



MINUTES

Seattle Human Rights Commission

Thursday, 2/6/2025, 6:00 p.m. – 8:00 p.m.

Join virtually via [Zoom](#) or at Seattle City Hall, Room L280

600 4th Avenue, Seattle, WA 98104

1. Call To Order

Commissioner B. Quander called the meeting to order at 6:10 p.m.

2. Land & Labor Acknowledgements

3. Roll Call

| Confirmed Commissioners | | Commissioners-in-Waiting | |
|--|---|--|--|
| Hultgren, A. Khan, Ali Khan, Anika Koss, M. | Kristina Leydon, N. Quander, B. Joshi, R. Phadake, K. | Abdi, F. Bailey, A. Catsambas, M. Duston, T. Lewis, P. | McCullough, G. Munger, J. Ortega, D. Putta, G. Tibbs, K. |

City Staff Present: Civil Rights Advisory Commission Liaison M. Idowu, Capacity Development Advisor S. Wilson

There is a problem with the Zoom link circulated in the meeting packet not providing accessibility options for transcription in order for all Commissioners to participate. A replacement Zoom meeting link is sent out by email to restart the meeting and provide the required transcription screen reader function. Future meetings will be held via the updated Zoom link and additional arrangements will be made with those who have specific needs to allow for full SHRC participation.

Commissioner B. Quander restarted the meeting at 6:55 p.m.

4. Public Comment

Hello Commissioners,

The general SHRC email address received this message today. Please accept it as public comment at your meeting tonight. I have notified the sender that you will treat it as such and shared the Trans Women of Color Solidarity Network call to action, linked at the end of this message.

The Seattle LGBTQ Commission is also on top of this issue and has taken multiple steps to address it.

- First, they have drafted a letter to Seattle Children’s but learned a public response is forthcoming so are waiting to review the content of that response before taking action.



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- Secondly, they have drafted a resolution for the City of Seattle to consider that designates Seattle as a sanctuary city for LGBTQIA+ communities.
- Lastly, they've shared a link to the Trans Women of Color Solidarity Network Call to Action to Reinstate Gender-Affirming Surgeries for youth at Seattle Children's Hospital.

There is interest in the SHRC signing onto their letter.

Duston: There's an intersection with the Anti Trafficking Task Force on this issue.

Hultgren to connect with N. Okami to understand how to support this effort.

5. Approval of Minutes

- a. **January 9th SHRC Regular Meeting Minutes**
- b. **January 18th SHRC Retreat Meeting Minutes**

It was moved by Commissioner Koss; seconded by Commissioner Quander to approve the January 9th 2025 regular meeting minutes and the January 18th SHRC Retreat meeting minutes.

Motion passed unanimously.

6. Committee Reports

a. Executive

- i. Commissioner Quander: Small group of Commissioners met with the FBI to discuss hate crimes and how to report
- ii. Began meeting as an executive board. Three Chairs will rotate facilitation of this meeting. Discussed how to better support the Task Forces. Reach out for help/guidance.
- iii. There are open positions on the Commission, and we are missing representation from District 5 North Seattle. Want to recruit more folks.

iv. Appeals

Commissioner Leydon was not present to provide more updates.

b. Communications

Commissioner in waiting Duston, Communications Committee Chair

Notes:

Intend to abandon our Meta and X accounts. Not a lot of activity on FB or Instagram. Interested in Bluesky and Mastedon with a message as to why and where to find us.

Anika: Interested in looking at the traffic on these accounts prior to abandoning.



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Duston: Agrees, to wait until after the traffic is understood.

Want to establish a Comms Policy.

Ali: Disagree. Agree with Anika.

Fathiya Abdi: Immigrant and refugee populations use FB heavily, along with What’s App. Duston: Agree to diversifying our channels and being culturally responsive to those we are trying to reach.

Quander: Consider Red Note

Duston: The way we build knowledge about our work is to have regular comms that we send out.

Can we proxy vote on draft communications in a quick fashion?

Quander: Those who have interacted with FB acct are between 35-44. Generally when monitoring the acct strange messages are received unrelated to SHRC work.

Duston: Interested in taking feedback on a Community Engagement Plan, with Comms Policy.

The want is to have Task Force SMEs drafting information and info graphics to be sent out to communities via socials, Comms Committee reviews prior to things getting posted.

Quander: Asks that the Exec Board reviews prior to posting.

Idowu clarifies that there cannot be proxy voting. Communications Committee cannot act by themselves without the whole commission’s vote.

Quander: We can hold special meetings for a short period of time to address business.

Anika: Feels this is hasty, and there’s a sense of urgency around communications, when we should be intentional and careful in our activities. Be calm, thorough. Interested in asking other commissions what their comms are like. Interested in consistency with them.

Fathiya: Understand what communities are not being served and the gaps. Partnering with our CBOs to help support communication via existing channels within communities.

c. Events

Commissioner Hultgren, Events Chair

Notes: Interested in setting up a small team building event for the SHRC that doesn’t focus on the work and allows us to get to know one another better.

d. Criminal Justice Reform Task Force

Notes: Looking at Bills initially, want to approach community groups and partners to use that as our guide for what to focus on.

e. Housing & Unhoused Task Force

Hultgren: Workplan areas, establishing relationships with groups to help, awareness of foster care, 12 organizations, once a month.

Potentially having a small gathering, like a Zoom discussion.

a. Human Trafficking Task Force

Duston: Stakeholder engagement and analysis, finding intersections, also relationship



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building. Non profits and orgs, homeland security and police agencies.

Avoid being victim centric.

Assigned responsibilities for contacting stakeholder groups via email. They arrested 9 people on Aurora Ave this week.

Want to talk with Cities on how they've been working to address the issue.

7. Unfinished Business

a. 2025 Retreat Recap

Notes:

Hultgren: Great turn out, over a dozen folks attended. Great energy in the room. Folks signed up for the three standing task forces, and Elections were done.

If anyone is interested in being Events Chair please let the group know.

Bailey: Updates to Bylaws.

https://docs.google.com/document/d/1XAhhhhOY3p_L_iSc6CMkBI3LlfSzUJH6/edit

There were a lot of inconsistencies and things that were out of date. Edits and comments are in track changes. Please go into the document and continue to review. For a Vote at our next meeting.

b. Work plans

Commissioners B. Quander and A. Hultgren

Notes: By our next meeting folks should have all their content included. Council Briefing performed.

8. Announcements

a. Seattle Office of Civil Rights Updates

Civil Rights Advisory Commission Liaison, M. Idowu

Notes:

Dr. Tricia Diamond has resigned from the commission.

Hana Hamrah has contacted the HRC regarding potential internship opportunities She is very interested in the opportunity to contribute and gain experience in immigration work. She is interested in available positions and would love to learn more about the application process.

9. Adjournment

The Commission meeting adjourned at 8:06 p.m.