



SEATTLE OFFICE *for* CIVIL RIGHTS ANNUAL REPORT



SEATTLE OFFICE FOR CIVIL RIGHTS

2016

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Message from Director Patricia Lally

Friends,

Every day, I am humbled by the work of the Seattle Office for Civil Rights and our community. Envisioning a world where all people can thrive, we work to create a city that embodies a culture of belonging, centers community voices and focuses on the needs of those most marginalized. We aim to transform the institutions that have and continue to impose harm on communities of color, on differently-abled communities, on LGBTQ people, and on immigrants and refugees. And we do this while honoring the struggles and triumphs of those that forged a path for civil rights, valuing the important work we have inherited, and recognizing the challenges that lie before us.

2016 was a momentous year for SOCR. Across the City, increased use of our Racial Equity Toolkit has helped transform planning processes and reduce harm for communities who are often most impacted and least engaged. We expanded protections for renters, while increasing outreach and technical assistance to landlords and property owners. Our Fair Housing Testing program grew, new partnerships were built, and existing collaborations were fortified. We took new steps to advance understanding and equity for the LGBTQ community, through our LGBTQ visibility campaign, and the development of guidance on gender identity in the workplace for City departments. And we made important strides toward reducing barriers imposed by the criminal justice system, through our work on criminal records in housing, prison re-entry, and ending youth incarceration.

This report provides a glance at the dedication and drive that the staff at SOCR bring to their work. For more information about us, visit www.seattle.gov/civilrights or call 206-684-4500. We look forward to hearing from you.



Patricia Lally



CIVIL RIGHTS ENFORCEMENT OUTREACH, & EDUCATION

BUILDING INCLUSIVE & EQUITABLE COMMUNITIES

Seattle has among the most expansive civil rights laws in the country with over **18 protected classes in housing, employment, public accommodations, and contracting**. SOCR enforces these laws by investigating and resolving complaints of illegal discrimination, in addition to proactive enforcement through Fair Housing Testing, and the application of Director's Charges, when we have reason to believe that discriminatory practices are taking place.

Our work also encompasses efforts to prevent discrimination before it has the chance to develop. Through awareness, education and technical assistance, SOCR engages community directly to prevent discrimination from occurring. In 2016, SOCR developed and implemented new civil rights trainings to educate the public on civil rights protections in Seattle, attended community meetings and events to educate the public on civil rights, and provided technical assistance on new and existing civil rights laws.

We are committed to protecting all communities in Seattle from discrimination. In 2016, SOCR collected demographic data on people who file discrimination complaints to learn more about who comes to us for help, and ensure we are serving all communities. The demographic survey includes questions on race, residential district, sexual orientation, gender identity, income, housing status, and more. This data can help us identify and conduct targeted outreach to communities who may be less likely to report discrimination.

EDUCATION

In addition to the quarterly fair housing training, SOCR provided trainings on: Conducting Individualized Assessments for Applicants with a Criminal Records, a precursor to the 2017 Fair Chance Housing law, Civil Rights 101 – a community know-your-rights training, implicit bias and fair housing testing, and the new Source of Income Protections. Trainings were provided to: Chinese Information Service Center, SOAR, United Way, El Centro de la Raza, Rental Housing Authority, Seattle Housing Authority Resident Leadership Council, Fair Work Center, 21Progress to name a few. **SOCR conducted a total of 38 workshops.**

OUTREACH & PUBLIC ENGAGEMENT

Engaging the community is paramount to protecting civil rights.

In 2016, SOCR participated in 23 community events providing information on civil rights protections in Seattle. SOCR participated in the Urban League Career and Resource Fair, Trans Pride Seattle, Voices of East African Communities, Live Aloha, and other community sponsored events.

COMMUNITY PARTNERSHIPS

Building strong partnerships allows SOCR to be more connected to the people we serve. These partnerships take many different forms, and are often based on subject matter expertise and efficient use of resources. For example, as part of SOCR's Testing Program, we contracted with LGBTQ Allyship and the Council on American-Islamic Relations of Washington (CAIR-WA) to conduct "Know Your Rights" presentations, shared information on housing and employment discrimination, and on how to file claims of discrimination, and led presentations on implicit bias.

Enforcement Results

CHARGES FILED 158

Director-Initiated 23%

Complainant-Initiated 77%



City Employment 1%

Housing 50%

Private Employment 27%

Public Accommoda- 33%

CASES COMPLETED 182

TYPES OF RESOLUTION

Settlement 72

Reasonable Cause 15



City Employment 3%

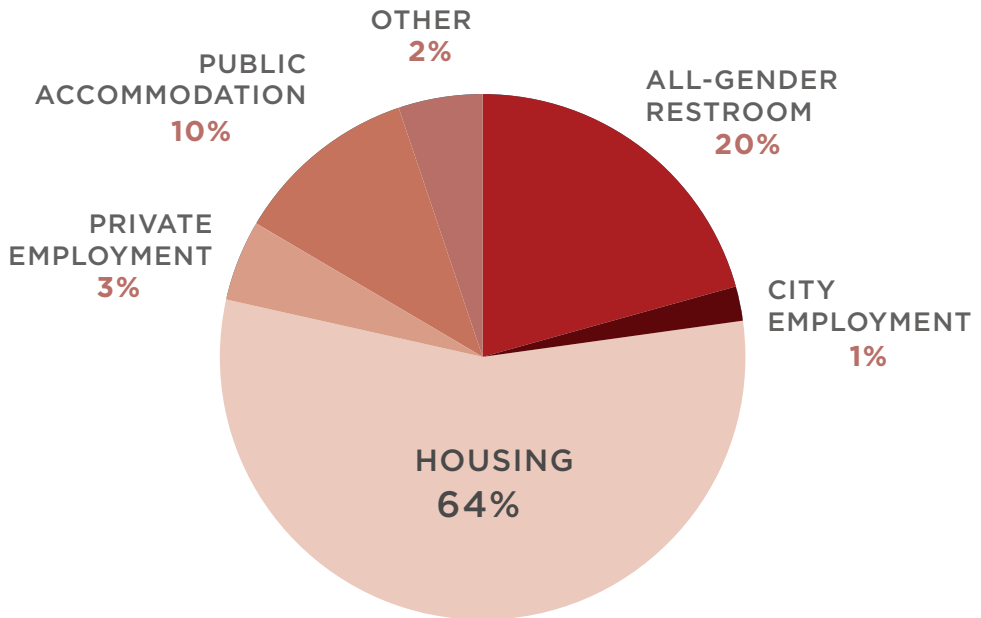
Housing 49%

Private Employment 24%

Public Accommodations 23%

TOTAL SETTLEMENT AMOUNT \$85,965

Technical Support



Understanding the law is as important as knowing they exist. SOCR provides one-to-one technical assistance to businesses and community. SOCR provided technical assistance to 127 callers in 2016. This chart indicates that Fair Housing questions were the most common reason customers contacted SOCR.

ENFORCEMENT SUCCESS STORIES

FAIR EMPLOYMENT

SOCR settled a case on behalf of a transgender employee who was told by her employer she was not allowed to dress according to her gender identity. The employee received \$3,000 from her employer and was allowed to dress according to her gender identity.

FAIR HOUSING

SOCR issued a 'reasonable cause' finding against property management company. The company, which serves low to middle income seniors, and has over 5,000 units in the Puget Sound area, refused to return a pet deposit for a person who needed a service animal. They agreed to compensate the individual over \$2,000,

PUBLIC ACCOMMODATIONS

SOCR filed a director's charge against a local barbershop chain which restricted individuals under the age of 18 to use the public restroom. The company agreed to remove its age-restrictive bathroom policy.

ALL-GENDER RESTROOMS

In the first 9 months of enforcing the All-Gender Restroom ordinance, SOCR investigated 114 all-gender restroom complaints. To make reporting easier, SOCR allows members of the public to report noncompliant restrooms using Twitter, in addition to our standard reporting methods. This has proven to be a useful and accessible tool for people to engage with our office and partner with us in enforcing the law.

FAIR HOUSING TESTING

At the end of 2015, SOCR contracted with the **NW Fair Housing Alliance** and **Fair Housing Center of Washington** to conduct about 100 phone and email tests in all neighborhoods in Seattle. These tests focused on **identifying barriers to housing** for individuals with families, people with disabilities, and Housing Choice Voucher (Section 8) holders.

Protected status tested

⋮		
Familial Status	2	31%
Disability	6	64%
Section 8	13	63%
⋮	⋮	⋮
Number of charges filed	Percentage of tests showing evidence of different treatment	

THE RACE & SOCIAL JUSTICE INITIATIVE

The Race and Social Justice Initiative (RSJI) is the City’s ongoing commitment to eliminate racial disparities and achieve racial equity in Seattle.

When RSJI began ten years ago, no U.S. city had ever undertaken an effort that focused explicitly on institutional and structural racism. Since that time, local governments and jurisdictions across the United States are acknowledging that race matters: Minneapolis, Madison WI, Portland OR and King County, among others, have all established racial equity initiatives to address racial disparities in their communities.



In 2016, the City of Seattle made significant strides to incorporate RSJI in our programs, initiatives, and planning.

Across City government, departments now use the Racial Equity Toolkit on a regular basis to evaluate the burdens and benefits associated with City programs, policies, budget decisions and service delivery through a racial equity lens. RSJI, in partnership with the communities most affected, is developing strategies to remediate criminal justice inequities for youth and the formerly incarcerated. Additionally, RSJI has added new trainings to build the capacity of City employees to lead with racial justice.

In 2015, Mayor Murray began requiring all City of Seattle departments to apply **at least four Racial Equity Toolkits** every year. Since that time, RSJI staff have conducted dozens of Toolkit trainings and worked closely with individual City departments to improve their Toolkit use and ensure better racial equity outcomes. RSJI supports departments to create principled and accountable community relationships, calculate the benefits and burdens on communities of color, and change the planning process to improve opportunities and decrease harm for these communities.

How does using the
Racial Equity Toolkit ?
bring equity to City programs and services ■

City Language Bank

The Office of Immigrant and Refugee Affairs (OIRA) used its toolkit process to revamp the City's list of multi-lingual employees and increase departments' translation and interpretation for customers with limited English proficiency. The toolkit helped guide OIRA staff to include Language Access tools and strategies as an essential component to serve

Community engagement across city neighborhoods.

In 2016, the Department of Neighborhoods (DON) and the Office for Civil Rights (OCR) began developing a new citywide, racially-equitable, accountable community engagement framework. The goal is to replace the City's longstanding neighborhood-based system of Advisory Councils, which often lacked representation by communities of color, with a more broadly representative system that builds racially-equitable, accountable community relationships. The process will conclude by the end of 2017.

TRAINING AND EDUCATION TO ACHIEVE RACIAL JUSTICE

NEW WORKSHOPS FOR CITY EMPLOYEES

- RSJI'S *Implicit Bias* training shows how unconscious bias influences our decisions, and offers strategies for interrupting those biases.
- RSJI'S *Leading With Race* training explains why the City of Seattle centers race and racism to achieve equity.

In 2016, RSJI staff also provided customized Racial Equity Toolkit training to City departments, focusing on departments' specific projects, budget decisions, policies, and programs. City employees also signed up for regularly scheduled Toolkit trainings in record numbers. For the first time ever, RSJI also conducted training for all City Council members, legislative aides and Central Staff.

RSJI continued to present new City of Seattle employees with the foundational "Race: The Power of an Illusion" training. RSJI also maintained our community and institutional partnerships across King County, providing training to UW Law School, UW Evans School, Washington State, and Leadership Tomorrow.

TURNING COMMITMENT TO ACTION

In partnership with the Office of Arts & Culture, RSJI helped Seattle arts groups turn their racial equity commitment into actions for real change. Participating organizations – including the Pacific Northwest Ballet, Seattle Art Museum and a host of smaller arts organizations – used the training to develop racial equity plans within their own organizations, as well as with other artists, their audiences and partners.



Turning Commitment to Action Cohort

CHANGE TEAM SUPPORT

Change Teams are committees of employees within every City department who support their fellow employees to incorporate racial equity in their department's lines of business. In 2016, RSJI provided more direct services to Change Teams, including technical assistance, training and facilitation.

- RSJI attended monthly meetings of Change Team leads across the City to learn about specific issues and share strategies.
- RSJI staff worked with individual Change Teams to develop departments' RSJI annual work plans, improve use of the Racial Equity Toolkit, and strengthen their roles within their own departments.

NATIONAL SPEAKER SERIES & OTHER EVENTS



Indigenous People's Day with Sherman Alexie

The annual **RSJI Speaker Series** brings powerful and provocative speakers from across the country to speak on racial equity. In 2016, RSJI welcomed two extraordinary figures to speak at events that were open to the community:

INDIGENOUS PEOPLES' DAY

Native American novelist and poet Sherman Alexie delivered a rousing address at the third annual Indigenous People's Day at City Hall. Responding to calls from the Native American community, the City of Seattle declared the first Indigenous People's Day on the second Monday of October in 2014 to recognize that Seattle is built upon the homelands of Indigenous Peoples, and to acknowledge the many contributions made to our community through Indigenous Peoples' knowledge, labor, technology, science, philosophy, arts, and other cultural contributions.

HUMAN RIGHTS DAY

Journalist and filmmaker Jose Antonio Vargas delivered the keynote address at the 17th annual Seattle Human Rights Day celebration. Human Rights Day commemorates the 67th anniversary of the United Nations' Universal Declaration of Human Rights, which was adopted on December 10, 1948. This event was coordinated in partnership with the Seattle Human Rights Commission.

RSJI SUMMIT - APRIL 2016

Hundreds of City staff gathered at Seattle University to learn new ways to engage with RSJI. Keynote speaker Marcus Green, founder of the South Seattle Emerald newspaper, described the impacts of racism on the communities he works closely with, and emphasized the urgency of working to achieve racial equity.

DIRECTOR'S FORUM

RSJI held the first Forum for City Department Directors at the 2016 RSJI Summit. SOCR Director Patricia Lally convened two more quarterly meetings throughout 2016. The gatherings provided an opportunity for Directors to address specific opportunities and challenges that they experience, and to share solutions that advance RSJI across City government.

RACIAL EQUITY FUND: WORKING WITH COMMUNITY

Seattle City Council approved funding in 2015/16 for grants to Seattle's community-based organizations to build capacity to address structural racism. In addition to the budgeted amount of \$60,000 for SOCR, the Seattle Office of Arts & Culture contributed \$15,000, for a total of \$75,000 in funds available in 2016.

Community groups were required to incorporate a structural analysis of racism, align with existing community anti-racist efforts, assess opportunities with the greatest impact for eliminating racial injustice, and model accountable practices.

Organizations that received funding in 2016 include, 180 Program, Integrity Solutions, Racial Equity Team, Wing Luke Museum, 206Zulu, Seattle Globalist/South Emerald and International Examiner, Aki Kurose Elementary, Youth Undoing Institutional Racism and Freedom Ride Collective, Circulo de Mamas, Indigenous Showcase.

EQUITY IN ACTION

THE CITY OF SEATTLE CENTERS RACE IN OTHER KEY INITIATIVES

EQUITY & ENVIRONMENT INITIATIVE

Mayor Ed Murray launched Seattle's Equity & Environment Initiative (EEI) on Earth Day in 2015 to deepen Seattle's commitment to race and social justice in environmental work. On Earth Day one year later, the City released the Seattle Equity & Environment Agenda, a series of community-developed goals and strategies that address environmental inequities and create opportunities for communities of color, refugees, people with low incomes and limited-English proficiency individuals to become leaders in Seattle's environmental movement.

PRIORITY HIRE

In 2015, the City of Seattle implemented a new law mandating that City construction projects of \$5 million or more include a percentage of workers living in economically distressed neighborhoods in Seattle and King County. Project Hire also mandates apprentice utilization rates and goals for hiring people of color and women. Following the program's successful implementation in 2016, Mayor Murray introduced an Executive Order in early 2017 to expand Project Hire across all City departments.

A NEW MODEL FOR COMMUNITY ENGAGEMENT

In 2016, the Seattle Department of Neighborhoods and the Office for Civil Rights began to develop a new model for citywide community engagement – one that includes communities of color and immigrant and refugee communities. Implementation will continue in 2017.

LOOKING AHEAD TO 2017

NEW RSJI MANAGER: LaMont Green

In late 2016, LaMont was named as the new Manager for the Race and Social Justice Initiative. LaMont has dedicated many years to dismantling racism and creating meaningful change in local government. Prior to joining the City of Seattle, LaMont managed the Familiar Faces Initiative, and was the Equity & Social Justice Leadership Lead for King County's Department of Community and Human Services. He also worked in the City of Tacoma's Office of Equity and Human Rights, as a senior policy analyst, where he developed training for City staff on racial equity and social justice.



CORE TEAM V

Core Team V is a year-long in-depth racial equity leadership development program. Participants from across most City departments will receive specially designed training to forge a new leadership team to end institutional racism in City government.

EQUITY LAB

The Equity Lab will be an innovative racial justice multi-platform that will serve the City of Seattle by:

- Convening a racial equity Think Tank of departments' equity leaders to develop Citywide racial equity outcomes, highlight promising practices and receive advance racial equity trainings.
- Creating an online public-facing information portal for the community and City staff to access RSJI tools, reports, and information about local and regional racial equity indicators.
- Creating an RSJI Incubator to provide departments with targeted racial equity support to nurture new projects.
- Building an Racial Equity Toolkit Center to support and strengthen departments' use of racial equity analysis.

POLICY

SOCR's Policy Team works to advance innovative community-driven solutions to bring about greater equity for all Seattle's residents and community members. This work comprises research, community engagement, monitoring and evaluation, policy development, and awareness building. Policy staff lead work on gender justice, criminal justice equity, and ensuring equity in access to housing, in addition to providing support to the City's four Civil Rights Commissions.

RESEARCH, MONITORING & COMPLIANCE

RSJI COMMUNITY SURVEY

The Race and Social Justice Initiative (RSJI) Community Survey is a biennial survey measuring the quality of life for people who live, work and go to school in Seattle. The survey questions are developed by a steering committee consisting of staff, academics, and community leaders; and gauge the public's experience and attitudes on a range of issues including affordable housing, equitable development, criminal justice, and education.

ENCAMPMENT REMOVAL MONITORING

In the fall of 2016, Mayor Ed Murray called on SOCR to monitor the City's removal of unauthorized encampments to ensure that the City followed its own protocol - including issuance of advance notices, outreach from service providers who help connect people living in encampments with shelter, housing and services, and providing storage for personal belongings, among other requirements.

TITLE VI

SOCR works with City departments to ensure they are in compliance with the requirements of Title VI of the Civil Rights Act. Title VI requires government to guarantee equity in access and nondiscrimination in service provision on the basis of race, color and national origin. In 2016 Policy staff provided technical assistance to the Seattle Department of Transportation on the City Center Connector Project, and to the Seattle Center to ensure compliance on the Seattle Monorail. In addition to our Policy Team's role in Title VI, our Enforcement Team is responsible for investigating any Title VI complaint of discrimination filed with the City of Seattle.

CREATING GREATER EQUITY IN HOUSING

The City's Housing and Affordability and Livability Advisory Committee (HALA) proposed developing legislation to strengthen tenant protections as part of an overall anti-displacement strategy. Mayor Murray supported this recommendation and included it in his action plan to address affordable housing. Two major pieces of legislation have resulted from this action plan.

EXPANDED SOURCE OF INCOME PROTECTIONS

SOCR convened stakeholders to provide input on addressing barriers to housing for those who use subsidies and other forms of payment to cover their housing expenses. The result was new legislation that went into effect **September 19, 2016**, and expands fair housing protections for renters who use alternative sources of income and subsidies to pay for housing costs. These protections also prohibit the use of preferred employer programs and outline new “first-in-time” requirements for screening and offering tenancy to prospective renters.

FAIR CHANCE HOUSING

For nearly a decade, community groups have called on the City to address barriers faced by renters with criminal records. Racial equity is central to the issue, with people of color facing compounding effects of criminal records due to racial bias in tenant selection as well as racial disparities in the criminal justice system. While this legislation was introduced, and subsequently passed in 2017, the year of **2016 was largely dedicated to a thorough and intensive stakeholder engagement process**. SOCR's Policy Team convened stakeholders for six meetings starting January 2016. Stakeholders represented a diverse array of interests, including persons with prior convictions, legal advocacy organizations, landlord associations, nonprofit housing providers, and social service agencies specializing in working with people re-entering the community. In addition to stakeholder meetings, policy staff met with community members with the *Village of Hope*, the *Black Prisoners' Caucus at Clallam Bay State Penitentiary*, and the *Fair and Accessible Renting for Everyone (FARE) Coalition* to receive input on the legislation.

EQUITY IN CRIMINAL JUSTICE



SOCR's Criminal Justice Equity Work advances Seattle's commitment to promote social justice and end institutional racism through (1) direct examination of the City's programs and policies that contribute to the disproportionate arrest and incarceration of youth and young adults of color, (2) reducing the institutional barriers and burdens that criminal justice involvement creates, (3) alignment and coordination with City and regional efforts and developing critical partnerships with community-based organizations that share the same goals.

In 2015, the City Council unanimously passed Resolution 31614, endorsing a vision for Seattle to become a city "with zero use of detention for youth;" the result of organizing led by "Ending the Prison Industrial Complex" (EPIC) –a collective of anti-racist community groups working to make prison obsolete, and in alignment with the recommendations from SOCR's racial equity analysis of King County's proposed Children and Family Justice Center. The resolution directs SOCR to support a community-centered re-envisioning of our current system of incarceration with strategies to achieve zero use of detention for young people. Additionally, the resolution provided for a \$600,000 investment in anti-racist community-centered alternatives to detention.

THE GOAL: Zero Detention for youth in Seattle

- In 2016, OCR developed a curriculum and workplan for the City's new Criminal Justice Equity Team, which was formed to create an action plan for the City to work toward eliminating the need for youth and young adult incarceration, by developing & investing in alternatives to incarceration;
- Collaborated with the Youth Opportunity Initiative and the Community Safety Work Group to align City programs & investments with the goal of zero detention for youth;
- Continued coordination with King County workgroups and steering committees aimed at reforming the local criminal justice system.

THE GOAL: Strengthen the City's support for people returning from incarceration & living with criminal histories.

In 2016, SOCR launched the Re-Entry Work Group to reduce barriers for people re-entering society after incarceration. The Work Group is composed of individuals with experience transitioning from incarceration, stakeholders who represent individuals impacted by the criminal justice system, and relevant City department leaders. The group's scope of work includes:

- Making an inventory of the City's current efforts to help people with criminal histories transition to stable housing and jobs.
- Assessing the impact on re-entry of the City's current system of collecting fines and fees for criminal infractions.
- Developing a set of additional policies, laws and programs for potential implementation by the City of Seattle to facilitate re-entry and remove barriers to jobs, housing and other benefits.

GENDER JUSTICE PROJECT

The Gender Justice Project is an effort to create and inclusive workplace and city. We seek to address gender and race based inequities in the City workforce and in City policies, programs, and service delivery. The project envisions a city where a person's gender, gender identity, and race will no longer determine their ability to earn a living wage, access housing, or to achieve healthy life outcomes.

ALL-GENDER RESTROOM ORDINANCE

The All-Gender Restroom ordinance helps achieve greater restroom access for transgender and gender diverse individuals. Starting **March 9, 2016, the new law applies to existing and newly-built public restrooms and allows the rights of individuals to use the gender-specific facilities that are consistent with their gender identity.** In 2016, OCR's policy staff worked with enforcement staff and members of the community to develop the administrative rules for the ordinance, in addition to creating educational materials for businesses and community members to better understand the law.



PROTECTING LGBTQ YOUTH

Conversion therapy (also known as reparative therapy) consists of practices or treatments that attempt to change a person's sexual orientation or gender identity, based on the discredited theory that being LGBTQ (lesbian, gay, bisexual, transgender and/or queer) is a defect or disorder. In 2016, Council passed an ordinance making it illegal to practice conversion therapy on minors in Seattle. OCR's policy and enforcement staff led rule-making and coordinated an outreach campaign to ensure providers are educated about the law's requirements.

**PROVIDING CONVERSION
THERAPY TO MINORS IS
ILLEGAL IN SEATTLE.**



“ By expressing our truths fully, **Black & Brown** and **Queer & Trans** folk stretch the fabric of what is possible.



“ I embrace my **authentic self** wholly, as a **Seattle local** who is both **Latino & Transgender**.

The LGBTQ Visibility Campaign included community members who represent a variety of LGBTQ identities in Seattle, with an emphasis on intersectionality and trans and queer people of color. This campaign elevated members of the community, while emphasizing the role of the Seattle Office for Civil Rights in upholding antidiscrimination laws and promoting race and gender justice. To create the advertisements, staff photographed and interviewed members of the community, centering images and messages in ads that demonstrate empowerment, strength, and love, with the intent to celebrate and honor the qualities that comprise Seattle’s LGBTQ community. The ads were featured on buses and light rail throughout the city.

“ Standing in **my truth** as a **TransFabulous person** empowers me to shine.



Upholding your right to be proud.
seattle.gov/gender // 206.684.4500

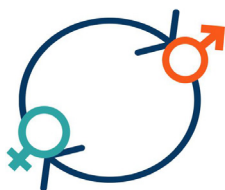


GENDER IDENTITY TRAINING FOR CITY OF SEATTLE EMPLOYEES

In summer of 2016, training was launched to help City of Seattle employees create more gender-inclusive environments for their colleagues and customers. The training, titled Understanding Gender Diversity in our Communities focuses on providing culturally-appropriate customer service interactions for Seattle's transgender and gender nonconforming community members.

This training builds competence in understanding transgender identities and the civil rights that protect all members of our community. In the first half of the training, participants learn culturally appropriate language and terms, and gain comfort using them. Participants are also led through exercises to ensure positive and dignifying interactions with the public. The second half of the training focuses on implementing the City of Seattle's All-Gender Restroom Ordinance, and developing skills and strategies to deal with confrontational scenarios in gender-specific facilities.

How do you identify ?



1 Learn culturally appropriate language and Terminology

GUIDANCE ON GENDER IDENTITY IN THE WORKPLACE

The Gender Justice Project collaborated with the Seattle Department of Human Resources, and a group of internal and external stakeholders to develop guidance on gender identity for City of Seattle departments. The Guidance was developed in the final quarter of 2016 and released early in 2017. The Guidance defines the City's expectations for welcoming and supporting transitioning, gender diverse, and transgender City employees. It also provides a roadmap to help departments better serve employees who transition gender while on the job, and an overview of fundamental concepts related to gender identity and gender diversity.

CIVIL RIGHTS COMMISSIONS

SEATTLE HUMAN RIGHTS COMMISSION

The Seattle Human Rights Commission co-coordinated the Human Rights Day celebration, featuring Jose Antonio Vargas. They called on the City to end its use of Department of Corrections labor in the removal of homeless encampments, engaged in the policy development workgroup for Source of Income protections and Fair Chance Housing, monitored the treatment of detainees in Northwest Detention Center, and communicated with the Washington State Department of Corrections to ensure the humane treatment of detainees in private prison facilities in WA and nationally.

SEATTLE WOMEN'S COMMISSION

The Seattle Women's Commission participated in the development of the Source of Income Discrimination Ordinance. They continued to advocate for Paid Family Leave by presenting to City Council on the topic and joining community coalitions aimed at advancing the cause of Paid Family Leave in Washington State.

SEATTLE LGBTQ COMMISSION

The LGBTQ Commission successfully advocated for the official change in title of their commission from the Lesbian, Gay, Bisexual and Transgender Commission, to the Lesbian, Gay, Bisexual, Transgender, and Queer Commission, through Council Bill 118873. In addition to this legislation, the LGBTQ Commission planned and coordinated the Pride Flag Raising event to kick off the month of Pride at City Hall, participated in the Seattle Pride Parade, Seattle Trans Pride, and other LGBTQ events. Commissioners also participated as stakeholders in the development of the City's Guidance on Gender Identity in the Workplace.

SEATTLE COMMISSION FOR PEOPLE WITH disAbilities

The Commission provided input on Source of Income legislation, and on the response to homeless encampments. In partnership with the National Disability Institute, the Commission sponsored the Seattle Financial Inclusion Summit, which was held in September of 2016 at City Hall and brought together the disability and asset-building communities, government, and the private sector to seek ways to strengthen financial access for people with disabilities.

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