

**EXECUTIVE SUMMARY**

The Seattle Human Rights Commission (HRC) 2024-2026 Work Plan is an ambitious agenda to address serious, persistent human rights violations in Seattle. Together with other Commissions, the Office of Civil Rights, elected officials, advocacy groups and, most importantly, the people experiencing these violations, we aim to reduce discrimination and address community needs.

**The Human Rights Commission will address four intersecting topics:**

1. **Appeals:** In partnership with the Office of Civil Rights, the HRC conducts hearings to assist in resolving reported discrimination in areas of employment, housing, and public accommodations. To conduct this work successfully, the HRC intends to meet the following goals:
  - a. Fully staff all appeal hearings
  - b. Maintain an Appeals chair
  - c. Participate in general hearings

2. **Task Forces:** The HRC has three main focuses which drive substantial human rights violations.

Criminal Justice Reform	Homelessness	Human Trafficking
<b>Goals</b> <ul style="list-style-type: none"> <li>▪ Sentencing reform</li> <li>▪ Solitary confinement</li> <li>▪ Law enforcement misconduct &amp; use of force</li> <li>▪ Prison education</li> </ul>	<b>Goals</b> <ul style="list-style-type: none"> <li>▪ Adopt “Housing First” model</li> <li>▪ End sweeps</li> <li>▪ Decriminalize homelessness</li> <li>▪ Provide accessible student housing</li> </ul>	<b>Goals</b> <ul style="list-style-type: none"> <li>▪ Overall focus is on FIFA World Cup 2026</li> <li>▪ Enhance victim support services</li> <li>▪ Increase publicly available data</li> <li>▪ Increased penalties for traffickers</li> </ul>
<b>Activities</b> <ul style="list-style-type: none"> <li>▪ Support the expansion of TEACH</li> <li>▪ Works w/ community advocates and legislators on legislation formation and reintroductions</li> </ul>	<b>Activities</b> <ul style="list-style-type: none"> <li>▪ Create educational material</li> <li>▪ Meet w/ partner organizations</li> <li>▪ Contact legislative sponsors</li> </ul>	<b>Activities</b> <ul style="list-style-type: none"> <li>▪ Collaborate w/ FIFA Organizing Committee &amp; human rights orgs.</li> <li>▪ Establish links to victim support groups</li> <li>▪ Produce memo on data needed</li> </ul>

3. **General Advocacy and Guidance:** Beyond core advocacy and recommendations provided through Appeals and Task Forces, the HRC will advise the City of Seattle, elected officials, and other commissions on issues of human rights in Seattle. This includes general advocacy for awareness of human rights issues through events, partnerships and connecting residents directly to city officials.
4. **Internal Operations:** To remain a strong and effective resource to the City of Seattle, HRC will continually recruit new skilled Commissioners and advance the profile of the Commission.
  - a. Have all commission seats filled, (21) with demographics representative of the commit with a goal of 80% being from a protected class
  - b. Fill all leadership roles, ensure duties are equally shared