Welcome & Land Acknowledgment (6:00 p.m.)

I. Commissioner McCullough

“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

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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 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.” (Dr. Terah “TJ” Stewart)

Approval of the Meeting Minutes (6:05 p.m.)

- I. June meeting minutes
 - a. June meeting minutes: Motion made and seconded. Unanimous approval.

Public Comment (6:10 p.m.)

Unfinished Business (6:15 p.m.)

- I. Generation of Commission Meeting Minutes and the use of AI
 - A. Chair McCullough
 - B. Motion by Chair McCullough, to disallow AI in all commission meeting minutes.
 - 1. Commissioner Tibbs, Point of Order, can the commission require the Secretary to use AI in minutes? OCR staff to confirm at the next meeting.
 - 2. Commissioner Quander seconded.
 - 3. Motion failed. 5 Yeas, 5 Nays, 1 Abstention
 - C. Motion by Chair McCullough to allow AI in situations where there is a gap in the meeting minutes and we need to confirm someones name, though not using it in the wholesale generation of minutes, only as a backup.
 - 1. Discussion was had by commissioners for reasons supporting or not supporting the motions and clarification from city staff.
 - 2. Motion Seconded by Queen Adams.
 - 3. Yeas: 2 Nays: 8 Abstentions: 1
- II. Recommendations to OCR on Discrimination Complaint Form (10 minutes)
 - A. Commissioner Catsambas
 - B. Requested commissioners review email to OCR staff with suggested changes to “Investigation Inquiry Form”.
 - C. Motion to approve the letter as presented and send email to OCR from admin.
 - 1. Discussion about who the letter will be sent from and if it should be through the admin email. Recommendations were made and the letter was adjusted in real-time.

2. Second by vice chair, Smith.
 3. Motion passed unanimously.
- III. Support for Seattle LGBTQ Commission Request for Declaration of a Civil State of Emergency
 - A. Commissioner Monson
 - B. Motion to approve a letter of support for the Seattle LGBTQ Commission's Declaration of a Civil State of Emergency.
 1. Discussion: How will new populations be placed and will they receive priority or services ahead of the over 20,000 unhoused within the region. Sebastian Wilson provided brief remarks on known city actions and department actions. Commissioner Monson stated the money would not be used to lure or bring people into the city, rather, it would be used to serve current populations of the most vulnerable here in Seattle.
 2. Seconded by Commissioner Tibbs
 3. Yeas: 11 Nays: 0 Abstention: 1
 - C. Chair directed Commissioner Monson to send letter to Commissioner Lewis to send as the Government Relations Chair.
- IV. External Engagement Community Agreements
 - A. Commissioner Isaak
 1. A draft document of community engagement and expectations has been sent to the comms team and a vote may occur at future meetings. Commissioner Isaak shared a draft of the letter, briefly, with the commission. Highlighted the bigger points of the agreement such as engaging with vulnerable populations, engaging with the community. Etc. Believes this will be a living document and could be changed in the future. Commissioner Issak to send out to all for review prior to the next meeting.

New Business (6:35 p.m.)

- I. Filling Open Commission roles
 - a. Treasurer
 - i. No actions were taken.
- II. Human Trafficking Task Force
 - a. Chair McCullough
 - b. Motion by Commissioner Monson to self-nominate as Human Trafficking Task Force Chair, Commissioner Quander seconded.
 - i. Motion passed unanimously.
- III. HRC Buddy System
 - a. Shall SHRC Adopt a Buddy System
 - b. Commissioner Gonser
 - c. Suggested SHRC develop a buddy system to help pair new commissioners with experienced commissioners to help onboard new members. Motion to approve a buddy system for new commissioners.
 - i. Discussion: Vice Chair Smith noted a similar program already exists but needs someone to administer the program and make improvements. Chair McCullough clarified what the program

involved and the recent adoption of the program and has been informal.

- ii. Seconded by Chair McCullough.
- iii. Withdrawal motion until a subsequent meeting so a plan can be shared for consideration.

Committee & Task Force Reports (6:45 p.m.)

- I. Executive Committee
 - a. Chair McCullough
 - b. Recruitment
 - i. Commissioner Tibbs requested a discussion on if Commissioner Bailey should or should not be excused due to the reasons provided in her communication to all commissioners. Commissioners discussed and agreed a 2 month excused absence is appropriate. Commissioner Tibbs will email Commissioner Bailey about submitting an agenda topic for commission discussion.
 - c. Partnerships
 - i. Chair McCullough reported that this topic will be discussed at the next SHRC meeting.
- II. Policy Review Committee
 - a. Commissioner McCullough
 - b. Demographic Information Request is moving forward from the city HR department. Data has been combed through and leadership is working with the city database management group on how HRC will evaluate the data. Plan is to provide an executive summary of findings and report final recommendations to the City Council. Plan to send the proposal on to Mike Chinn, interim director of ORC, which includes pay for commissioners related to mandated work, such as appeals.
- III. Communications Committee
 - a. Communications information workflow - Commissioner Duston
 - b. Chair Duston reported that during the Comms meeting, Chair McCullough requested a schedule of events and our touchpoints and communications. Commissioner Duston shared a comms plan for events and how actions will be taken from 12 weeks before events and up until the event how comms will handle communications and promotions overall.
- IV. Appeals Committee
 - a. Commissioner Leydon
 - b. Commissioner Leydon reported that the commission has had 12 appeals so far in 2026. Commissioners need to fill-in dates where we do not have enough commissioners to hear a case.
 - c. Training for new commissioners: documents and training links will be shared so the new commissioners or those who haven't gone through the training can access and complete the training.
 - d. Commissioner Leydon has put in a request to review OCR language in regards to appeals. Commissioners encouraged to review email Commissioner Leydon will send between SHRC meetings. Language

is specific to the appeal and later in the process than Commissioner Catsambas' earlier motion and letter.

- V. Events Committee
 - a. Commissioner Quander
 - b. Upcoming events, summer commissioner outing. Commissioner Quander reminded commissioners to contact her for info and to register for the Seattle Storm game.
 - c. The August 15 event is still on schedule but needs to be planned.
 - d. The Human Rights Day event is ongoing, and we still need people to help and join the events committee.
 - e. Committee planning a district 5 candidate form as well for the upcoming election.
 - f. An upcoming outreach opportunity on August 15 and Sebastian will send out more information.
- VI. Housing & Unhoused Task Force
 - a. Commissioner Tibbs reported that the Task Force will meet and come back with a recommendation to the full commission on a new task force chair.
- VII. Government & Community Relations Task Force
 - a. Commissioner Lewis
 - b. No report
- VIII. Social Justice (former CLJR) Task Force
 - a. Commissioner Smith
 - b. Task Force invite will be going out soon and Vice Chair Smith encouraged Commissioners to join. Direction and purpose have not changed. Vice Chair Smith will send out a task force work plan to the commission which includes goals for the task force. Execution and priorities are the focus of the document and how it relates to the SHRC workplan. Reiterated that the scope of the task force has not changed.
 - c. Commissioner Quander requested clarification on if this is a new task force and has communicated this to the Chair and Vice Chair. Discussion was moved to the next meeting.

Announcements (7:55 p.m.)

- I. Seattle Office of Civil Rights Updates
 - a. Civil Rights Advisory Commission Liaison, S. Wilson
 - i. Encouraged Commissioner to volunteer and help with the planning committee.
 - ii. Reminded Chairs to get back to Meredith Stone for the Race and Social Justice Summit.
 - iii. August 15 Big Day of Play outreach event.
 - iv. Sebastian will be out all next week and Merdeith will be the backup for SHRC.
 - v. Chair requested clarification from Sebastian about the Race and Social Justice invite.

Upcoming Events & Meetings

- I. September 3, 2026, Monthly SHRC Meeting

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- II. October 1, 2026, Monthly SHRC Meeting
- III. October 3, 2026, Candidate Forum
- IV. November 5, 2026, Monthly SHRC Meeting
- V. December 3, 2026, Monthly SHRC Meeting
- VI. December 13, 2026, Human Rights Day

Adjourn

- I. Motion to adjourn made by Chair McCollough, seconded by Commissioner Tibbs.
 - a. Motion passed unanimously.