



AGENDA

Seattle Human Rights Commission

Thursday, February 1, 2024, 6:00 p.m. – 7:30 p.m.

Join virtually via [Zoom](#) or at Seattle City Hall, Room L280
600 4th Avenue, Seattle, WA 98104

Commissioners: M. Bonah, A. Brown, R. Lockerbie (Get Engaged), H. Miller, B. Quander*
**Co-Chair*

Staff Liaisons: Civil Rights Advisory Commission Liaison M. Idowu, Capacity Development Advisor T. Myers, Commissions Manager M. Stone

Facilitator: Commissioner B. Quander

1) CALL TO ORDER (6:00 p.m.)

2) LAND ACKNOWLEDGMENT

“We are currently occupying the unceded lands of many First Peoples, Coast Salish people, Muckleshoot, Suquamish, Stillaguamish, and Duwamish. We acknowledge and thank local First Nations for their centuries of land stewardship that long predates the arrival of European settlers. We remind you to be aware of the spaces you occupy locally, that these lands were stolen from First People in the name of white settler colonialism and that you seek ways to continue your education and give back to local Indigenous communities.” (Duwamish Tribe’s website)

“We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their ascendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.” (Dr. Terah “TJ” Stewart)

3) ROLL CALL

4) APPROVAL OF MINUTES

- a. **Minutes of the January 24, 2024, Special Meeting** (6:10 p.m.)
[January 24, 2024, Draft Minutes](#)

5) NEW BUSINESS

- a. **Participatory Budget Presentation** (6:15 p.m.)
OCR Community Investments Division Director John Page
Community Investments Strategic Advisor Emanuel da Silva



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6) PUBLIC COMMENT (6:45 p.m.)

Public comment shall be limited to two (2) minutes per speaker. The total allotted time is 16 minutes.

7) UNFINISHED BUSINESS

- a. **Retreat Debrief** (7:01 p.m.)
Commissioner B. Quander

[Retreat work product presentation](#)

- b. **Commissioner Roles and Upcoming Executive Election** (7:30 p.m.)
Commissioner B. Quander

- c. **Letter in Support of Palestine** (7:40 p.m.) 10 mins
Commissioner R. Lockerbie

- d. **Letter of Support for Roger Wright** (7:50 p.m.) 10 mins
Commissioner B. Quander

8) ANNOUNCEMENTS

- a. **Seattle Office of Civil Rights Updates** (7:59 p.m.)
Civil Rights Advisory Commission Liaison, M. Idowu

9) ADJOURNMENT

The next Seattle Human Rights Commission meeting will take place on March 7, 2024, from 6:00 p.m. – 8:00 p.m.

SHRC Special Meeting Minutes

January 24, 2024 at 6pm PST

1) CALL TO ORDER

Commissioner Quander called the special meeting to order at 6:12 p.m.

2) LAND ACKNOWLEDGMENT

Skipped the land acknowledgment, with a note from city staff to provide one on the next meeting agenda.

3) ROLL CALL

Commissioners Present: R. Lockerbie, H. Miller, B. Quander

Commissioners Absent: A. Brown, M. Bonah

City Staff Present: M. Idowu

4) PURPOSE OF SPECIAL MEETING

This is a special meeting, so no public comment will be permitted. The purpose of this special meeting is to continue what we didn't get to during our retreat on January 4, 2024.

5) APPROVAL OF MINUTES

- a) **January 4 Minutes:** Commissioner Quander moved to approve the minutes from the January 4 meeting. Commissioner Miller seconded. Motion passed unanimously.
- b) **January 20 Retreat Minutes:** Commissioner Lockerbie pointed out an error in the minutes where it should have said 1pm instead of 11am. Commissioner Lockerbie moved to approve the minutes from the retreat, pending the correction of the time error. Commissioner Quander seconded the motion. Motion passed unanimously.

6) LETTER OF SUPPORT FOR ROGER WRIGHT

Will be posted as a statement on both the website and sent to various parties as identified by the Human Rights Commission.

7) LETTER OF SUPPORT FOR PALESTINE

Commissioner Lockerbie and Commissioner-in-Waiting Leydon have been working on this and will have a draft for the commission to review sometime this weekend. We will post as a statement on the SHRC website rather than sending out as a letter to various stakeholders.

8) ADJOURNMENT

Meeting adjourned at 6:52 p.m.

Minutes recorded by Commissioner Miller



Seattle

**Seattle Human
Rights
Commission
Planning Retreat**

Saturday, January 20th, 2024

Focus Question

Over the next 3-5 years, how will we work together, as an effective and collaborative team, to elevate human rights issues and develop and advocate for solutions that dismantle discriminatory systems in our cities and communities?

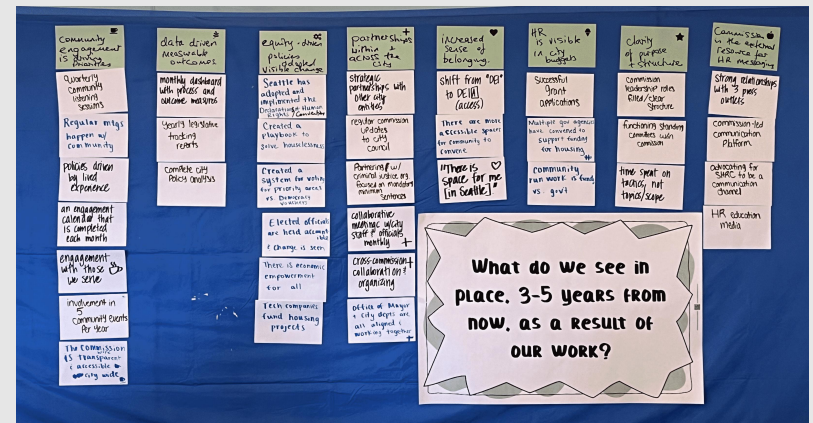
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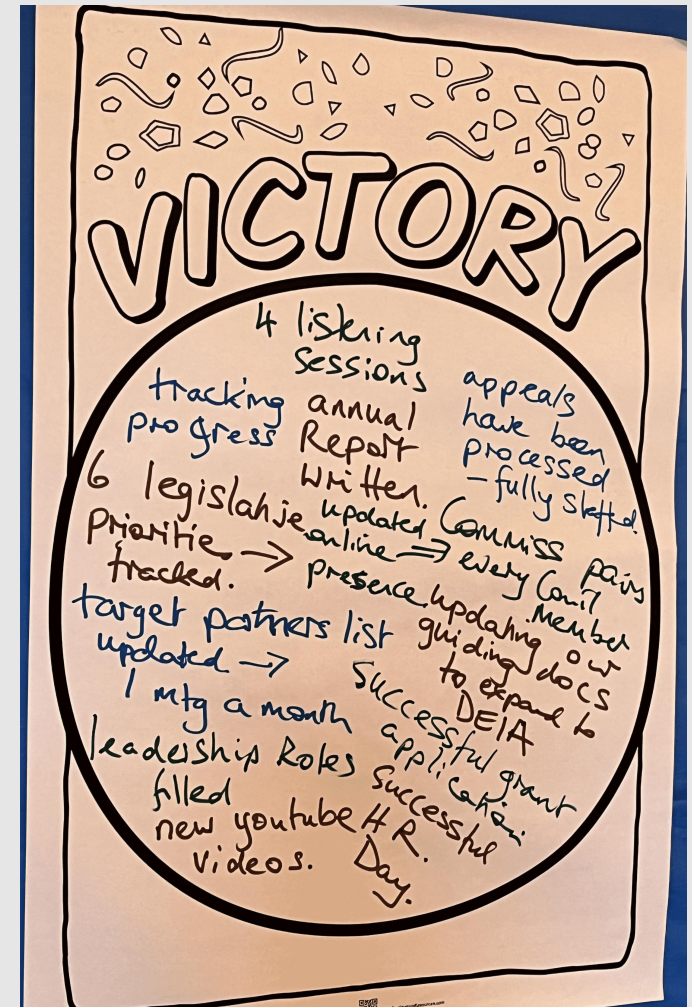
In 3 years, as a result of our work, we want to see in place...

Increased Sense of Belonging	Clarity of Purpose and Structure	Partnership Within and Across the City	Community Engagement is Driving Priorities	Equity-Driven Policies Driving Visible Change	Commission is the External Resource for Human Rights Messaging	Data-Driven Measurable Outcomes	Human Rights is Visible in City Budgets
Shift from DEI to DEIA (Access)	Commission leadership roles filled/clear structure	Strategic partnerships with other city entities	Host quarterly community listening sessions	Seattle has adopted and implemented the UN International Declaration of Human Rights/Conventions	Strong relationships with 3 press outlets	Monthly dashboard with process and outcome measures	Submit a successful grant application
There are more accessible spaces for community to convene	Functioning standing committees within the commission	Regular commission updates to city council	Regular meetings happen with the community	Created a playbook to solve homelessness	Commission-led communication platform	Yearly legislative tracking reports	Multiple government agencies have convened to support funding for housing
"There is space for me in Seattle."	Time spent on tactics, not topics/scope	Partner with criminal justice organizations focused on mandatory minimum sentences	Policies driven by lived experience	Created a system for voting for priority areas vs. democracy vouchers	Advocating for SHRC to be a communication channel	Complete city policy analysis	Community work is funded over government work
		Collaborative meetings with city staff and officials monthly	An engagement calendar that is completed each month	Elected officials are held accountable and change is seen	Human rights education media		
		Cross-commission collaboration and organizing	Engagement with those we serve	There is economic empowerment for all			
		Office of Mayor and city departments are all aligned and working together	Involvement in 5 community events per year	Tech companies fund housing projects			
			The commission work is transparent and accessible				



One Year Victory Circle

- Host 4 community listening sessions
 - Publish an annual report
 - Track progress against goals
 - Fully staff all appeals
 - Track 6 legislative priorities
 - Update our online presence
 - Post a commission video
- Create/update target partners list
 - Fill leadership roles
- Update our guiding documents
- Submit successful grant application
- Align on Human Rights Day event



Situational Assessment: Understanding Our Current Context

Internal	External	Consequences
<p>Strengths of our Team</p>	<p>Opportunities</p>	<p>Rewards of Success</p>
<ul style="list-style-type: none"> • New commissioners • Diverse perspectives • Historical knowledge • Writing and communication skills • Connections to potential partners • Growth mindset • Commitment to success 	<ul style="list-style-type: none"> • New city council members • Working with policy team • New participatory budgeting • Other group's events (i.e., Festal) • Progressive city 	<ul style="list-style-type: none"> • Improved reputation • People come to us • Viewed as effective • We'd get more done • Waiting list of HR commissioners • Better relationships with city leadership • Go-to resource
<p>Underlying Contradiction</p> <p>Our personal differences and our behaviors to each other is getting in the way of our work. The lack of alignment on priorities is leading to inaction. We need to listen to each others' perspectives when we disagree, avoid over-litigating our focus ,and get to know each other as humans.</p> <p>Without the relationship, there is no trust.</p>		
<p>Weaknesses of our Team</p>	<p>Threats</p>	<p>Dangers of Success</p>
<ul style="list-style-type: none"> • Lack of trust • Capacity and workload constraints • Learning curve for new folks • Time commitments • Slow response times • Miscommunication • Differing priorities • Don't know about each other's skills • Commission not fully representative of the community we serve 	<ul style="list-style-type: none"> • Our poor reputation • Other agencies own the work / we have limited agency • Limited resources • Limited authority • Slow city response 	<ul style="list-style-type: none"> • Burnout • Scope creep • Greater scrutiny of our work • FOIA/PDR requests • We get complacent • Terms end and we lose momentum • High expectations

Timeline for Completion

We intend to complete the following projects in the next 12 months:

These Strategic Directions will guide our work

Create a Strong Functional Commission

Align our Priorities to Community Needs

Communicate our Progress

Quarter 1
Jan - Mar 2024

Quarter 2
Ap - June 2024

Quarter 3
July - Sept 2024

Quarter 4
Oct - Dec 2024

Update election procedures

Jan

Complete elections

Feb

Host one commission activity

Feb

Update bylaws with a DEIA lens

Mar

Create commission guiding documents (& expand to DEIA)

Mar

Update target partners list

April

Schedule meetings with every councilmember

April

Host listening session

Mar

Schedule 1 mtg /month with a partner org

May

Host listening session

July

Host listening session

Oct

Create commission priorities tracking spreadsheet

May

Publish an annual report

Nov

Implementation Teams & Project Leads

The work will be carried out by these teams:

Strategic Directions

Create a Strong Functional Commission

Align our Priorities to Community Needs

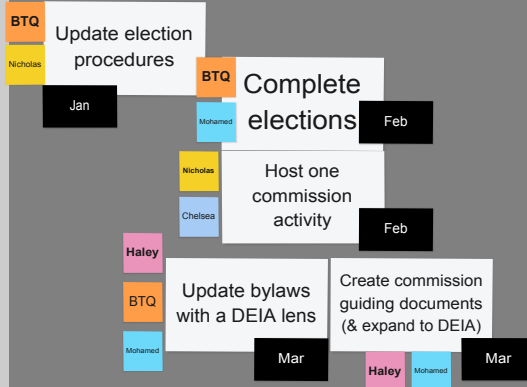
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Color coded Names

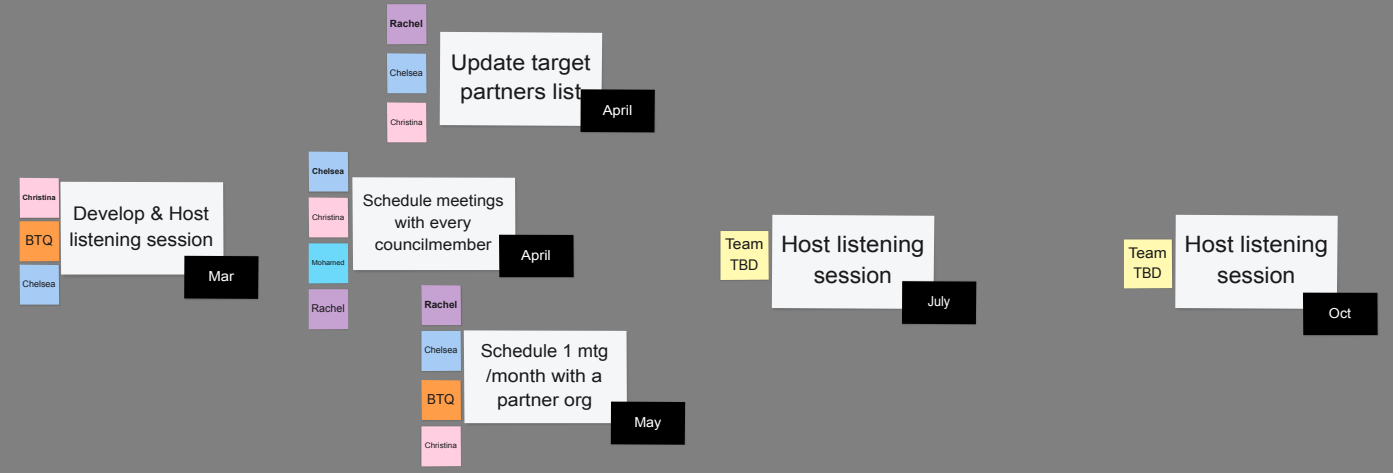
BTQ	Chelsea	Haley	Rachel
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Lead for each Project is at the top in BOLD

Christina	Nicholas	Mohamed
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Overall Coordinator

BTQ



Seattle Human Rights Commission

Focus Question:

Over the next 3-5 years, how will we work together, as an effective and collaborative team, to elevate human rights issues and develop and advocate for solutions that dismantle discriminatory systems in our cities and communities?

Vision:

In 3-5 years, as a result of our work, we want to see in place...

- Community Engagement is Driving Priorities
- Equity-Driven Policies Driving Visible Change
- Partnership Within and Across the City
- Commission is the External Resource for Human Rights Messaging
- Clarity of Purpose and Structure
- Data-Driven Measurable Outcomes
- Increased Sense of Belonging
- Human Rights is Visible in City Budgets

Developed by SHRC,
January 20th 2024

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