

Seattle Disability Commission 2025 Annual Retreat Agenda

November 20, 2025 4:00-8:00pm

Meeting Location: hosted in person and online.

In person: Seattle City Hall on 600 4th Avenue, Seattle WA 98104 in Room 370. For disability parking access and other accessibility information, visit [City Hall Visitor Information page](#).

To attend online: [join on Zoom](#)

Meeting ID: 849 2240 2966 | Passcode: SDC

Call by phone: (253) 215-8782. The call-in passcode is 801521.

Commissioners: Quorum is 4

- **Co-chairs:** JJ Jensen & Bianca Gallegos
- **Members:** Samiya Nasim, Shelby Dey, Scot Nelson, Charlie Nguyen
- **Nominated:** Sawyer Stearns, Zachary Dar, Linda Finkle, Julia Thompson, Naomi Snow, Marc Cote, Elliott McMurray, Balvina Cortez and Dan Ramier

How to Request Language Services and Accommodations:

The City of Seattle encourages everyone to participate in its programs and activities. For disability accommodations, materials in alternate formats, accessibility information, or language interpretation or translation needs, please contact Janet Stafford at janet.stafford@seattle.gov or 206-256-5236 (TTY Relay 7-1-1), as soon as possible. Contacting us at least 72 hours in advance will help us respond to your request in time. Requests for sign language interpretation may take longer.

Retreat Purpose

- Strengthen connection and shared purpose among commissioners.
- Begin building the foundation of the 2026 Work Plan.
- Create clarity about 2026 focus areas grounded in community need, intersectionality, and realistic capacity.

Agenda Overview

4:00 – 4:30 PM | Welcome, Grounding & Orientation

- Opening welcome from CDR and OCR
- Review retreat purpose
- Interaction Agreements & accessibility expectations
- Spoon Theory grounding

- **Connection Icebreaker:** *“On a day when your spoons are low, what helps you feel connected or supported?”*

4:30 – 5:00 PM | Collective Visioning: The 2026 Commission

- Reflect on hopes, values, and aspirations for the Commission’s future
- Theming and live notetaking in Miro

Reflection prompts:

1. What is the most important issue you hope to help move forward in 2026?
2. What barrier would you most want the SDC to help remove to make Seattle more inclusive?

5:00 – 5:10 PM | Captioner Break + Theme Clustering

Facilitators cluster emerging themes into preliminary focus areas.

5:10 – 5:20 PM | Orientation to the Work Plan Structure

- Review the Commission’s North Star goals (WHY we exist)
- Introduction to the Strategic Arenas (HOW we organize the work)
- Overview of the preliminary Areas of Interest (WHAT we may focus on)
- Walkthrough of how today’s discussions fit into the 2026 Work Plan

5:20 – 6:25 PM | From Vision → Focus Areas

Identifying 2026 Priorities in Breakout Groups

Goal: Expressed interests will have been grouped into 3 strategic arenas. The goal is to identify 1–2 priority focus areas within each Strategic Arena.

Round 1: Naming What Matters

Identify the issues that feel most urgent or meaningful.

Round 2: Prioritizing Together

Assess potential priorities using:

- Impact
- Intersectionality
- Capacity (spoons)
- Feasibility

Round 3: Validating the Priority

Check for alignment with:

- The Commission's North Star
- Clarity and specificity
- Inclusion
- Realistic scope for 2026

Groups finalize their 1–2 top priorities for strategy development.

6:25 – 7:00 PM | Break + Actionable Strategy Development

Brief teaching: What makes a strategy actionable?

- Clear actions
- Realistic scope
- Inside vs. outside meeting work
- Partnerships
- Intersectional impact

Breakout groups: Begin sketching early strategies for each priority.

(Full work plan development will continue in December.)

7:00 – 7:10 PM | Break

7:10 – 7:30 PM | Report Back + Meaning-Making

Each group shares:

- 1–2 priority focus areas
- Early strategy ideas
- Intersectionality considerations
- Capacity (“spoon”) alignment

Facilitators synthesize cross-cutting themes.

7:30 – 7:40 PM | Collective Reflection: Success in 2026

Reflect together:

- What will success look like if we focus on these priorities?
- What will be different for the disability community?
- What will be different inside the Commission?

7:40 – 8:00 PM | Closing & Appreciations

- Appreciation round
- Preview of December 4 meeting (committee structure, ADA coordinators, next steps)
- Invitation to the Boards & Commissions Celebration on December 6