

MINUTES

Seattle Women's Commission
Boards and Commissions Conference Room L280
600 Fourth Avenue, City Hall
Monday, March 19, 2018, 5:30 –7:30 p.m.

Commissioners Present: Zoe True, Idabelle Fosse, Priya Saxena, Rhonda Carter, Darya Farivar, Tana Yasu, Vivian Lee, Lakeisha Jackson, Jamilah Williams

Commissioners Calling In: Ruchika Tulshyan, Michele Frix, Rokea Jones

Commissioners Absent/Excused/Leave: Nicole Negron, Erica Soelling, Xochitl Makovich, Teresa Springer, Min Pease, Morgan Beach

Visitors: Silence Breakers, Manuel Venegas

Start time: 5:30 PM

Announcements:

- Tomorrow (20th) there's a MeToo event hosted by King County Women's Advisory Board.
- Education forum coming up; concern that funding for Seattle Promise will take money away from early learning.
- Tana went to DC to speak at Congressional hearing with Disabled American Veterans and will be attending upcoming Beloved Community Event on Whidbey Island with focus on gentrification.
- There is a Seattle Public Schools Forum on Thursday, March 29th.
- Michele went to DOL Women's Bureau event on Friday, March 2nd, with discussion at Casa Latina. Most audience members were workers who had experienced or been close to workplace discrimination/harassment.
- Priya and Keisha are going to meet to talk about event planning for Sexual Assault Awareness Month.

Public Comment:

Approval of minutes: 100% approval with amendments

Silence Breakers Presentation

I. Fosse

- *Lisa (SCL Customer Energy Solutions) and Kathleen from Silence Breakers*
- Lisa shared account of how SB formed after incidents of harassment at SCL came to light
 - o came together to provide safe space for people to share their stories about harassment at the City
 - o women and men in group
 - o meeting regularly

- o developed points of unity (principles) which establish basic demands
 - stop all harassment
 - create a safe environment
 - enforce personnel rules
- Kathleen started working at SCL in 1983, that year Human Rights Department filed charges against SCL Director on behalf of women apprentices
 - o Culture changed after this, but management did not.
 - o Work of SB is to fight gender & race based discrimination/harassment
 - o SB wants City to disclose how many discrimination/harassment claims have been filed and how many settlement dollars have been given spent.
 - o HR does not support victims; no place people can go to get relief
 - o Take action now to help people who are still being harassed
 - o Make SOCR independent
 - o Proposing a harassment Ombuds for the City, who would operate independently.
- Would like to participate/partner with SWC on April events
- Rhonda: Do these survivors have access to legal help to navigate these situations?
 - o Lisa: Survivors feel that they'll need a lawyer but cannot afford it. HR process of investigation does not go much farther than the people involved in the incident.
 - o Kathleen: A lot of women don't want to go to court; they just want to be able to do their jobs in a safe and healthy environment.
- Priya: This requires a culture shift. Proposes that SWC spend time coming up with how to support SB in their efforts.
- Rhonda: Where is union on this?
 - o Lisa: Supportive, but a lot going on for them right now.
- Lisa: SCL had all-day training on harassment and mutual respect. Opportunity for improvements. Not enough focus on sexual harassment incidents.
- Tana suggested making video for sexual harassment survivors
- Violence Prevention Committee will continue this conversation
- Meet Mondays at noon in SMT

Sound Transit (CEO + Project)

J. Williams

- Conversation with Sound Transit was on harassment, TOD, housing developments, public outreach, community engagement guide, etc...
- How to handle talking about harassment on transit, while also addressing allegations against CEO
- Went into meeting and talked about ridership, because of lack of approach to broaching the topic
 - o But don't want to do the harassment project while ignoring the allegations.

Microsoft Lawsuit + Response Protocol

Ruchika Tulshyan, P. Saxena, V. Lee

- Vivian: Work intersects with Microsoft lawsuit
 - o Can SWC have a uniform protocol? Or is each situation so nuanced that a uniform protocol wouldn't make sense. i.e., talk about private and public-sector employees the same way, or differently?
 - o Article about lawsuit
 - Initially started by two women, but there are in fact 250 women coming forward with claims of discrimination and harassment

- Microsoft says that nothing is built into their system to promote harassment/discrimination
- Head of HR sent defensive email to all employees globally touting all the great initiatives toward increasing gender parity in company
- Plaintiffs driving toward class action
- Lot of movement toward how to create a respect-based work environment
 - Current training does not work
- o Ruchika: Intrigued by Microsoft; employees reach out to her for insight on training and workshops, but often gets shut down in the process due to budget constraints or other imposed barriers. How can SWC help move things along for women at Microsoft?
 - Vivian: looks like Microsoft is starting to take things seriously. Want to create training/materials not just for the internal community, but for other companies and organizations to use.
 - Ruchika: Could one of events focus on sharing solutions/tools for addressing
- o Rhonda: Response Protocol
 - Are claims substantiated? What substantiation would SWC need?
 - Where is SWC's energy best used? Provide platform for storytelling?
- Zoe: Seattle is becoming a tech center of the world. How can SWC leverage Microsoft's newfound dedication to healthy work environment? Also, should determine what good harassment training is and point companies/community toward it.
- Rokea: Do people feel comfortable talking openly about harassment at Microsoft?
- Tana: Important to promote assertiveness training
- Can SWC collect stories from survivors across sectors and publish collective story
- Rhonda: Enough isn't being done to hold the institution accountable

5-Commission Joint Homelessness Committee

I. Fosse

- Manuel from LGBTQC is coordinating this work
- Vivian will be SWC representative
- First meeting will be Thursday; want to meet regularly
- Will focus on the encampment removal
- Want to be a civilian oversight committee to ensure removals are done without violations
 - o "Humane" encampment removal criteria
 - Criminal activity beyond illicit substance abuse
 - Large quantities of garbage or waste that present health hazard
 - (See Sawant Committee Minutes)
- Will look to HALA, Comprehensive Plan, Progressive Revenue Taskforce
- Rhonda: some of criteria feel very broken windows

Sub-Committee Report Outs

- *Community Health and Wellness*
 - o No updates.
- *Education and Economic Opportunities*
 - o Rhonda attended affordable child care forum.
 - o Jay Inslee will be signing Equal Pay Bill;

- o Want to meet with Mayor's Office to discuss childcare on public land and Seattle Promise
- *Equitable Development*
 - o Min and Jamilah met with Sound Transit
 - o Xochitl is leading Housing Justice study
- *Violence Prevention and Justice*
 - o Police Chief search is of interest
 - o Idabelle is working diligently to create an event for April
 - o Want to look at women veterans' needs after April

SOCR Update**L. Othón**

- ***RET SA hiring process almost complete***
 - ***CM Herbold's legislation will be voted on in committee next week***
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7:30 PM

Adjourn