**Seattle Human Rights Commission**

**Meeting Minutes**

Thursday June 2, 2016, 6:00–8:00 p.m.

City Hall - Boards and Commissions Room

**Commissioners Present:**       Marcel Baugh, Danielle Wallace, Jason Poydras, Margaret Babayan, Amy Huang, Ashley Miller, Jeremy Wood, Fekadu Shibishi

**Commissioners by Phone**:Sarah Bishop

**Commissioners Absent:** Tammy Morales, Lara Diaconu

**SOCR Staff Present:** Mike Chin, Marta Idowu

**Visitors Present:**             Two interested Commission applicants were present

Welcome and Introductions

**Call to Order:**      The meeting is called to order by Margaret Babayan

**Public Comment**: None

**Approval of Minutes:** Minutes for May approved with edits

* Motion to approve by Margaret Babayan, seconded by Danielle Wallace

**SOCR Report:**

* Councilmember Herbold invited SOCR for the discussion on the use of conviction records on housing. A proposed resolution is coming out that will go to council, with strong emphasis on HUD guidelines for housing.
* Proposed draft language to preferred employers: housing providers will provide discounts for those employed by companies like Amazon; preferred employer definition and look at what that analysis will look like
* Source of income legislation, coming from RHH and the impact on landlord and impact housing applicants
* Three biggest legislations that SOCR currently working on:
* Beginning stages of an employment and housing project: undergoing extensive testing but keeping a lot of information confidential.
* Update on gender restroom:
	+ 39 reports of restaurants and businesses who have non-compliant restroom signs.
	+ Closed about a third of the reports and others are still pending.
	+ Businesses are usually in compliance but some have questions about artwork and creative signs.
* Mobile Intake Program: Working with King County Bar Association to provide services and connect clients with on-site coordinators to do intake on discriminatory cases.
	+ Currently at the beginning phases and hope to expand to other non-profit organizations.
	+ TIPS: If there are anonymous tips, SOCR will take the information at the sites and be able to file a charge

**Executive Team Update:**

* SHRC invited to attend Pride Parade on June 26th, 2016
	+ All interested in attending will need to send t-shirt size to Marta
* SHRC has generated interests from community members to be interns. Danielle is working on developing an intern job description that includes goals, purposes and expectations from the Commission. The Executive Team will send draft of the internship description and allow the Commission to make changes/edits.
	+ All taskforces expressed interest for an intern. Executive Team will ask interns what their interests are and identify a point of person an intern can connect with for each taskforce.
* Succession: Margaret Babayan will be stepping down as Co-Chair and from the Commission—last meeting will be in August.
	+ Calling out to all interested Commissioner to be a Co-Chair.

**Appeals and Hearing Update:**

* No appeals in May.
* Special thanks to Margaret and Ashley that participated in hearing on June 1, 2016.
* June 27th Appeal at 1:00pm: Mike Chinn already sent document for appeal; Edlira, Marcel and Ashley Miller will be in attendance.
* Hearing scheduled for July 27th may be extended to July 28th if necessary.
* August 12th hearing- Commissioners cannot participate due to labor standards that doesn’t allow our Commission to take part.
* August 29th hearing: No current volunteer
* Jason Poydras will set be stepping down as Commissioner next month. Co-Chairs will facilitate transition process for Appeals/Hearing. Lara Diaconu will be voted in to be Appeals/Hearing Chair during next month’s meeting.
* Councilmember Herbold facilitated meeting with Hearing Examiner and with SHR. In attendance: Mike Chin (SOCR), Marta Idowa (SOCR), Susan Tanner (HEO), Danielle Wallace (HRC co-chair); Lara Diaconu (HRC), Margaret Babayan (HRC), Jason Poydras (HRC), Andra Kranzler (CM Herbold office), and Councilmember Herbold. Here is a summary of the action items that came out of the meeting.
	+ The HEO legal assistant will facilitate questions about procedural issues with HRC. This will help HEO maintain fairness both in appearance and in fact.
	+ HEO will work to formalize the 48 hour request for notice of the name of the Commissioners that will attend the hearings. This will ensure that HEO has the names of the commissioner attending the hearing so they can let the parties know who is hearing the case
	+ HEO will invite HRC to attend pre conference hearings. This will help HRC’s be more engaged with the issues to be addressed in the hearing.
	+ HEO will review the calendar of SOCR hearings that HRC participates in to identify whether or not a regular date can be set to host hearings on (i.e. 3rd Friday of the Month). This will help more HRC’s with participation in hearings when they are unavailable in person.
	+ HEO will notify HRC in advance if a hearing will be 1 full day or more. This will help HRC’s determine their availability and make arrangements to be available.
	+ HEO will accommodate request for HRC to attend hearing by phone or video conference (when it becomes available) in circumstances where this is the only way HRC can attend. This will increase HRC participation in hearings.
	+ HEO will provide advance notice to HRC when a hearing if there is a continuance or a settlement. This will address the issue that sometime HRC’s are not aware until the day of a scheduled hearing.
	+ One time a year, HRC and HEO will have an in person meeting with Councilmember Herbold. This will be an opportunity for HRC and HEO to meet face to face and discuss procedural language.
	+ HRC and HE will develop an orientation module for new commissioners. This will help ensure HEO and HRC understand the procedures and process

**Commissioner Development Update:**

* Closed May 31st for applications.
* Edlira will be looking at all applications and coordinate with the Interview Committee to do potential weeknight interviews.
* Currently looking for a Mayoral Seat that is vacant; and two other seats to fill Jason’s and Margaret’s seat after they transition.
* Edlira reached out to Chris Stearns and will work on improving outreach and recruitment efforts.
* Executive Team will get clarity and expectations from the Mayor’s office about lack of communication regarding turnaround time for appointments.

**ECOSOC Update:**

* Worked on work plan and discussed priorities on Comprehensive Plan.
* Continuing to work on addressing the cleanup sweep with unauthorized encampment known as the “jungle:”
	+ Talked to Councilmember Herbold and it is now in a slower process to address the concern happening at the jungle.
	+ Taskforce hopes to reduce the criminalization of the homeless population.

**CPR Update:**

* Working on Op Ed Piece for Real Change about the black and white student achievement gap in Washington State. Amy taking the lead to draft the article and expand how it impacts future employment with youth.
	+ Trying to set up meeting with Kathleen O’Toole to discuss youth being hired by SPD through the summer through the Mayor’s Youth Employment Initiative and also discuss police accountability issues etc.

**CIRT Update:**

* American Indian Student Commission at UW submitted a resolution to have two streets on campus be renamed to honor Bernie Whitebear.
	+ Commission can express support with efforts and if taking an action, take it to the City overall and rewrite the geography of colonialism throughout the City.

**ACTION ITEMS:**

1. Commissioner provide feedback on a draft Divestment Resolution—the Resolution calls for city-wide divestment from companies that profit from human rights abuses and war crimes
	1. This Resolution is meant to be a general tool/framework in the even another divestment issues comes.
	2. The resolution will include citations from international models, including socially responsible practices.
	3. The draft is meant to have broad language that aren’t specific—but in an event a specific issue arise, SHRC will follow-up with another letter to support the focus, such as Occupation Free Seattle.
2. Occupation Free Seattle:
	1. Jewish Voice For Peace provided update about resolution; ask that Boeing not to be named but wants a general/overview of the issue.
	2. SHRC will vote next month for a final draft with approved edits.
3. Follow-Up on City of Seattle Comprehensive Plan:
	1. Calling for any Commissioners willing to tackle the Comprehensive plan and provide any comments/edits- Edlira and Sarah volunteers
	2. ECOSOC team will assign segments of the Comprehensive Plan and divide between Commissioners

Meeting adjourned at 8:00p

Next Commission Meeting: Thursday, July 7th, 2016, 6:00-8:00pm, Boards and Commissions Conference Room L-280.