

Seattle Women's Commission Work Plan

2024 - 2025

The Seattle Women's Commission advises the Mayor, City Council, and city departments on issues impacting women in Seattle. Our primary focus areas are gender-based violence and reproductive health. The Commission aims to address these issues through policy recommendations, advocacy, and increasing public awareness.

For the 2024-2025 work plan, the SWC selected three primary focus areas based on the voices of the community and our commission's mission of supporting women: gender-based violence, reproductive healthcare and housing access. Our efforts to understand the breadth of these complex issues and their impacts on women* are constantly evolving. Below you will find the key activities we are undertaking with respect to policy, advocacy, and increasing awareness of these crucial issues.

Gender-Based Violence

Mission: to advocate for equitable policies and programs that prevent violence against women/sexual assault/domestic violence (VAW/SA/DV), increase access to quality and responsive services, and promote healthy and safe spaces and relationships for people by:

1. Engaging and developing relationships with journalists and community leaders who are consistently speaking about gender-based violence to further understanding of the issue and multilevel response;
2. Organizing an event to elevate local voices working to raise awareness about gender-based violence;
3. Amplifying policy and public awareness information related to gender-based violence on the SWC social media pages and website.
4. Collaborating with SOCR on creating MMIW (missing and murdered Indigenous women) training for commissions.
5. **[Idea]** - Survivor Resource Needs Assessment
 - What: Conduct a comprehensive needs analysis of survivor resources by mapping the survivor journey and collecting direct input from survivors.
 - Why: To identify service gaps and guide future investments
 - Output: A report summarizing key insights, unmet needs, and actionable recommendations for program and policy improvements.
6. **[Idea]** Survivor Art & Storytelling Initiative
 - What: Launch a creative expression program inviting survivors to share their stories through visual art, poetry, and short narratives.
 - Why: To help survivors reclaim meaning through storytelling and use their voices to educate the community and drive social change.
 - Output: A curated public exhibit with a printed and digital zine compiling selected works. Proceeds return to fund survivor legal aid and resources.
7. **[Idea]** Protection Order Awareness Campaign
 - What: Design and implement a city-wide campaign to educate women about protection orders—what they are, why they work, and how to obtain one.

- Why: Because research shows protection orders reduce future abuse and threats, yet many women aren't aware of their power or how to access them.
 - Output: A multi-platform awareness campaign with clear messaging, survivor-informed outreach materials, and partnerships to amplify reach.
8. **[Idea]** - Plan and Prepare for Seattle hosting the 2026 World Cup. Initial research and ideas [here](#).

Reproductive Health

Mission: to address reproductive health disparities affecting women in Seattle by

1. Engaging with Seattle-area community groups and individuals to obtain a deeper understanding of the impact of a lack of accessible and/or affordable reproductive healthcare and its racial implications;
2. Lending SWC's voice to provide institutional backing for key policy and community-based initiatives;
3. Amplifying the voices and work of community groups, healthcare providers, and other relevant stakeholders by sharing local reproductive health care-related information on the SWC social media pages and website.

Housing Access

Mission: to identify and address barriers to shelter and housing and to support safe, affordable, accessible housing options for women and families in Seattle by

1. Advocating for Seattle City Council to increase affordable housing by adding the necessary provisions to the 2025 Budget proposal and supporting other legislation;
2. Collaborating with local housing organizations, particularly those focused on women and families, to explore opportunities for partnerships;
3. Sharing affordable housing resources with the community through our social media channels

In addition to the issue-oriented activities outlined above, the SWC will develop social media campaigns involving women's issues, including: Black History Month, Women's History Month, Domestic Violence Awareness Month, and Sexual Assault Awareness Month. We will also be organizing the Jeanette Williams Award and awarding that to an exceptional woman creating change in our community.

*The Seattle Women's Commission prioritizes issues experienced by individuals identifying as women.

Ways We Engage

The Seattle Women's Commission engages with the community and City Council through four key areas: education, awareness, advocacy, and policy development.

Education

- Provide internal education and training for commission members on relevant issues.
- Organize workshops and sessions to enhance understanding of key topics such as gender-based violence and reproductive health.

Awareness

- Launch and manage social media campaigns for key observances, including Black History Month, Women's History Month, Domestic Violence Awareness Month, and Sexual Assault Awareness Month.
- Increase community engagement through strategic information sharing and public outreach.

Advocacy

- Advocate for policies and legislation related to women's issues.
- Testify at City Council meetings and other relevant forums to support policy changes and budget allocations.

Policy Development

- Develop and propose new policies to the City Council based on commission findings and community needs.
- Review and finalize reports and recommendations, such as the "Losing Home" report.

SWC Subcommittee Goals

The Seattle Women's Commission has four subcommittees dedicated to addressing the primary focus areas listed above. The subcommittees include Reproductive Health, Gender-based Violence, Housing Access, and Communications.

Reproductive Health

- a. Commissioners: Jennifer Tran, Emily Rose Barr, and Hannah Glover
- b. Co-Chair: Jennifer Tran
 - i. Reproductive health - Awareness and Advocacy
 1. Amplify social media and website through the publication of eighteen relevant information and statistics throughout 2025 (complete by December 31, 2025)

2. Educate the Commissioners via one guest speaker (complete by December 31, 2025)
3. Curate two blog posts relying on field experts when applicable (complete by December 31, 2025)
4. Attend a total of four events such as rallies, education events, and/or volunteer opportunities (complete by December 31, 2025)
5. Participate in the Seattle/King County Clinic in April 2025 as volunteers and through social media engagement (complete by April 28, 2025)
- ii. Reproductive health implications for BIPOC individuals, including maternal mortality, infertility, and quality of patient care
 1. Connect with three experts on the best strategies for improving prenatal and perinatal outcomes (complete by December 31, 2025)
 2. One-third of our social media posts (estimated six posts) will be on reproductive health implications for BIPOC individuals (complete by December 31, 2025)
- c. Organizations in this space
 - i. Perigee Fund
 - ii. Planned Parenthood
 - iii. Northwest Abortion Action Fund
 - iv. Surge Reproductive Justice
 - v. The Gathering Collaborative
 - vi. Birth Equity Project

Gender-based Violence

- d. Commissioners: Vinati Mimidala, Sonia Hitchcock, Talley Mills
- e. Volunteer: Melissa DeCapua
 - i. MMIW training - Advocacy/education
 1. Need cost estimates
 2. Budget for 2026 → Need new budget proposal finalized by end of May
 3. Share opportunity with other commissions (?)
 - ii. Domestic violence/trafficking prevention efforts for 2026 World Cup
 1. education/awareness
 2. SeaTac bathroom language - sex trafficking
 - a. Work with city councilmember (Rivera?)
 - iii. Survivor art and storytelling initiative
 1. Art walks
 - iv. Organizations in this space
 1. Gender-based Violence Council
 2. Domestic Violence Prevention Council
 3. King County Women's Advisory Board (2023 report)

Affordable Housing

- f. **Commissioners:** Emily Rose Barr; Nardos Tola; Sonia Hitchcock; Jennifer Tran
 - i. Affordable housing for women and families - Awareness and Advocacy
 - 1. Advocate for Seattle City Council to increase affordable housing by drafting and making a statement at the 2025 Budget public hearing and support at least 2 other pieces of legislation during the 2025-2026 year (complete by December 31, 2025)
 - 2. Attend one event each quarter focusing on the promotion and development of affordable housing options (examples: Housing Washington Conference; Washington Multi-Family Housing “Tapas and Topics”; Affordable Housing Week; complete by December 31, 2025)
 - ii. Collaborate with local housing organizations and field experts, particularly those focused on women and families, to explore opportunities for partnerships
 - 1. Reach out to 5 local housing organizations via email to introduce the Commission; conduct 2 on-site visits (complete by May 31, 2025)
 - 2. Educate the Commissioners via guest speakers at 1 or 2 monthly meetings (complete by December 31, 2025)
 - iii. Share affordable housing resources with the community through our social media channels by creating 1 or 2 posts every other month on the following topics:
 - 1. Housing for domestic violence survivors
 - 2. Low-income Housing Providers
 - 3. Affordable apartments in market-rate buildings
 - 4. Housing for BIPOC community
 - 5. Impact of housing affordability on individuals, families, and the wider community
- g. **Organizations in this space**
 - i. Compass Housing Alliance
 - ii. Community Roots Housing
 - iii. Seattle Housing Authority
 - iv. YWCA
 - v. Bellweather Housing
 - vi. House Our Neighbors
 - vii. Brighton Communities
 - viii. Urban League of Metropolitan Seattle
 - ix. Plymouth Housing
 - x. NAACP
 - xi. El Centro de la Raza
 - xii. Healthy Smart Homes
 - xiii. Chief Sealth Club
 - xiv. Tribal Commissions (City of Seattle)

Communications

- h. Commissioners: Krystal Guerrero, Whitney Nakamura, Mariah Rivera
- i. Co-Chair: TBD
 - i. Launch social media campaigns that amplify the work and focus of the SWC subcommittees, for example:
 - 1. Affordable Child Care
 - 2. Women's History Month/International Women's Day in March
 - 3. Sexual Assault Awareness Month in April
 - 4. Domestic Violence Awareness Month in October
 - ii. Partner with City Council and SOCR liaisons to develop proclamations for annual events, for example:
 - 1. Women's History Month/International Women's Day, Domestic Violence Awareness Month, and Sexual Assault Awareness Month.
 - iii. Increase community engagement by providing educational opportunities to elevate current policy initiatives, city budget discussions, and public testimony opportunities.
 - iv. LinkedIn Development: Establish a Seattle Women's Commission LinkedIn presence and achieve 100 followers within the first year.
 - v. Budget Management: Oversee and allocate a budget of \$600 for SWC community events and merchandise, ensuring 100% compliance with budgetary constraints.

Outreach & Recruitment

Closing out 2023 Initiatives

- j. Comprehensive plan from housing event
- k. MMIW training

References

- <https://wswc.wa.gov/commission-0/committee-priorities>
- <https://www.seattle.gov/womenscommission/what-we-do>