**Seattle Human Rights Commission**

**Meeting Minutes**

Thursday, October 6, 2016, 6:00–8:00 p.m.

City Hall - Boards and Commissions Room

**Commissioners Present:**   Amy Huang, Lara Diaconu, William Dow, Tammy Morales, Jeremy Wood, Danielle Wallace, Ashley Miller, Yasmin Christopher, Alice Serko (On-call), Pauline (On-call), Marcel Baugh (On-call)

**Guests**: None

**Commissioners Absent:**

**SOCR Staff Present:**Marta Idowu, Brenda Anibarro

**Welcome and Introductions**

**Call to Order:**  Danielle Wallace

**Public Comment**:   NONE

**Approval of Minutes:** Minutes approved with edits; motioned to approve by Danielle Wallace and seconded by Bill Dow.

**SOCR Report:**

* SOCR is working with Mayoral cabinet to propose a hot-line and online form with photo feature that allows the community to submit concerns to the Seattle Police Department. SOCR will be staffing this new hot-line as Intake Investigators to triage incidents and routing callers appropriately. Hot-line will have multiple language lines and incidents will be reported out on a quarterly basis.
  + This new campaign is currently in the planning stages but wanting to get this off the ground. SOCR seeking support from HR Commissioners but will expect more information from the Mayor’s office this week.
  + Mayoral Cabinet will consider other policies and departments to include in this collaborative effort.
* Commissioner Assessment: SOCR staffer sent a memo, report and a series of attachment via email to Commissioners regarding the recommendations needed to optimized collaboration and support between OCR and Human Rights Commission. SOCR Consultant is interested in making sure that OCR is addressing the issues/concerns from Commissioners and identifying ways for the partnership to be more effective.
  + As part of this assessment, key goals include:
    - A check and balance to ensure communities have access to the Commissioner and how communities bring a voice
    - Address systemic barrier to participation
    - Strengthen organizational structures to ensure greater Commission effectiveness.
  + Recommendations in the SOCR memo include:
    - Connecting with Puget Sound Sage to strengthen relationship between leadership program and Commissioners to seek opportunities to partner, collaborate and invest:
      * OCR has worked with them in the past but looking to develop a stronger program for long-term partnership
    - Schedule meetings with Mayor and the Council to share workplans and identify areas for collaboration:
      * Purpose is to streamline policy work plans and have Commissioners get a head start on priorities and agendas
    - Commissioners Code of Conduct:
      * Identifying steps for a grievance procedure—develop a joint committee between OCR and Commissioners to resolve issues that occur
    - City wide policy for childcare:
      * How to be more consistent with this service and allow Commissioners to feel supported
    - Strengthen overall organizational structures to ensure greater commission effectiveness.
      * Marta revising Commissioner handbook for onboarding new commissioners
  + OCR would want to know more comments that are not included in the goals outlined in the memo and will organize committee meeting for feedback and participation
    - Danielle commented to include an agenda on the recruitment process—allowing Commissioners more opportunity to be included in the decision-making process, which includes equitable outreach and recommendations for Commissioner that has not always been in the power of the Commission.

**Appeals and Hearing Update:**

* Appeals panel held the first Monday of the month
  + Monday, December 19th at 1pm to hold appeal in lieu of the December 26th date.
  + Commissioners volunteer: Alice Serko, Ashley Miller, Yasmin Christopher
* Office of Labor Standards- a jurisdiction occurred to remove Commissioners to review labor standard appeals. But since January, Commissioners continue to receive labor standard appeals after January 2016.
  + In November, a labor standard appeal was sent out to Commissioners to review. Lara Diaconu sent a statement regarding the jurisdiction that removed Commissioners to review labor standard appeals. However, Office of Labor Standards wants the Commission to make a special case for this specific issue because the person appealing has requested the HR Commissioner to be part of this process.
    - Sarah O’Conner-Kris stated suggested that the appellant and respondent must agree with this process
    - Concern from HRC:
      * Limited knowledge of labor standards
      * Sets a precedent for future events and not putting HRC in a condition to perform exceptional cases—a systemic problem will occur if not addressed.
      * Need to have a clear position if there is consent from party to not set precedent for future cases
      * Concern that the appellant was aware that HR Commissioners are part of this process
      * Case needs to be heard because this defendant has been waiting but an official complaint needs to be issued because of misinformation that created a back-door when it wasn’t available and Labor of Standards not having a procedure set in place that puts the community in jeopardy.
* Office of Labor Standards Notice of Hearing on February 22nd at Hearing Examiner’s Office- case D-01619- Michael Grossman v. Angeline’s and YWCA King County of Snohomish County:
* Public accommodation complaint- will wait until January to confirm attendance
* Pre-hearing date set for January 4th

**ACTION ITEMS:**

* **Source of Income Discrimination Rules: Bill Dow**
  + Office of Civil Rights filling in the gaps after council passed the Source of Income Protections
  + Landlord push-back:
    - Racial bias that are occurring—primarily from small landlords stating that it is vulnerable to landlords that don’t have clarity around first-in time when there is not a system in place
    - Landlords that have attached only units—concerns about shared space issues such as separate entrances; Councils passed without thinking about attached-only units would be impacted; waiting for an amendment to occur
    - First In time—to include an evaluation after an 18-month process—any part of that ordinance could be appealed due to many landlord concerns.
      * Especially for people with disabilities who may require more time to look for housing
      * HRC interested in creating comments about the First-In time procedure to address alternative measures and potential resolutions:
        + Considering options of how to time mail-in applications
        + How to protect landlords who have one property? These are landlords who are also seeking additional incomes to increase their financial stability—how do we also protect their privacy?
      * HRC Bill Dow suggest doing more research around the legislation to go through committee and then full-council. Preference to keep to the rule now and then make comments around the legislation, such as expressing concerns for mailboxes. Motioned by Bill, seconded by Jeremy Wood to provide comment on Source of Income rule-making by 12/2
  + **Hate Crime Reporting Hotline: Jeremy Wood** 
    - Raised issue due to recent issues that have occurred with people calling the hate crime hotline
    - Suggesting OCR to respond holistically
    - Jeremy will research other policies and best practices around the hate crimes reporting
    - Sarah Bishop called hotline about a racist graffiti—but the hotline just simply told her to report it to the private entity
      * When she reported to the police, the police told her the same—was not easy for the citizen to address this hate crime issue and urging the City to take care of incidents like this more seriously.
      * When incidents like this happen, people are uncomfortable of reporting it to the police—what is the way to get help, what is another alternative? Lack of information available.
    - Danielle Wallace: City staff not knowing how to respond to a hate crime—an immediate step for group to address this concern for training externally and internally about what is a hate crime and what can people do about it.
      * Advocate for funding to allocate money to address hate crime issues in the City- Brenda mentioned that OCR will have funding for the outreach campaign
      * Training will be hold for OCR
  + **Taskforce Chairs Update:** 
    - CPR:
      * Resolution of the encampment work crew; media coverage was present and HRC voiced unethical practices about labor standards
        + Many media attention occurred—leading to many people contacting the Mayor’s office
        + Marta also flagged that she received calls and emails from people who did not like the resolution🡪 HRC to archive and be aware of other opinions
      * Acknowledgement or solidarity for the councilmembers who have been impacted by racism and misogyny due to recent issues like the arena –including staff are being impacted and feeling the grunt of the issues
        + An internal letter would be appropriate to acknowledge councilmembers and the staff

Solidarity Letter: Yasmin Christopher, Jeremy Wood, Tammy Morales

Timeline: around the Holiday season

* + - * Upcoming meeting on the police commission is occurring on December 14th, 9am-12pm
      * Next meeting: December 15th from 5:30pm-7pm in Downtown
    - Economic and Social Rights:
      * Resolution of the encampment work crews; Pauline testified for the Move-In Fee legislation
      * Next Meeting: TBD
    - Cultural, Immigrant, Refugee and Tribal Rights: None
      * Next meeting: TBD

**Executive Team Update:**

* Commissioner Development Update:
  + Edlira taking a leave of absence for a short period and will give update in the new year
  + Co-Chair election discussion:
    - Danielle Wallace asking Commissioners to consider the position for Co-Chair and serving as a leader/advocate for the Commission; reiterating the importance of the Co-Chair role and a great opportunity for leadership development. Opening the floor for nominations with assumptions that Danielle and Marcel are staying on as Co-Chairs:
      * Term for co-chair: two years
      * Nomination:
        + Danielle Wallace nominate for Jeremy Wood
        + Sarah Bishop vote on Jeremy Wood and Pauline
        + Yasmin vote for Jeremy Wood and Tammy Morales
        + Jeremy Wood nominated for Tammy Morales
        + Ashley Miller nominated for Danielle Wallace and Marcel Baugh to continue with Co-Chair
        + Continue discussion and voting in January
    - Retreat Planning- time to reflect on 2016 work plans
      * Doodle poll for scheduling a time for the retreat
      * Possibly extending retreat to February due to scheduling conflicts

**Human Rights Day Planning**

* Day of event check-list
* Program Feedback

**Meeting Adjourned at 8:00pm**