



Seattle Human Rights Commission Meeting Minutes

Thursday, June 5, 2025 at 6:00 p.m.

Hosted In-person at Seattle City Hall, Room L280 and online on Zoom.

Call to Order

- Meeting start time: 6:04p.m.
- Present: Hultgren, A., Khan, Ali, Khan, Anika, Koss, M., Duston, T., Quander, B., Bailey, A., Lewis, P., McCullough, G., Munger, J., Putta, G., Ortega-Chance, D. Sawycky, K., Catsambas, M.
- Absent: Tibbs, K. Phakake, K., Leydon, N.
- Guests & Nominees Present: Lassiter, C., Smith, B.
- City Staff Present: Wilson, S.

Public Comment

Email was sent by the Green New Deal Oversight Board wanting to align with SHRC in relation to protest and counter protest at Cal Anderson Park and at City Hall.

Marrisa Mora is observing tonight and potentially interested in vacant SHRC positions.

Items of Business

1. Approval of Minutes

May 1, 2025 Regular Meeting Minutes approved.

2. Expedited Response Protocol

Discussion initiated by Commissioner Lewis: Commissioner Lewis introduced discussion of asynchronous responses for the purposes of expediting written communications from the Commission.

a. Advisor Wilson shared a process used by the LGBTQIA Commission for voting via rapid response using virtual quorum.

b. Nominee Smith discussed she's experienced working before as a viable option.

c. Commissioner Bailey – relating to the Bylaws, in support of the practice, the Exec Committee is authorized to act on behalf of the commission.

- d. Commissioner Duston clarifies the practice, similar to an editorial piece from the Exec Committee signature, not speaking for the entire Commission.
- e. Commissioner Koss questions, 'if there is not unanimous support from the Commission and the Exec Commission sends a statement out, would the statement get retracted?' - No.
- f. Commissioner Hultgren has concerns with timing for sending messages out, wanting to ensure the thoughts of the full commission are reflected.
- g. Commissioner Munger supports the expedited activity; suggesting it be done under the signature block of the Exec Committee. Preemptively, we might assign someone to write statements to get things out, potentially the lead of a related committee/task force.
- h. Nominee Smith mentions some guardrails can be put on this practice and the commission can draft some scenarios and use templates so its managed consistently as an ad hoc activity.
- i. Exec Committee to draft a process template. Anyone interested in being involved in the drafting reach out to Commissioner McCullough.

3. Committee Reports

1. *Executive*

- a. Appeals – Commissioner Quander
 - i. Upcoming hearings scheduled for June 12th and July 10th at 4pm.
 - ii. Commissioner Duston volunteered for July 10th
 - 1. Commissioner McCullough/Bailey suggest 'Alternates' be put in place for future appeals hearings as backup to the scheduled 3.
- b. Treasurer – Commissioner Munger
 - i. Re zoom expenditures for the year the Commission has ~\$800 remaining.
 - ii. The \$2K budget for the Human Rights Day comes from a separate account.

2. *Communications – Commissioner Duston*

- a. Committee Meeting Update
 - i. Financial affordability of domain -Commissioner J. Munger mentioned previously that the Commission could not afford it,

with the current cost estimated at \$150/month for the multiple Committees and Task Forces.

- ii. Nominee Smith asks whether we can have the domain funding donated to the Commission. As a non-revenue entity, we might be able to reduce the cost for SHRC domain and email addresses.

b. Social Media Accounts

- i. Comms Policy (document in G:drive Communications/Training folder) developed to avoid restricting any commissioner from posting. Want to encourage engagement via our accounts. Once the email domain issue is resolved the Commission email will be associated with the social media accounts. Commissioner Duston re shares Comms Flowchart.
- ii. Commissioner Kristina mentions there was trouble in Human Trafficking when a photo was posted w/o permission putting vulnerable people at risk. Commissioner Duston agrees that scenario is to be avoided.
- iii. Nominee Smith volunteered to draft a standard waiver for images taken on private property.
- iv. Comms flow chart would be used to onboard and train new commissioners on content that's ok to post and what is not giving examples for clarity and resource materials. Vote Next Meeting

3. Human Trafficking Taskforce – Commissioner Koss

- a. Speaker Leo Flor he/him from Seattle FWC 26, info@sea2026.org, @fwc26seattle
- b. Human services director at KC, legal aid atty previously. Creating lasting benefits for our community by hosting World Cup. Opportunities and responsibilities. Presentation shared.
- c. 370 days away from starting. The 'Club World Cup' is something different. 100s of thousands of people coming to the US and Seattle. Big event during a busy summertime.
- d. 6 matches starting June 15 – July 25th. US team will play on Juneteenth 2026. Pride match vs Pride Parade coordination. Creating benefits for the Black and LGBTQIA communities.
- e. FWC 26 organizing committee is not FIFA or the City of Seattle. It is a temporary organization that will end after the World Cup. Collaborating

with State, Federal and local governments and communities. It gets no FIFA funding and does not have governmental power to change laws or direct city departments. FIFA runs what happens inside the stadium. FWC 26 coordinates what happens outside stadium and after tourney.

- f. 6 Legacy Pillars, Human Rights, Sustainability, access, community Culture and Children. Creating a safe and inclusive environment for workers, residents and visitors.
- g. Est 750K visitors
- h. Human Rights Advisory Committee specific to this group.
- i. Beginning to develop Human Trafficking Strategy for the event. Focus on standards for what to do about it during the event.
- j. Training front line workers through employers
- k. Train workers thru union hiring hall
- l. Amplify MMIWP awareness campaign
- m. Embed survivor centered advisors in emergency planning
- n. Pride match design contest to decorate parts of the city, paid stipends
- o. Asking the SHRC to collaborate to inform the Human Rights Risk Assessment to assess priorities.
- p. <https://www.seattlefwc26.org/news/fifa-volunteer-is-open>
- q. Seattle is among the cities with the highest trafficking numbers b/c of the port. When there are large events the presumption is that trafficking goes up. Levels of sex trafficking will likely be higher, where labor trafficking happens when there are large significant construction efforts happening, and we aren't building anything for the games. Labor agreements in place for workers engaging with fans.
- r. Commissioner Koss still gathering data and inviting others to the Task Force.
- s. Commissioner Goutham finds it difficult defining goals for the TF without understanding of the data. Want to work with other organizations to publish the data and socialize it. Looking to follow other models for the work. Questioning Task Force title and focus. How are other TFs doing vs workplans?
 - i. Commissioner Quander, regarding Criminal Legal System Reform Task Force, we have a lot of efforts starting to build momentum.
- t. Nominee Smith, regarding data inquiry, there are lots of data sets available. King County, DOJ at National level, Federal... The Task Force can begin with mandatory reporting information from places like schools and hospitals that's available. There's a way to get the right

resources and tailor the work plan on areas where you can make an impact.

4. Events – Commissioner Hultgren

- a. Washington Hall has been selected as the venue for Human Rights Day, located at the north end of the ID
- b. Bananas Grill will Cater
- c. Talking to Comms Committee on communication planning and timeline for messaging, and creating a safe and inviting event for all
- d. Commissioner Quander - There are photos and videos of the space available. Working with a nearby school to use their parking lot and there is transit nearby. Considering expanding the planning group to include City Staff and the public.
- e. A City of Seattle Immigrant and Refugee Affairs staff member will be involved.

5. Criminal Legal System Reform Taskforce – Commissioner Quander

- a. Naming update to Criminal Legal System Reform Task Force
- b. Next steps with John Page on Subcommittee Investment
- c. Gwen volunteered to participate in the Collective Network Proposal rating process
- d. John to provide more training on application review process
- e. ~August timeline for completing process
- f. Task Force is researching opportunities to support incarcerated individuals detained in relation to current ICE activities. Action group Tanggol Migrante Washington with members Kuya Max and Kuya Dante are still in detention. Want to help them with advocacy and other support.

6. Housing and Unhoused Task Force – Commissioner Bailey

- a. Welcome Commissioner Tibbs to the Task Force
- b. First meeting w/ Patience Malaba last Friday. Establishing legislative priorities for 2026 and '27
- c. Comprehensive Plan Review and Comment.
 - i. Next Comp Plan meeting on the 23rd.
 - ii. Commissioner Bailey finishing up notes on recent Task Force meeting this weekend for distribution.

- iii. Rally this weekend supporting the comp plan and maximizing housing

4. New Business

- a. Commissioner Bailey shares the drafted Complete Communities Coalition letter - Vote on Cosigning via special meeting for time sensitivity.
 - i. Commissioner Catsambas to coordinate with Commissioner Bailey to schedule special meeting for Vote.

Seattle Office for Civil Rights Updates

- a. Councilmember Moore resignation will impact SHRC in that it will likely delay Commissioner appointments. The next appointments will happen July 2nd. Might need to wait until a new Chair is in for future appointments.
- b. Advisor Wilson to take over appeals hearings for Mikhael as he transitions out of his current position.
- c. Hopefully business card should be in this month.
- d. OCR will hold a June 26th Commissioner training meeting at City hall. Invites have been sent out.
- e. OCR will be tabling on Juneteenth at Jimmi Hendrix park, volunteer invites have been circulated.
- f. OCR will be marching in the Pride Parade. Get in touch with Advisor Wilson if interested in attending the OCR viewing area.

Schedule of Upcoming Meetings and Events

July 17, 2025, 6-8pm

Adjourned, 8:05pm