

Seattle Human Rights Commission

Meeting Minutes

Thursday, September 1, 2016, 6:00–8:00 p.m.

City Hall - Boards and Commissions Room

Commissioners Present: Amy Huang, Tammy Morales, Danielle Wallace, Fekadu (call-in), Lara Diaconu, Pauline Alvarado, Bill Dow, Jeremy Wood, Alice Serko, Marcel Baugh, Margaret Babayan (call-in)

Guests: John Peoples

Commissioners Absent: Edlira Kuka, Sarah Bishop

SOCR Staff Present: Marta Idowu, Brenda Anibarro

Welcome and Introductions

Call to Order: By Danielle Wallace

Public Comment:

- John Peoples: advocating for fair treatment for municipal employees; when municipal employees are given time off—it leaves other employees to do more work without additional pay; requesting SHCR to look into this issue for advocacy.

Approval of Minutes: Minutes approved with edits (adding commissioners who were absent); Motioned to approve by Tammy Morales and seconded by Bill Dow

CM Herbold:

- **Soliciting input from all commissions in designing the scope of the budget-making process for the City:**
 - o Will be circulating request to other city councilmembers to agree to use consultant funds to do auditing work; councilmembers would like to see what kind of funds would be used before signing on.
- **Homelessness:**
 - o Successful in getting \$200,000 for sanitation of homeless encampments; City is prioritizing on sanitation to increase public health—making sure the basics are taking care of like so people who are housed in the communities are better supported.
 - City started a trash bag pilot at four different locations to focus on clean-up; CM encouraging people to look at gathering more information about this pilot and looking at the current locations—want to focus on areas that indicated need for maintenance rather than an encampment; City is consulting with outreach workers when doing these pilots.
- **How should SHCR push human rights lens to councilmembers?**
 - o CM Herbold suggest making meetings with councilmembers with an agenda to get connected

- CM Herbold will send Human Services Committee agenda for commissioners to monitor
 - Suggest to look at each council member's newsletters as a way to stay connected on issues.
 - Suggest to check the referral calendar that comes out once a week; to look at what comes out during Monday morning during councilmember meetings
 - Promote SHRC agenda through looking at which CM is chairing for what committee; make appointments and don't ever walk out of a CM meeting without an ask
 - Movement building work—making sure that all leaders are also mobilizing individuals
- **CIRT Questions for CM Herbold:**
 - Regarding retirement systems board and purchasing office:
 - CM Herboldt: won't be able to divest on issue
- **CPR Questions for CM Herbold:**
 - Regarding North Precinct:
 - CM Herbold stated that City has been planning since 1998 to replace the north precinct in which the city council voted 11 times; not a lot of good engagement with the community but the broader public has concerns that police reform hasn't happened
 - CM Herbold will not vote for it due to the current \$150 million price tag; but pushing for the racial and social justice toolkit in order for a new resolution to happen—which gives them another three months to work on reducing the amount on the building.
 - Ideas for bridging the gap between communities of color, LGBTQ and low-income individuals:
 - CM Herbold agrees there is a disconnect around police reform; stated that elected officials, administrations and departments are supposed to represent people but have to “walk the talk” in order to make people's lives better
 - Believes that relationships are really important and critical to police accountability; noted the work of Reverend Harriot Walden in Seattle and his police accountability advocacy efforts
 - Body Cameras:
 - CM stated that technology glitches has occurred with police body cameras and spoke about doing an audit to prevent issues with cameras from happening.
- **ECOSOC Questions for CM Herbold:**
 - How do we support the secured scheduling?
 - CM Herbold suggested to have any representatives to testify; send a letter; encourage and support restaurant workers (many impacted by secured scheduling) to testify
 - Tom Douglas and Ethan Stowe's restaurant workers are exempted; non-exempted includes Denny Restaurant workers and they have no representation.
 - CM Herbold stated that the issue of secured scheduling is the fear that employers will not allow them to do things that are currently allowed: for example, work a double shift or switch a shift with someone.

- A lot of flexibility is written in the amendment—a very narrow subset so encouraging people to take on the issue and speak on behalf of restaurant workers.
- **Any gaps you see in amendments to the comprehensive plan?**
 - CM Herbold will send amendments to the commission; one of which is the public engagement amendment
 - Where is it placed in the community? City arguing that it makes sense to hold everything in one place but what about being strategic in other locations?
- **Public Hearing on Mayor's budget proposal:**
 - CM Herbold stated that once discussion from councilmembers come regarding the budget proposal; possible cuts may occur and new budget will be revised—which will be subjected to public hearing.
 - CM Herbold shared her big push for the budget process to expand the contract with public defenders to provide representation for city residence who are accused of a crime; sometimes within the course of representation of an alleged crime; the defendant is then embroiled in an eviction case with their landlords-- public defenders cannot work on these cases as they are restricted to work on misdemeanor cases; CM Herbold hoping to expand the city contract to get legal representation to support people facing criminal charges to prevent eviction.

SOCR Report from Brenda Anibarro:

- Mayor listed SOCR as a monitor for the encampment protocol; SOCR's role is to make sure existing protocols are being followed such as a minimum of 72 hour notice to encampments
 - Looking at contracts with outreach workers to ask what their experiences in encampments; Mayor's department did give SOCR the authority to remove encampments that don't meet the MDAR requirements
- SOCR working on the resolution on the race equity toolkit (RET) for the North Precinct—but only given 6 weeks' deadline; became clear with Mayor's office to give technical assistance to FAS and SPD but not as an auditor
 - RET is asked to be included in this process but SOCR wants to ensure the RET is being carried out in an authentic way and not just a checklist; SOCR hoping for the community to understand the initiatives and also noting that the RET is looking at the north end community and not including any other community members, such as the south end, which is more impacted.
- Conversion Therapy:
 - Currently on rule making and FAQ development for minors
 - Loren from SOCR did not send out reminder but dates are September 7th and September 11th; from 12:00 to 1:00pm. Loren will send document to list serve.
- Source of Income rule development will be on 9/12 from 10-12pm; SHRC will recommend someone to attend
- Fair Chance Housing- next meeting on September 23rd

Appeals and Hearing Update:

- Lara sent a letter to director of labor standards; SHRC technically do not have the rights to hear labor standard appeals and hearing despite continuing to receive these cases; will wait to hear a response from director
- A new commission has been added to look into discrimination cases
- Monthly appeals panel will be Monday, September 26th at 1pm: Amy Huang will attend, Marcel Baugh, Danielle Wallace can call-in and Lara Diaconu (tentative)
- Hearing pending: August 29th and August 30th, continued to October 25th and October 26th: Fekadu and Jeremy Wood will attend
- Appeals Training: reached out to Mike Chinn and Sarah O'Conner Kris to train (2 hours) for new commissioners; preferably during day-time and not off work hours.

ACTION ITEMS:

- Alice Shobe from the Seattle/King County Coalition on Homelessness came to meeting to share about the August 24th letter on the proposal on homeless encampment by the Coalition of Homelessness
 - o Coalition on Homelessness—never seen such an extraordinary opportunity to change the conversation about what local governments should do on the crisis of homelessness; Shobe stated that while there is a state of emergency, the city need to realize that doing something positive on one hand may result to unintended consequence on the other that impact the same people we are trying to impact positively.
 - o Proposed letter has already been brought to councilmembers and also to business associations, community groups and neighborhood interests to make sure what gets introduced is common sense and SHRC could work with five councilmembers to move the legislation forward
 - o Alice stated that the letter proposes the legislation to differentiate situations—for example, a person living in a park not interfering with the public is a live-in situation; closer reading to the legislation will dispel the notion that homeless people have mental illness and are disruptive.
 - o Alice hopes to change the letter to support in door shelter spaces instead of another encampment; to operationalize mass shelter for future emergency issues in Seattle, such as opening spaces at community centers; while organizing encampments can be a solution but very limited organizations know how to make that work and they are beyond stretched—so advocating for 700-1500 beds for in door shelter would be better
 - o Motion to approve by Tammy Morales based on Alison's edits and suggestions.

Executive Team Update:

- Margaret's last meeting; asking commissioners who is interested in being a co-chair; please reach out to co-chairs if interested
- SHRC Current Budget: \$825
 - o In the past, budget has gone to Human Rights Day planning
- Human Rights Day Planning meeting will be next Thursday, 5pm by phone

Action Items:

- Secured scheduling:
 - o Wednesday, September 7th for amendments
 - o September 13th- Committee
 - o Motioned by Daniele Wallace, seconded by Bill Dow for SHCR to participate in secured scheduling
- Mayor Ed Murray signed a resolution against the Dakota Access Pipeline; CIRT team to draft a statement supporting Mayor's resolution for a press release; letter will also include solidarity with the Rock Sioux Tribe. Motioned to approve by Marcel Baugh. Second by Tammy Morales.

Meeting Adjourned at 8:00pm