



Seattle Women's Commission

Workplan

2026 - 2028

Prepared by the Seattle Women's Commission

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Seattle Women's Commission Workplan Brief

2026 - 2028

The Seattle Women's Commission (SWC) advises the Mayor, City Council, and City departments on issues impacting women in Seattle. The Commission's primary focus areas for 2026 are Gender-Based Violence, Housing Stability, and Women's Health and Wellness. We aim to address each of these issues through policy recommendations, strategic partnerships, community engagement, and public programming.

Our efforts to understand the breadth of these complex issues and their impacts on women are continually evolving. This workplan outlines the key activities the Commission is undertaking with respect to policy, advocacy, and increasing public awareness in the year ahead.

Engagement Strategies

Policy Recommendation

- Develop, evaluate, and propose new policy initiatives to City Council based on Commission findings, community-identified needs, and best practices.
- Prepare and deliver testimony at City Council meetings and other relevant public forums to advocate for policy changes, legislative priorities, and equitable budget allocations.
- Analyze qualitative and quantitative data, generate reports, and provide actionable recommendations aligned with the Commission's primary focus areas.

Community Engagement

- Launch, coordinate, and manage digital and in-person outreach campaigns for key observances, including Black History Month, Women's History Month, Domestic Violence Awareness Month, and Sexual Assault Awareness Month.
- Strengthen relationships with community members, advocates, and stakeholders through strategic information sharing, targeted public outreach, and culturally responsive engagement practices.
- Serve as a liaison between the Commission and the City of Seattle by collecting community feedback, elevating lived experiences, and ensuring community voices inform policy and programming decisions.

Strategic Partnerships

- Build and maintain strong partnerships with local and regional organizations advancing gender equity, racial justice, and the rights and safety of women and girls.
- Collaborate with public agencies, nonprofits, and advocacy groups to align efforts, share resources, and maximize collective impact.
- Coordinate and provide education and training opportunities for Commission members, led by subject-matter experts, on relevant policy, legal, and community issues.

Public Programming

- Plan, organize, and support public events, forums, workshops, and panels that advance awareness, education, and action on the Commission's priority issues.
- Ensure programs are accessible, inclusive, and responsive to the needs of diverse communities.

- Evaluate program outcomes and incorporate feedback into future initiatives and strategic planning.

Gender-Based Violence

The Gender-Based Violence portion of the 2026 Workplan advances the Commission’s mission to amplify voices of women in Seattle while centering several key strategic priorities. These include working with academic and nonprofit practitioners to ensure our efforts reflect community feedback, data, and survivors’ lived experience across Seattle; developing data-informed policy recommendations for City Council and other policymakers; and supporting work that addresses the [Missing and Murdered Indigenous Women and People \(MMIWP\) crisis in Washington State](#). Through research, community engagement, and cross-sector collaboration, the subcommittee aims to strengthen prevention and response systems while promoting more equitable, survivor-centered approaches to addressing gender-based violence.

Mission: The Gender-Based Violence Subcommittee works to prevent and respond to violence rooted in gender inequity, including domestic violence, sexual assault, stalking, trafficking, and other forms of harm.

1. Seattle Domestic Violence Response Reform

Focus: The Domestic Violence (DV) Response Reform initiative bridges the gap between emergency domestic violence calls and long-term survivor stabilization. By utilizing Tableau and ESRI to mirror the transparency of the Seattle Fire Department’s 911 Map, we will advocate for increased budgets for response and "Next Step Services."

Objectives:

- Build a high-fidelity, transparent data infrastructure to visualize domestic violence response patterns, service gaps, and survivor outcome pathways.
- Develop a public accountability dashboard that tracks emergency response and connection to stabilization services for domestic violence incidents.
- Advance a pilot legislative framework modeled on Savanna’s Law to standardize DV response protocols, improve interagency data sharing, and strengthen protections for Indigenous women and vulnerable populations.
- Inform city budget priorities by generating evidence-based recommendations for emergency shelter capacity and “Next Step Services.”
- Support community empowerment through training and engagement in data-informed safety advocacy.
- Make policy recommendations that improve protections for GBV, DV and IPV survivors.

Key Activities:

- Data Infrastructure & Research
- Public Accountability Dashboard Development
- Legislative Pilot Development
- Policy and Budget Advocacy
- Community Engagement and Capacity Building

Outputs:

- Domestic Violence Response Analytics Dataset (2023 - 2025) with privacy-protected indicators.
- Public DV Accountability Dashboard displaying response patterns, service linkage outcomes, and service desert mapping.
- Draft “Seattle Savanna’s Law Pilot” legislative proposal.
- Policy briefing package supporting budget expansion for emergency shelter and stabilization services.
- ESRI-based spatial analysis products identifying high-risk and underserved geographic areas.
- Community training curriculum for data-informed safety advocacy.
- Annual evaluation report assessing pilot implementation and outcome metrics.

2. Research Project: MMIW Listening Tour

Focus: Build meaningful relationships with Missing and Murdered Indigenous Women (MMIW) support organizations in Seattle to elevate community-identified priorities and ensure that policy recommendations and advocacy efforts are grounded in lived experience and culturally responsive solutions.

Objectives:

- Center the voices of MMIW-serving organizations, survivors, and community advocates in shaping SWC’s policy recommendations.
- Identify community-defined priorities, gaps in services, and opportunities to strengthen response, prevention, and survivor support systems.
- Build trust-based, long-term relationships with Indigenous-led and Indigenous-serving organizations in Seattle.

Key Activities:

- Conduct a listening tour engaging MMIW support organizations, community leaders, and culturally grounded service providers.
- Facilitate semi-structured qualitative interviews and group discussions to gather insights from service providers (to minimize retraumatizing experiencers).

- Document community-identified needs related to safety, response systems, survivor services, and prevention strategies.
- Review and synthesize themes across engagements to identify priority policy and program areas.

Outputs:

- Listening tour report/report card highlighting community priorities, themes, and recommendations.
- Qualitative data set capturing shared experiences, service gaps, and policy ideas (with appropriate privacy and cultural protocol protections).
- Add a map/list of MMIW support organizations in Seattle to SWC tabling materials.
- Policy and advocacy briefing materials to inform future program design and decision-making.
- Community feedback loop summary to participants demonstrating how their input was incorporated into recommendations.

Purpose-Driven Messaging

Ensure all communications emphasize the project’s focus on centering the voices of MMIW-serving organizations, survivors, and community advocates, highlight culturally responsive and community-led solutions, and communicate that the SWC is seeking ways to gather information in a manner that avoids retraumatizing survivors.

Audience Segmentation: Tailor messaging for key stakeholders, including:

- **Community partners and service providers** – emphasizing trust, transparency, and the participatory nature of the listening tour.
- **Policy and decision-makers** – highlighting actionable insights, gaps in services, and data-informed recommendations.
- **SWC and public stakeholders** – providing awareness of the initiative and demonstrating the Commission’s commitment to Indigenous-led engagement and culturally grounded approaches.

Engagement Channels

Direct outreach (emails, phone calls, and in-person meetings) to invite MMIW support organizations and community leaders to participate.

Culturally Sensitive Communication

- Use trauma-informed, culturally grounded language in all communications to respect participants’ experiences.
- Ensure confidentiality and privacy protocols are clearly communicated before, during, and after engagement.

- Share materials and updates in accessible formats and languages as appropriate for community partners.

Feedback and Follow-Up

- Provide a community feedback loop summarizing how insights from the listening tour informed policy recommendations and advocacy priorities.
- Maintain ongoing communication with participating organizations to strengthen long-term trust-based relationships.

Communication Outputs

- Disseminate the listening tour report, policy briefings, and maps of MMIW support organizations to SWC members, policy partners, and community stakeholders as appropriate.
- Highlight key findings and community priorities in presentations, SWC meetings, and public-facing materials while maintaining participant privacy.

Evaluation of Impact

- Track engagement metrics such as participation rates, feedback received, and adoption of community-informed recommendations in policy and program planning.
- Use post-tour communications to reinforce SWC's commitment to Indigenous-led priorities and sustained collaboration.

3. Collegiate DV/IPV Prevention Campaign

Focus: Develop and pilot a comprehensive Domestic Violence (DV) and Intimate Partner Violence (IPV) prevention campaign at the University of Washington. The program will center student-informed, culturally appropriate messaging and serve as a scalable “gold standard” model for other Seattle-area colleges to replicate.

Objectives:

- Raise awareness of DV/IPV on campus in the name of response and prevention
- Ensure cultural relevance and inclusivity
- Clearly communicate available resources and support services
- Engage Get Engaged members across all commissions

Key Activities:

- Campus Collaboration

- Outreach & Engagement
- Student & Community Input: Connect with student groups on the initiative; get insights into what they are seeing and where the gaps are
- Research & analysis on campus DV/PIV in Seattle to set a baseline for future tracking

Outputs:

- Campus Awareness Campaign
 - Deliver messaging tailored to students and younger audiences
- An SWC-branded model that can be shared and replicated across Seattle's college campuses
- Report Card on College Campus DV/IPV in Seattle

4. GBV Community Engagement & Public Programming

Focus: Raise awareness of gender-based violence in Seattle, center survivor voices, and promote prevention through education, policy awareness, and community partnership during Domestic Violence and Sexual Assault Awareness Months.

Objectives:

- Through hosting public events:
 - Increase public awareness of the prevalence and impact of gender-based violence in Seattle
 - Elevate survivor-centered resources and community-based support services.
 - Foster dialogue between community organizations, advocates, policymakers, and residents on prevention and response strategies.
 - Highlight policy priorities and data related to gender-based violence to inform public understanding and policymaking.

Key Activities:

- Coordinate public awareness events during specific awareness months, including Sexual Assault Awareness Month (April) and Domestic Violence Awareness Month (October).
- Host or co-sponsor community events, panels, or listening sessions featuring advocates, practitioners, and survivor-informed perspectives.

Outputs:

- At least two public awareness events or community conversations annually (April and October).
- Educational and informational materials shared with community members and partner organizations.
- Increased visibility for local survivor support services and advocacy organizations.
- Engagement metrics such as event attendance, digital reach, and partner participation.
- Strengthened relationships with community organizations working on gender-based violence prevention and response.

Integrated Communications Strategy

- **Coordinated Messaging** - Develop consistent messaging for Sexual Assault Awareness Month (April) and Domestic Violence Awareness Month (October) that aligns with the Seattle Women's Commission's mission and emphasizes survivor-centered, prevention-focused communication.
- **Digital Outreach** - Share educational content, event promotions, and relevant data through the Commission's social media channels throughout the month.
- **Partner Amplification**- Collaborate with local nonprofits, service providers, academic partners, and community organizations to cross-promote events, resources, and messaging to broaden reach.
- **Resource Promotion** - Highlight Seattle-based support services, prevention resources, and policy initiatives to ensure community members know where to seek help.
- **Post-Event Engagement** - Share key takeaways, photos, and resources following events to reinforce messaging, maintain engagement, and extend the impact beyond the awareness months.

Housing Stability

The Housing Stability portion of the 2026 Workplan puts forward a coordinated, outcomes-focused approach to reduce housing instability and increase awareness of fair housing rights while enhancing Commission capacity through data-driven insights, community partnerships, and legal advocacy, ensuring protections are meaningful, enforceable, and accessible to all renters.

Mission: The Housing Stability Subcommittee works to advance fair housing rights and housing stability by protecting renters from discrimination, promoting equitable access to safe and stable homes, and actively partnering with community-based organizations to shape inclusive, responsive housing systems.

1. Fair Housing Laws

Focus: Legal protections for renters that facilitate equal access to housing and protect against discrimination.

Objectives:

- Increase public awareness of Seattle's protected classes and how they contribute to equal access to housing.
- Strengthen renter protections to remove barriers that disproportionately limit access to housing based on income source, race, disability, family status, immigration status, or other protected characteristics, ensuring all renters have fair and equitable opportunities to secure and maintain housing.
- Provide plain-language resources for renters designed to help them feel confident and informed throughout each stage of the rental process, including, but not limited to screening, pricing, leasing, maintenance, and eviction.

Key Activities:

- Launch targeted education campaigns on fair housing rights and responsibilities.
- Produce a Seattle-specific Fair Housing Laws Guide tailored to women, particularly single mothers and families with children.
- Propose an amendment to Seattle's Fair Chance Housing Ordinance (SMC 14.09) that incorporates individualized screening protections for domestic violence-related financial abuse.
- Review Seattle/ King Co. housing discrimination complaints and conduct data analysis to determine trends among protected classes, geographic regions, and complaint type (e.g., rental, lending, insurance, advertising, etc.)

- Develop policy recommendations with the goal of protecting vulnerable populations and ensuring housing is affordable, free of discrimination, and accessible to all.
- Support the City of Seattle’s “Neighbor by Neighbor” initiative with a focus on women and families by advancing recommendations for equitable, community-informed emergency shelter (such as advocating for women-specific shelter models and dedicating a set number of beds for women and/or families) recognizing that safe, service-supported shelter is a critical first step toward long-term housing stability.
- Volunteer with the Seattle Shelter Acceleration Community Action Team as part of the Mayor’s proposed legislation to rapidly expand shelter options, emergency housing, and safe parking programs

Outputs:

- Published Fair Housing Laws Guide
- Formal policy recommendations
- Public awareness campaigns throughout the year

2. Community Welfare and Engagement

Focus: Outreach, support, relationship-building, and accountability to residents

Objectives:

- Strengthen the Commission’s role as a bridge between the women of Seattle and City Government.
- Build relationships with community-based organizations dedicated to improving housing affordability, accessibility, and abundance for all individuals.
- Create safe spaces for renters to voice their concerns while ensuring confidentiality and anti-retaliation protections.
- Increase utilization of renter support services.

Key Activities:

- Host a “Housing Rights are Human Rights” fundraising event that brings together housing justice organizations, city leaders, advocates, and residents, with all proceeds benefiting local equitable housing initiatives.

- Co-host a Renters' Resource Fair with fellow Seattle Office for Civil Rights (SOCR) Commissions, the Seattle Renters' Commission, legal aid providers, and community organizations offering on-site support tools and guidance that address common renter concerns, including, but not limited to: living conditions and maintenance; affordability barriers; tenant screening; tenant-landlord relations; and evictions.
- Attend community-based events such as Affordable Housing Week and the 18th Annual Celebration of Affordable Housing.
- Elevate community organizations that prioritize serving communities most affected by housing discrimination.

Outputs:

- One fundraising event
- One resource fair
- Strategic partnerships with community organizations in the equitable housing sector

3. City of Seattle Funding Sources and Allocations

Focus: Transparency, equity analysis, and budget literacy

Objectives:

- Analyze budget allocations for the City of Seattle impacting housing affordability, accessibility, and abundance.
- Identify gaps between stated policy priorities and actual funding levels.
- Advocate for increased, sustained public funding for equitable housing solutions that expand safe, stable, and affordable options, prioritizing women and families.

Key Activities:

- Collaborate with policy and budget analysts to review allocations related to housing and community development.
- Testify at City Council Comprehensive Plan and budget hearings.
- Write a letter to the Mayor and City Council summarizing findings and providing budget recommendations that align with the city's growing housing need.

Outputs:

- Recommendations for 2027 budget adjustments
- Testimony at City Council budget hearings

- Summary of findings and recommendations

Integrated Communications Strategy

- Launch coordinated campaigns that deliver clear, accessible messaging that explain renters' rights and affordability protections.
- Regularly share information on policies, resources, and outcomes to demonstrate accountability, highlight renter protections, and reinforce a commitment to equitable and affordable housing for all.

Women's Health & Wellness

The Women's Health & Wellness portion of the 2026 Workplan elevates the Commission beyond awareness into measurable policy influence. It integrates health equity research, fiscal accountability, and preventative care initiatives while strengthening partnerships across healthcare systems, nonprofits, and City leadership. This framework advances institutional credibility while creating structured opportunities for cross-sector collaboration.

Mission: The Women's Health & Wellness Subcommittee works to integrate public health data, budget literacy, and preventative wellness initiatives into the Commission's policy and advocacy framework with a focus on five interconnected priority areas: maternal mortality disparities, gender-based health inequities, City funding transparency, adolescent mental health, and public-facing wellness events.

1. Maternal Mortality Rates

Focus: Racial disparities within BIPOC communities and first-year maternal outcomes

Objectives:

- Produce a Seattle-specific Maternal Outcomes Equity Report analyzing racial disparities, access gaps, and first-year postpartum outcomes.
- Develop policy recommendations for community stakeholders addressing perinatal care access, culturally competent services, and postpartum mental health screening.
- Map funding allocations toward maternal health and identify misalignments.

Key Activities:

- Launch a citywide Resource Drive for mothers and infants focused on diapers, formula, postpartum kits, and safe sleep materials.

- Partner with perinatal health experts, BIPOC mothers, and birth workers to develop data-informed recommendations addressing disparities in maternal mortality.
- Create a public health campaign around preconception health, featuring key components of preconception care such as diet and exercise, achieving a healthy weight, and managing chronic conditions.

Outputs:

- Published Maternal Equity Report
- Formal policy memo
- Public awareness campaigns, including during Women’s Health Month and Black Maternal Health Week
- Maternal Resource Guide for distribution across Seattle clinics and shelters

2. Gender Disparities in Illness and Disease

Focus: Disease progression, underdiagnosis, research gaps, and preventative care access

Objectives:

- Increase public awareness of how disease and illness uniquely impact women.
- Elevate conversations around cardiovascular disease, autoimmune disorders, breast cancer, and chronic illness progression.
- Advocate for expanded preventive screenings and mobile health access.

Key Activities:

- Host a Women’s Health Equity Forum featuring a panel of scientific experts and clinicians, industry and consumer representatives, and healthcare professionals.
- Coordinate a Mobile Mammogram in partnership with City Council.
- Publish an annual Gender Health Disparities Brief outlining key findings and research gaps.

Outputs:

- Recorded public panel
- Data brief with Seattle-specific gender health insights
- Policy advocacy for expanded mobile and community-based screenings

3. City of Seattle Funding Sources and Allocations

Focus: Transparency, equity analysis, and budget literacy

Objectives:

- Analyze City of Seattle budget allocations impacting women's health.
- Identify gaps between stated policy priorities and actual funding levels.
- Increase public awareness around how funding decisions affect outcomes.

Key Activities:

- Compile a Women's Funding Impact Dashboard drawing from public health data sources, including state-level data comparable to insights from the Kaiser Family Foundation.
- Collaborate with budget analysts to review allocations related to women's health.
- Host a Budget Transparency Briefing in partnership with fellow Seattle Office for Civil Rights (SOCR) Commissions to educate community members on the City budget process.

Outputs:

- Public-facing funding analysis summary
- Recommendations for 2027 budget adjustments
- Testimony at City Council budget hearings

4. Adolescent Mental Health

Focus: Anxiety disorders, depression, technology and mental health, and access to care

Objectives:

- Elevate awareness around mental health challenges faced by female-identifying tweens and teens.
- Provide accessible tools for caregivers, educators, and youth-serving organizations.
- Advocate for increased funding for youth mental health services.

Key Activities:

- Develop an Adolescent Mental Health Toolkit including:

- Early warning signs that a teen might be struggling with depression, anxiety, or other mental health concerns
- Conversation guides for caregivers
- Resource directory for crisis and low-cost mental health care
- Leverage King County public health data to contextualize local trends.
- Launch a social media education campaign addressing digital burnout, safe social media practices, and emotional resilience.

Outputs:

- Digital and print adolescent mental health toolkit
- Youth Mental Health Awareness Month activation
- Policy recommendations tied to school and community-based funding

5. Community Wellness Events

Focus: Prevention, connection, and culturally responsive healing spaces

Objectives:

- Integrate preventative wellness into public policy conversations.
- Normalize community-based healing practices.
- Position the Commission as both policy advocates and community conveners.

Key Activities:

- Host biannual Community Wellness Events in partnership with City Council, the Mayor’s Office, Seattle Parks & Recreation, and/or Seattle & King County Public Health Department, including meditation, mindful movement, and guided journaling sessions.
- Develop partnerships with community holistic wellness organizations.
- Combine wellness events with resource tables featuring women’s health partners.

Outputs:

- Two public wellness activations
- Cross-promotion with City Council and public health departments
- Integrated data collection to assess community priorities

Integrated Communications Strategy

- Launch coordinated campaigns during Women’s History Month, Black Maternal Health Week, and Mental Health Awareness Month.
- Publish biannual impact updates highlighting data, partnerships, and funding insights.
- Expand LinkedIn presence to engage healthcare professionals, policy leaders, and nonprofit executives.

Communications

The Communications portion of the 2026 Workplan defines how the Commission communicates internally and externally to achieve specific goals, ensuring messages are received, understood, and acted upon. Through content planning, social media management, event promotion, in-person outreach, proclamation support, and partner amplification, the subcommittee aims to increase awareness and bolster community engagement.

Mission: The Communications Subcommittee works to support and amplify the work of the Seattle Women’s Commission, ensuring our priorities, voices, and impact are seen, understood, and felt across Seattle.

1. Content Strategy & Planning

Focus: Set a clear communications strategy for the Commission by clarifying priority messages, planning across key moments, and coordinating a consistent, inclusive approach across channels.

Objectives:

- Proactively elevate Commission work, wins, and priorities.
- Align content to key moments (Women’s History Month, SAAM, DVAM, etc.) and Commission focus areas.
- Keep messaging clear, inclusive, and easy to engage with.

Key Activities:

- Build and manage a simple, forward-looking content calendar.
- Identify opportunities to plug into timely conversations and community moments.
- Maintain an intake process for content requests.
- Use a lightweight accessibility and inclusion checklist (alt text, plain language, captions, respectful terminology).

2. Social Media & Content Creation

Focus: Create and publish consistent, on-brand content that makes Commission work easy to find, understand, and share.

Objectives:

- Own and manage Commission social platforms, including Instagram, Facebook, LinkedIn, and X.
- Create simple, effective content, including:
 - Social posts and graphics
 - Event promotions
 - Blog and newsletter contributions (via SOCR)

Key Activities:

- Post consistently (goal: 2 - 4 posts per week) with content that is on-brand, accessible, and easy to execute.
- Engage with the community through comments, direct messages, and reshares.
- Test, learn, and adjust content and cadence using basic performance metrics.

3. Events

Focus: Promote Commission events with clear messaging, strong turnout goals, and timely follow-through.

Objectives:

- Lead event promotion from planning through post-event recap.

Key Activities:

- Build lightweight communications strategies (timeline, audience, key messages, channels).
- Create promotional assets, including captions, graphics, and RSVP/registration copy.
- Share event photos and a short recap highlighting outcomes and impact.

4. Tabling & Community Presence

Focus: Increase in-person visibility through tabling and community engagement, supported by simple takeaways and consistent messaging.

Objectives:

- Coordinate opportunities for SWC to connect with the wider community offline.
- Ensure consistent messaging across in-person and digital touchpoints.

Key Activities:

- Identify high-value opportunities for tabling and visibility.
- Create simple, clear materials (one-pagers, QR codes, signage).

5. City Proclamations & Strategic Communications

Focus: Strengthen proclamations and other strategic moments.

Objectives:

- Align proclamation messaging with broader SWC communications and priorities.

Key Activities:

- Provide input and support on City proclamations as needed (messaging, tone, clarity).
- Translate proclamations into accessible, public-facing content.

6. Partner & Community Amplification

Focus: Amplify partner and community work that advances gender equity and build cross-promotion that increases reach and trust.

Objectives:

- Regularly uplift partners, community organizations, and City efforts.

Key Activities:

- Share partner and community content that aligns with Commission priorities.
- Build cross-promotion when it adds value for partners and the public.