

# Seattle Human Rights Commission MINUTES

Thursday, February 3, 2022

6:00–8:00 p.m.

[WebEx](#)

**Facilitators:** Julia Ismael/Erika Chen

**Notetaker:** Alex Tang

**Timekeeper:** Roopali Dhingra

(Next month: Guneeta Chadha)

(Next month: Natasha Bennett)

**Commissioners Present (9):** Alexander Tang (Co-Chair), Allan Nyaribo, Jessica Bhuiyan, Erika Chen (Appeals Chair), Guneeta Chadha, Jackie Schultz, Julia Ismael (Co-Chair), Natasha Bennett, Schuyler Reid (Co-Chair), Kira Rosenlind (Get Engaged)

**Commissioners Absent (no more than 4 absent for quorum):** Jackie Turner, Roopali Dhingra (upcoming Appeals Chair), Tyrone Grandison

**OCR Attendees:** Marta Idowu, (SOCR)

**Public Attendees:** Howard Gale (Seattle STOP), Amanda Richer

| Time                    | Topic  | Presenter                      |
|-------------------------|--|--------------------------------|
| 6:00 - 6:05             | Land Acknowledgement<br>Call to Order and Roll Call<br>Public Comment (1 min each) <ul style="list-style-type: none"> <li>Amanda asks that the commission address the lack of clean and accessible water.</li> <li>Connecting with IGOs to support the community and others to bolster support and education on human rights. Human Rights Go Local under the auspices of UNESCO. I am excited to connect with you all in this space as a community member with the shared goal of furthering human rights.</li> </ul> | New Co-Chair<br><br>Timekeeper |
| 6:05 - 6:10             | Approve <a href="#">January Minutes</a> *Needs vote<br><b>Vote on January Meeting Minutes:</b><br>Quorum is 7 confirmed commissioners: YES / NO<br>Motion to approve January 2022 Minutes by: Natasha<br>Seconded by: Jessica <ul style="list-style-type: none"> <li>Approved: 9</li> </ul> Alex, Julia, Jackie, Guneeta, Schuyler, Erika, Natasha, Allan, and Jessica <ul style="list-style-type: none"> <li>Any opposed? 0</li> <li>Any abstentions?</li> </ul>  | Erika                          |
|                         | Approve <a href="#">January RETREAT Minutes</a> *Needs vote<br><br>Agenda item tabled  |                                |
| <b>WELCOME!</b>         |  |                                |
| 6:10 - 6:40             | What has been your relationship with “leadership”?   | Julia                          |
| Common Theme: Structure |  |                                |

- **Schuyler:** For my job, I tried to define my leadership values. Drilled down 50 adjectives to 3. Reliability, courage, and making a difference. Was informed by how I would like to be led and therefore how I want to lead. Encompasses a lot of things. Inclusion, honesty, commitment, compassion, trust.
- **Natasha:** Empathy. Value. Goes a long way. Everyone can contribute and be respected on equal terms. The ability to listen is underrated. Empathy and listening go hand in hand. 3rd would be along the lines of structure, reliability, and efficiency. Knowing there will always be a list of things that need to be done.
- **Jackie:** I also agree with what everyone is saying - keywords around leadership for me: supportive communication, listening, inspiring others to work together, etc.
- **Guneeta:** Vulnerability, empathy, understanding. Talked to Ty about getting imposter syndrome and trouble articulating thoughts. Really hope those are what leadership qualities are like. Also encouragement.
- **Erika:** Golden vs Platinum rule. Treat others how you want to be treated vs treat others how they want to be treated.
- **Jessica:** Agree with most. Empathy plays a big part. To add something - subscribe to the servant leadership model and personalizing that. For me it's about empowerment and wellbeing of all of those around you - on team, in community. Focusing on what that means in terms of equity, accountability, understanding, acceptance.
- **Allen:** When I first got into leadership role, struggled with concept - top/down, bottom/up. Might be cultural. My culture has values of leadership being built and coming to an agreement and implementing what you agreed on. Struggled with top-down. I am more of a servant leader though I do have some issues with the name - look at myself as a helper - help them achieve what they want, ask what struggles they have, how I can be supportive. Interested in fellows project because I want to help people get to where they want to be.
- **Alex:** Like to include everybody. There's a lot of conflict in my workplace. My relationship with leadership is making sure everyone is on the same page to get the information. Might not be friends with everyone, but important to include. Not a position, but an action. Like to be proactive. Like to see what people mean behind their actions. Understand what impact is behind words. What to understand someone and give them a chance. Used to work somewhere with "fearless feedback" - give people a chance to explain before you go in on them.
- **Kira:** I think with leadership I want to see and to have the qualities of inclusion and perseverance. When I first started with leadership roles and advocacy, sometimes I felt like my opinions were overlooked because of my age. I want to make people feel like their opinions and ideas are valid. I think perseverance is also a good characteristic because change is difficult and often a long path.

## COMMISSION DEVELOPMENT

6:40 - 7:10

Roster of [Mayor's Office](#), [City Council](#), [City Attorney](#), other elected officials - taking stock of the current landscape

Erika

- New elected officials, and council members who have been around for a while. What do we know about elected officials? Overlapped with **Tammy Morales**, now city Council member, very helpful
- **Andrew Lewis** former Commissioner
- New mayor **Bruce Harrell** was on City Council and led charge to declare Seattle human rights city in declaration/name
- Goal of meeting at least once with each councilmember, went into not knowing about the council member, left thinking circular talk
- Thinking about what did we learn from the election, City atty?
- Downtown Seattle Assn. talked with captain of w precinct, very happy with elections
- Herbold may becoming more conservative
- Listed Council members
- Tammy Morales has background in organizing, economic rights
- Yes, talk with concrete discussion and hold accountable
- Not happy with city atty
- Herbold asked for \$100k to ask for police accountability
- Discuss at future meeting at future research

- 
- Mockingbird Society have good experience with legislators - Julia can invite a member to come to our meeting next month to share how they interact with elected officials
  - Alex: I've heard about the Mockingbird Society from one of my friends who is a lobbyist in Olympia—they do excellent work!
  - Guneeta: I work with Lauren who is their Policy Manager. Love their events and lobbying efforts.
- Valarie - once you start attending meetings, reaching out directly with asks/messages, you start to get a sense that regardless of feeling/belief they have pressure elsewhere. Walking tightrope. Organized and consistent.
- Erika - We can spend more time attending meetings, task forces to attend relevant meetings and show up in groups
- Howard - Lobbyists dig in background, but it won't get us anywhere. Regardless, every member has failed at police accountability. CM Petterson believes opposite, his office actually reached out and had most productive conversations. Point: certain in clear in what we demand, then it doesn't matter. If yes, great, if not have a plan. Don't believe in lobbying. Human rights are absolute.
  - Speaking of engaging w/City: MOST IMPORTANT mtg. on police accountability is next TUESDAY, FEBRUARY 8, 2022, 6 – 8PM . Here is the link which will not have agenda & Zoom info. until day before  
<https://www.seattle.gov/boards-and-commissions/calendar?trumbaEmbed=eventid%3D156536377%26seotitle%3DCPC-Community-Engagement-Meeting%26view%3Devent%26-childview%3D>
- Guneeta - work with city and council have built relationships, Morales has been instrumental to add \$500k for cultural responsive after school.
- Natasha - important that we seize opportunity when given to us. Invitation to participate to planning, we have perspective and position in this process. I'm gonna show up and be a part of this process. Being mindful to where we are included and not passed over. (signing petitions last minute). What do we need to be included. Efforts in last several months, added at last minute - how do we make ourselves more visible as advocates and partners, as willing to participate and engage.

|             |   |        |
|-------------|---|--------|
| 7:10 - 7:15 | SHRC makes strides in recommendations for legislation | Tyrone |
|-------------|---|--------|

Table this topic

**JANUARY RETREAT FOLLOW UP**

|             |                  |                 |
|-------------|------------------|-----------------|
| 7:15 - 7:30 | To be determined | New Co-Chair(s) |
|-------------|------------------|-----------------|

Prioritize those who must be there (i.e. Commissioner availability)

5 - Commission Committee first meeting date: gauge interest...  
 Alex LGBTQ, Natasha Womens, Jackie and Allan Immigrant Refugee gathering contacts, let them know we are information gathering

Criminal Justice Task Force meeting date: will have better answer next week Roopali and Ty to find agreed date, then send to other members

- <https://www.when2meet.com/?14375752-ElfIH>

Recruitment/Onboarding/Retention task force meeting date:  
 Julia to make date

Executive Committee Meeting: February 28, please provide agenda items by Feb 23

Retreat Survey results

| UPDATES, CELEBRATIONS, REQUESTS |   |       |
|---------------------------------|---|-------|
| 3 min                           | <ul style="list-style-type: none"> <li>● FIFA Seattle bid for 2026, FIFA email response to SHRC</li> <li>● Right to Know: “I reached out to the Seattle Human Right’s [sic] Commission to ask if you could support Right to Know’s efforts to enact fertility fraud legislation. <a href="#">Right to Know</a> is a non-profit that advocates for people who learn one of their parents who raised them is not their genetic parent.” <ul style="list-style-type: none"> <li>○ If you are interested in this, please reach out to <a href="#">Exec Committee by Tuesday</a>. If no one is interested, we will respond that we cannot support at this time.</li> </ul> </li> </ul>   | Julia |
| 5 min                           | <p>SOCR UPDATES:</p> <ul style="list-style-type: none"> <li>● 5-commission updates: Feb 11, 5:30-7:30. Schuyler will attend, but others are also welcome. Might want to consider appointing a back up if Schuyler can’t attend.</li> <li>● Reappointment Julia (commission) and Alex (Mayor) do not have to attend, Marta will attend and speak on behalf, <a href="#">Alex and Julia give line items to Marta!</a></li> <li>● Backlog status not able to get Get Engaged, no definitive answer for calendar confirmation</li> <li>● SOCR transition Feb 16 Derrick Wheeler begins. The Co-Chairs shall inform Marta as to when we would like to invite Wheeler and Mayor (re work plans) and City Council members, thinking ahead to schedule</li> <li>● Recruitment around February, immediate release will be sent to Co-Chairs for edits, then get out on website. Other Commissions have began interviewing.</li> <li>● SOCR is getting a digest instead of multiple emails. Going out tomorrow (2/4/22) by first Friday from Meredith. Rush bypasses digest.</li> <li>● .org website is going down. Tyrone transferred zip drive from <a href="#">seattlehumanrights.org</a> will be gone in Feb.</li> <li>● <a href="#">New people - bios, pictures. Send to Alex, then he sends to Nona and cc to Marta.</a></li> <li>● Start thinking about Human Rights Day, Date is secured: December 8th Thursday.</li> </ul> | Marta |
| 2 min                           | <p>ANNOUNCEMENTS:</p> <p>Next month meeting date is March 3, 2022</p> <ul style="list-style-type: none"> <li>● CPC mtg. on police accountability is next TUESDAY, FEBRUARY 8, 2022, 6 – 8PM .</li> <li>● Need (1) commissioner for Appeals hearing 2/28/22 @1p <ul style="list-style-type: none"> <li>○ Julia, Jackie, Roopali (½), <a href="#">Allan</a></li> </ul> </li> <li>● Need (3) commissioners for Appeals hearing 3/21/2022 <ul style="list-style-type: none"> <li>○ Julia, (Natasha possibly),</li> </ul> </li> </ul>  |       |
| CULTURALLY SIGNIFICANT DATES    |   |       |
|                                 | February 2022   |       |

- Lunar New Year (Chinese) – Year of the Tiger/ Tet (Vietnamese) / Seollal (Korean) – 2/1/22
- Maha Shivaratri (Hindu) – 2/28/22
- Tsagaan Sar/ White Moon (Mongolian) – 2/2/22
- February –African American History Month, Black History Month

**March 2022**

- Mardi Gras – 3/1/22
- International Women's Day 3/8/22 - annual date 3/8
- Hinamatsuri – Girl's Day (Japanese) – 3/3/22 – annual date 3/3
- Persian Nowruz / Iranian New Year – 3/21 - 3/22 – starts at 4.15 p.m. PDT, ends 4.24 p.m. PDT
- Naw-Rúz / first day of the Bahá'í calendar – 3/20-21/22
- Nyepi Bali Hindu New Year – 3/14/22
- March – Women's History Month, Developmental Disabilities Awareness Month, Deaf History Month (March 13-April 15)

What did we miss? Let us know!