

**Seattle Office for Civil Rights**  
**Commission Work Plans 2019-2020**

**SEATTLE COMMISSION FOR PEOPLE WITH  
disABILITIES 2019-2020**

Bi-annual Work Plan Priority Areas:

**Commission as a whole:** Establish full membership while promoting a culture of intentionality, respect, collaboration, engagement and cohesiveness

**Inclusion Development and Outreach:** Emphasize recruitment and attracting diverse candidates. Support individuals through nomination and onboarding process to the commissions. Bridge gaps between disability community AND institutions and community organizations (of all types).

**Accessibility:** Enhance full participation throughout increased access and promote universal use of accessible communication/information in the areas of *Housing, Education, and Transportation.*

**Intersectionality:** Address inequitable systemic and institutional structures. Intersectionality is used to explain the accumulative and compounded effect of two or more social identities.

## **Guiding Principles upon which we commit to work**

Organizing Principle: Disability Justice

We prioritize Action, therefore we choose Disability Justice for 2020 as the organizing and strategic vision. We will invest time exploring, understanding and adapting this framework in our work. We considered: Race & Equity Tools, Disability Justice, Disability Rights, Restorative Justice, Transformative Justice, Justice et cetera.

## **10 Disability Justice Principles**

1. Intersectionality
2. Leaders are those most impacted
3. Anti-capitalist politics
4. Commitment to cross movement organizer
5. Recognize wholeness
6. Sustainability

7. Commit to cross disability solidarity
8. Interdependence
9. Collective access
10. Collective liberation