



Seattle Human Rights Commission Retreat Notes

Welcome & Land Acknowledgment 11:16 a.m.

“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 11:18 a.m.

- Commissioners Quander, Lewis, Catsambas, Duston, Gonser, Koss, Leydon, McCullough, Smith, Monson, Hultgren, Bailey, Tibbs
- Seattle Office for Civil Rights Staff: Marta Idowu - Civil Rights Advisory Commission Liaison and Meredith Stone - Commissions Division Manager

Agenda Review 11:20, Commissioner Quander

2025 SHRC Review 11:22 a.m.

1. Updates to Bylaws
2. Creation of the Policy Review Committee
3. Appeals work increased number of commissioners on appeals panels
 - a. Appeals work to advance improvements in OCR investigations
4. Housing Taskforce success with outreach and engagement with many organizations
 - a. Film screening event was very successful
5. Success with coordinating and staffing community events including Human Rights Day. Being recognized as a group within the community.

OCR Commissions' Past Accomplishments 11:30 a.m.

1. Commissioner Catsambas
 - a. Disability Commission implemented power wheelchair charging stations in city owned facilities
 - i. Concerted social media effort to post in public locations and grew their membership
 - b. LGBTQIA+ Commission
 - i. Welcoming city resolution
 - ii. Rapid Response Process for actions between meetings
 - c. Women's Commission
 - i. Mutual aid equipment for homeless
 - ii. Paid sick leave and wage transparency
 - d. Human Rights Commission
 - i. Anti caste discrimination
2. Brainstorming
 - a. Add accomplishments on the SHRC Commission to the website- Koss
 - b. Buddy program coming into commission for onboarding/mentoring - Gonser
3. There is a SHRC toolkit
4. There is a fellowship
5. Resources are available from work done in 2018. Link to the information to be made available during orientation - Quander
6. External Coordination/Liaison contacts list

Lunch & Dialog 12:00 p.m.

1. Discussions of improvements in administration of the Commission to include Government Relations responsibilities
2. Smith has an event in the making for February that we can piggy back off of to engage with various city council members and other elected officials
3. McCullough suggests scheduling multiple community & council member events for the year and inviting reps to the locations to engage
4. Monson suggests establishing a Government Relations role as part of elected roles

Presentation: Trauma-informed care policy engagement and interactions 1:00 p.m.

1. Shannon Perez-Darby from Accountable Communities Consortium
 - a. Grounding in values and discussing how we engage within the commission to be authentic and strategic in our work
 - b. How to be accountable and continue the work?
 - i. Responsibility to yourself and those around you for your choices and for the consequences of the choices.
 1. Difference between punishment and consequence
 2. Accountability is not punishment, defensiveness, apologizing but repeating the behavior
 - a. Accountability is not an equation for perfection
 - b. Accountability is not something that happens to bad people. We should all be accountable for our actions
 - c. We cannot force people to be accountable
 - i. Scaled accountability 0-10 (optimal 6)
 - ii. Accountability that's oversized makes no space for the person who has received the harm
 - ii. Understanding of context, what happened, what was going on at the time -AND- what am I going to do about it?
 - c. Leadership of accountability should discuss when someone has completed appropriate changes after a mistake
 - d. Group Agreements in advance of conflicts
 - i. How do you want people to bring up that folks have left the agreements?

BREAK

Elected Roles Review 2:08

1. Executive Committee description of roles and levels of effort
 - a. Co-Chairs; why 3?
 - i. >10hrs of work a month. Review of the description in the Bylaws.
 - ii. Discussion of sharing more on the level of effort with the rest of the Commission.
 1. Does the current model work well in terms of clarity and accountability to the commission?
 - iii. Tibbs motions to create leadership structure with one Chair, Smith seconds
 1. Vote for a single chair position passes unanimously

- iv. Miriam motions to add a co-chair, Gonser 2nds
 - 1. Discussion; the committee will decide the role of the chair and co chair.
 - 2. A co chair is necessary to help facilitate the work of the whole commission
 - 3. Monson Motions to amend the motion to have a vice chair, Duston 2nds
 - a. Vote for vice chair passes 7/6
- b. Monson motions to add a 2nd vice chair, Bailey 2nds
 - i. Discussion: By building out appropriate roles and responsibilities we can alleviate the need for a 2nd vice chair
 - 1. Role clarity can further separate the workflows
 - 2. Duston feels that it's premature to add another vice chair before identifying the roles and responsibilities of the first vice chair.
 - a. Leydon agrees it's most important to identify role of vice chair prior to setting a 2nd one
 - ii. Tibbs asks where the leadership should be, at the top?
 - 1. Smith mentions there are structures we can create to manage other workflows like appeals
 - iii. Monson withdraws his motion.
- c. Catsambas mentions that previously people were not feeling heard, and things are going unseen or unmanaged/represented.
- d. Duston motions to add a Secretary, Treasurer and an Appeals chair, 2nded by Bailey
 - i. Lewis moves to amend, adding administrator and parliamentarian
 - 1. Discussion: Beverly is interested in delineation of roles
 - ii. Duston moves to suspend further discussion and vote on amended motion, 2nded by Smith
 - 1. Motion fails 6/7
 - iii. Motion to vote on addition of secretary, treasurer and an appeals chair
 - 1. Motion passes unanimously
 - iv. Duston motioned to move Co chair responsibilities currently in bylaws to be covered by the Commission Chair role, Smith 2nded
 - 1. Motion passes unanimously

- v. Bailey motions for former co-chairs to define additional roles outside of what's listed in the bylaws. 2nded by Duston.
 - 1. Coordination with OCR, presenting to council, working on internal commission disputes, responding to questions, interviews of incoming commissioners, co-chairs coordination meeting, agenda meeting, 5 commissions meetings.
 - 2. Miranda motions for adding bylaws to the role of the vice chair
 - a. Duston clarifies that the vice chair would act in lieu of the chair in general
 - 3. Bailey rescinds the motion.
- vi. Duston moves to keep the listed role of the treasurer in the bylaws the same for future Treasurer. Leydon 2nded.
 - 1. Motion passes unanimously
- vii. Bailey Motions for appeals Chair roles listed in the bylaws remain the same for future Appeals Chair. Lewis 2nds
 - 1. Motion passes unanimously
- viii. Secretary role in bylaws reviewed.
 - 1. Duston moves to maintain the role as listed in the bylaws with the amendment that the Admin role referenced is replaced by Vice Chair. Monson 2nds
 - 2. Tibbs questions amendment related to Vice Chair
 - 3. Duston amends motion further for role to read '...Vice Chair or another they delegate'
 - a. Motion passes unanimously
- ix. Monson moves to elect Appeals Chair, Phil 2nded
 - 1. Discussion: Leydon mentions minimal level of effort for the role
- x. Motion to elect passes 12/1
 - 1. Nomination of Leydon as Appeals chair, 2nded by Tibbs
 - a. Leydon accepts nomination
 - b. Vote carries unanimously
- xi. Motion to add a policy review chair, 2nded by Amy

- e. Tibbs moves to table voting and discuss adding roles
 - i. Comms Chair
 - ii. Events Chair
 - iii. Policy Chair
 - iv. Government Affairs
 - v. Admin
 - vi. Parliamentarian
 - vii. Task Force Chair
- f. Tibbs motions that the above roles will be added forward, 2nded by Koss
 - i. Motion passes unanimously

Elections (2:15 - 3:00 p.m.)

1. Monson motions to elect a Comms chair, 2nded by Koss
 - a. Discussion: we can do elections for these additional roles at our next meeting
 - b. Monson retracts motion.
2. Lewis moves to elect the Commission Chair, Catsambas 2nds
 - a. Lewis, Smith and Monson Nominated. They do not accept nominations.
 - i. McCullough nominated. McCullough accepts nomination.
 - ii. Election of McCullough to Chair unanimously passes.
3. Leydon motions to elect vice chair, 2nded by Tibbs
 - a. Smith nominated. Smith accepts nomination.
 - b. Quander nominated. Quander declines nomination.
 - c. Bailey nominated. Bailey declines nomination until the role is defined.
 - i. Point of order, one member has left, and there's a question whether to table this election until the next meeting.
 - ii. Discussion: While we still have quorum and time to vote, and a candidate that accepts the nomination as is, we should vote.
 1. Election of Smith to Vice Chair passes unanimously
4. Quander Motions to elect Secretary, 2nded by Koss.
 - a. McCullough seconds Tibbs self-nomination.
 - i. Election of Tibbs to Secretary passes unanimously.
5. Motion to elect Treasurer, 2nded by Quander
 - a. Hultgren accepts Koss' nomination to Treasurer.
 - i. Election of Hultgren to Treasurer passes unanimously.
6. McCullough motions to elect Events Chair, 2nded by Tibbs.
 - a. Bryannah self nominates.
 - i. Election of Quander to Events Chair passes unanimously.
7. Monson motions to elect Policy Chair, 2nded by Hultgren.
 - a. Monson self-nominated for Policy Chair.
 - b. McCullough self-nominated for Policy Chair.
 - i. Monson moves to table election until the role is better defined.

Seattle Human Rights Commission
Annual Retreat
January 10, 2026

Closing/Adjourn 5:00 p.m.

Tibbs Moves to adjourn. Smith 2nds.