



City of Seattle



Meeting Minutes

Thursday, June 20, 2019 | 6:30 – 8:30 PM

Seattle City Hall, Boards & Commissions Conference Room L-280

600 4th Avenue, Seattle Washington

Commissioners Present: Latosha Correll, Michael Garrett, Jessi Murray, Wayne Rocque, Sabel Roizen, Byram Simpson, Deepa Sivarajan, Joseph Suttner, and Manuel Venegas

Commissioners Absent: Chris Brown, Alejandro Castillo, Kari Lerum, and Katrina Sanford

SOCR Staff: Caedmon Magboo Cahill

Meeting Minutes recorded by: Deepa Sivarajan

Guests: Oscar Cerda (SOCR), Melvin Gibbons, Dusty Olson (HSD), Andrea, Anne Marie

Welcome and Introductions

Public Open Comment

1. Andrea: Not real support for intersex rights at City – has previously talked to people at SOCR but no change yet. Would like to see more sex-gender diversity at the City and in the Commission, and is leaving information on how intersex rights are human rights worldwide.
2. Anonymous: has been put through conversion torture by parents after being drugged, needs help
 - a. Suggestions from Commissioners to seek Seattle Counseling Services – Caedmon to follow up afterwards

Approve April and May Minutes and May Agenda

1. Motion to approve April minutes. **Motion passes (7 in favor, 2 abstentions)**
2. Motion to approve May minutes. **Motion passes (8 in favor, 1 abstention)**
3. Motion to approve May agenda with below edits. **Motion passes (100%)**
 - a. Sections assigned to Katrina to move to Jessi
 - b. Approval of May minutes to include April minutes as well
 - c. Add agenda item before announcements and reminders to address Kari's email about potentially co-hosting an event

Update on SLI re: Housing/Shelter

1. Update from Dusty Olson, Strategic Advisor in Human Strategy and Investment (HSI) Division at City's Human Services Department (HSD), on Statement of Legislative Intent (SLI) around shelter policy
2. HSD had been in conversation with primarily Pride Foundation and Ingersoll Gender Center on shelter policy; CM Herbold enacted an SLI to make this work a priority in 2018 budget process
3. Contracted with Ingersoll to do community engagement and listening sessions, to hear from people who had experienced homelessness and been in the shelter system; prepared a report of recommendations for changes in HSD policy and practices
4. After report had been created, formed a workgroup of staff from HSD and other groups, including commissioner Manuel Venegas and staff from SOCR including Erika Pablo and Caedmon Magboo Cahill
 - a. Created an LGBTQ Action Plan that will be presented to City Council next week
5. HSD is also being merged with office from King County to address homelessness regionally; acknowledgment that while this plan has been put together, may need to wait to implement until that new regional entity is formed and running
6. LGBTQ Action Plan summary:
 - a. Goal 1: HSI Division regularly engages with the LGBTQ community to inform policy and practice
 - i. Recognition that this is not currently happening as a department; desire for more ongoing feedback from community
 - b. Goal 2: HSD implements an LGBTQ equity assessment in partnership with community
 - i. While SLI was specifically related to homelessness services, leadership felt that this work could have a broader impact at HSD, so this would be across all departments – looking at a second contract with Ingersoll or Pride Foundation to help carry that work
 - c. Goal 3: LGBTQ cultural competency is a critical component in the next homeless investments competitive funding process
 - i. Have always developed priority populations as part of funding process – how can HSD do that for LGBTQ community as well?
 - d. Goal 4: Shelters are safe and affirming places for LGB, transgender and non-binary person
 - i. Heard that this was of great concern to community – how can act immediately to prevent violence to people in shelters because of gender identity or sexual orientation
 - e. Goal 5: HSI Division has data on LGBTQ persons experiencing homelessness to inform policy and practice
 - i. Currently have policies to collect data on transgender individuals but is not robust data – managed by King County
 1. Guidelines for data come directly from U.S. Department of Housing and Urban Development (HUD); can add onto that, but need to make changes in data management services to make reporting easier
 - ii. Lots of discussion in workgroup around what data is safe to collect – used to collect sexual orientation, but haven't done for some time; however also if data is not collected, that population is rendered invisible
 - iii. We know anecdotally that LGBTQ people are overrepresented in homeless population but not much quality data
 - f. Goal 6: HSI Division contract language identifies expectations related to the identification of gender
 - i. Already have language in contracting around discrimination, but not always implemented, especially for self-identified gender – for example, gender is often assumed instead of asked specifically

- ii. Contract language has already been amended and adopted!
 - g. Goal 7: HSD demographic data collection systems accommodate the new Washington gender X marker on identification
 - h. Goal 8: Providers are adequately trained on serving LGBTQ participants including gender identity, gender diversity and cultural humility
 - i. How does HSD make sure that is happening regularly?
 - i. Goal 9: HSI Division is monitoring programs to ensure appropriate response to LGBTQ persons experiencing homelessness
 - i. Merging of regional authority would include an Offices of Ombuds to file complaints and concerns about agencies
 - j. Goal 10: HSD has a process to better address grievances prior to the stand-up of the new Ombuds Office
 - k. Goal 11: Planning for the new Ombuds Office at the Regional Authority for homeless governance is fully informed by
 - l. Goal 12: HSI Division has a partnership with SOCR to increase capacity to better serve the needs of the LGBTQ community
 - i. Working to discuss what is a grievance versus what is institutional discrimination
 - ii. Includes a quarterly update on the action plan to the LGBTQ Commission
 - m. Goal 13: HSD has a more LGBTQ affirming culture
 - i. Openness from staff at HSD that the culture at the department is not affirming
7. Questions and comments from commissioners:
- a. Jessi Murray: Will data collection include feedback on whether encampment sweeps are affecting LGBTQ people?
 - i. Dusty Olson: Since we don't collect sexual orientation data, we don't know enough to answer that yet. We hope this will be discussed further through this action plan.
 - b. Jessi Murray: What will enforcement be like on contracting language? For example, there are reports of Union Gospel and other religion-based providers being discriminatory to LGBTQ individuals, and not much response from City?
 - i. Dusty Olson: HSD has master services agreement that is City-wide and includes language about discrimination. HSD has not funded Union Gospel Mission for years because of that practice, they have forfeited their contract with us.
 - c. Jessi Murray: Also consider the impacts of names and chosen families – people have had their families separated from them because they are not related by blood, even though in the LGBTQ community that is not always the family you end up with.
 - i. Dusty Olson: This is an issue beyond LGBTQ population – historically funded shelters who separated individuals by gender; we've worked to change how we fund shelter recently to include programs that allow people to self-define family. Some of it is space limitations.
 - d. Byram Simpson: Council is considering legislation that would incorporate an annual inflation adjustment for social services that contract around homelessness.
 - i. Dusty Olson: HSD has given general fund contract inflations for many years, but our federal funding doesn't do that, which is more than 50% of our funding.
 - e. Michael Garrett: This is all very process-oriented – what are the metrics and indicators for success for you?
 - i. Dusty Olson: Requires hearing from community directly – with other populations, where we have data on who is being served (e.g. Native American individuals), we can see changes. Hopefully having more data and outreach on LGBTQ community will help with that.

8. We'll be back to report quarterly on our progress!

Seattle Office of Civil Rights (SOCR) Report

1. Janet Stafford will be new liaison for LGBTQ Commission; Erika will be involved in the transition
2. Update on proposed hate crimes legislation that Commission wrote a letter opposing
 - a. Mayor's Office (MO) interested in conducting a process to listen to community on what is and isn't working currently, what could be doing
 - b. What would a productive process look like that would involve this community?
 - i. Jessi Murray: Not a quick process!
 - ii. Byram Simpson: This process needs mindfulness and thought – has felt like they want to push something for the sake of pushing something. Feels like they are pushing this ahead of another scheduled vote in September, but expecting a last-minute meeting with LGBTQ organizations the week of Pride is flawed. This should be an ongoing process that doesn't already have a deadline attached.
 1. Caedmon Cahill: Council has said that urgency is based in hearing from community that City is not addressing hate crimes – we want to reach out to those folks to engage with them.
 - iii. Jessi Murray: Need to understand that engaging with community should not just be people coming to City Hall – people who were previously involved were with organizations working on this as part of their work so could make it to a midday meeting during the week.
 - iv. Michael Garrett: If there are listening sessions, need to make sure they are intersectional and including a broad range of stakeholders, and also include enough advance notice for people to make it. Should also publish what's heard during those sessions and widely disseminate.
 - v. Byram Simpson: Have listening sessions and then have follow-up sessions for accountability and to make sure that what was said was actually heard.
 - vi. Jessi Murray: Last time we went through this with CM Herbold's office, CM Herbold held a listening session and tried to incorporate that feedback but never followed back up with community.
 - c. Caedmon to share this feedback with MO, and will follow back up with
3. Pride events planning:
 - a. Tabling at Trans Pride – using budget
 - i. As a warning, there is a Make America Great Again rally happening at Trans Pride that includes various hate-affiliated groups
 - ii. Kari and Byram are already committed to tabling
 - b. Tabling at Pride Fest at Seattle Center
 - i. Joseph, Kari and Byram committed to tabling
 - c. Some interest in marching as a Commission with the City in the Pride parade
 - i. Byram, Joseph, Kari, Manuel to march; Sabel is a maybe
 - ii. Family members can march as well but won't have tv shirts
 - d. Byram also reached out to other SOCR commissions but not much response yet
 - e. Byram to send out a survey about who is available to table

Committee Reports and Finalize Workplan

1. Motion to approve Seattle LGBTQ Commission Work Plan 2019. **Motion passes (8 in favor, 1 abstention)**
2. Social Media & Communications:

- a. Day of flag raising, last interview with Seattle Counseling Services came out
- b. Have taped interviews Elayne Wylie from Gender Justice League and Aleksa Manila; are in the editing stages for that
- c. It's our Commission's thirtieth anniversary this year so Joseph reached out to City's Archives to get older
- 3. Commission Operations: Working on onboarding document for new commissioners, and beginning to think about recruitment event for July or August for people interested in joining
- 4. POC Stakeholders: Met on 6/13 and finalized workplan items, talked about future survey and what that would look like and how to craft a budget request – Latosha to send out to listserv
- 5. Community Outreach & Engagement:
 - a. Met and revamped workplan including activity for every quarter
 - b. Set a regular meeting for second Saturdays at Café Victrola
 - c. Proposing idea that commissioners connect with organizations individuals and act as ambassadors to hear from community
 - d. Looking at other venues for public meeting and whether we can move our meeting time to work with open hours of a proposed venue
 - i. Byram to send out a list that is being compiled where people can recommend venues

Request from Coalition for Rights & Safety for People in the Sex Trade

- 1. In February 2019, eleven Asian-owned massage parlors in Seattle were raided and women working at these establishments lost their source of income, their housing, and in some cases their identity documents and cash savings
- 2. Coalitions for Rights & Safety for people in the Sex Trade has been working with API Chaya and SWOP-Seattle to bring Elene Lam of Butterfly, an organization led by and for migrant sex workers based in Toronto, to Seattle
 - a. Request is to sponsor and provide space at Bertha Knight Landes for a public educational event on August 9
- 3. Motion to co-sponsor an event with Coalition for Rights & Safety of People in the Sex Trade on evening of August 9 and reserve space at Bertha Night Landes. **Motion passes (100%)**

Announcements, Reminders, & Roll Call for Next Meeting

- 1. Byram to be on Q13 Fox next Thursday to talk about Pride!
- 2. Lauren Boling is rolling off Commission and Ely Hernandez is taking a leave of absence

(END 8:25)