

## 2015 Seattle Human Rights Commission Workplan

as of 1.26.2015

**Co-Chairs:** Sarah Bishop, Ethel Branch

**Secretary:** Alejandra Gonza

**Commissioners:** Sarah Bishop, Alex Becker, Ethel Branch, Lara Diaconu, Jamila Farole, Alejandra Gonza, Amy Huang, Sarah Lippek, Andrea Negrete, Ken Nsimbi, Jason Poydras, Rich Stolz, Julianna Tesfu, Danielle Wallace, **[Vacant Mayoral Appointee Seat], [Vacant Mayoral Appointee Seat]**

**Interns:** Sequoia Lefthand  
Crys O'Grady (legal)

**Staff:** Marta Idowu

**Task Forces:** Economic, Social and Cultural Rights Task Force (ECOSOC Task Force)  
Immigrant Rights Task Force  
Civil and Political Rights Task Force (ICCPR Task Force)  
Bringing Human Rights Home Task Force

**Standing Committees:** Executive Committee  
Appeals Committee

**Ad Hoc Committees:** Bylaws Review Committee  
Human Rights Day Planning Committee  
Retreat Planning Committee

### Economic, Social and Cultural Rights Task Force

Guiding Human Rights Instruments:  
 Universal Declaration of Human Rights  
 International Covenant on Economic, Social, and Cultural Rights  
 International Convention on the Elimination of All Forms of Racial Discrimination  
 U.N. Declaration on the Rights of Indigenous Peoples

Task Force Chair: Alex Becker

Task Force Members: Alex Becker, Danielle Wallace, Jamila Farole, Rich Stolz, Julianna Tesfu, Ethel Branch, Ken Nsimbi, Amy Huang, Jason Poydras

Interns: Sequoiah Lefthand, Crys O’Grady (legal)

#### Comprehensive Plan

*Goal: Guide the City of Seattle’s Comprehensive Planning Process to Ensure Advancement of Human Rights*

Key Steps	Qtr.	Task Force Leads
Formally request that Planning Commission provides SHRC with draft versions of plan for review in Spring 2015	1	Danielle Wallace, Jamila Farole, Rich Stolz, Jason Poydras
Meet with Equitable Development Initiative staff to gain greater familiarity with the initiative and learn how SHRC can add a human rights perspective	1	Poydras
Schedule meeting with other Commissions to discuss opportunities for collaboration on review of Comprehensive Plan	1	
Research best practices for human rights analysis of city plans	1	
Identify city data and resources that provide information relevant to equitable development in Seattle and review RSJI studies and analysis	1-2	
Establish benchmarks to monitor implementation of Comprehensive Plan in a manner that protects and advances human rights	2-3	
Review plan draft and conduct human rights analysis	2-3	
Provide feedback based on human rights analysis to Planning Commission; collaborate with other commissions that are reviewing plan	2-3	
Release a formal statement and provide public comment upon release of the draft Comprehensive Plan in September 2015	3-4	
Monitor implementation of the Comprehensive Plan	4 through 2016	

#### Housing and Homelessness

*Goal: Provide ongoing recommendations to ensure a human-rights based approach to homelessness and affordable housing*

Key Steps	Qtr.	Task Force Leads
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Express formal support to City Council for legislation that would expand options for legal tent encampments	1	Alex Becker
Provide human rights statement upon release of 2015 One Night Count	1	Alex Becker
Provide input to and monitor recommendations of the Housing Affordability & Livability Advisory Committee		Julianna Tesfu
Provide ongoing input to the Mayor and City Council to share human rights-based approaches to affordable housing and homelessness	1-2	Julianna Tesfu, Alex Becker
Monitor Mayor’s implementation of Emergency Task Force on Unsheltered Homelessness’ recommendations	1-2	Julianna Tesfu, Alex Becker
Monitor homelessness and housing issues during legislative session and provide input to elected representatives	2-3	Ken Nsimbi
Monitor recommendations for safe parking and other programs that address the needs and rights of people living in their vehicles	2-4	Ken Nsimbi
Provide public comment regarding human services and human rights during the city budget process	4	Ken Nsimbi
<b>Cultural Rights</b>		
<i>Goal: Promote cross-cultural understanding, tolerance, and friendship</i>		
<b>Key Steps</b>	<b>Qtr.</b>	<b>Task Force Leads</b>
Launch Change the Name Campaign related to divisive and psychologically harmful depictions of Native Americans (including the City’s 5,659 Native American residents) in the media, especially with respect to the Washington, D.C. NFL team	1	Ethel Branch, Sequoia Lefthand (Intern)
Work with Mayor’s Tribal Liaison to plan the City’s Indigenous Peoples’ Day Celebration	2-3	Ethel Branch
Assist in promoting Indigenous Peoples’ Day in schools, developing curriculum, and providing support to students, teachers and parents	2-4	Ken Nsimbi, Sarah Bishop
<b>Worker Rights</b>		
<i>Goal: Advance the rights of workers by promoting and monitoring the enforcement of the City of Seattle’s labor policies.</i>		
<b>Key Steps</b>	<b>Qtr.</b>	<b>Task Force Lead</b>
Advise City Council and Mayor on issues impacting worker rights	1-4	Jamila Farole
Monitor ongoing implementation of Paid Sick and Safe Time Ordinance and Jobs Assistance Ordinance	1-4	
Monitor phase-in of \$15 minimum wage ordinance (beginning April 2015) and administrative wage theft ordinance, and provide input	2-4	
Monitor legislative agenda on issues related to workers’ rights and provide input	1-3	
<b>Public Health, Environment and Food Rights</b>		

<b><i>Goal 1: Raise awareness of the human right to health in food consumption, and to live in environments that enable healthy food consumption, especially through exercise of subsistence rights</i></b>		
Monitor community concerns related to coal trains in the City of Seattle	1-4	Ethel Branch, Crys O'Grady (Legal Intern)
Continue raising public awareness on the human rights issues related to the resetting of the State's fish consumption rate (FCR) through a public event	1	Ethel Branch, Crys O'Grady (Legal Intern)
Review and provide comments on proposed rule resetting the State's FCR	1	Ethel Branch, Crys O'Grady (Legal Intern)
Review and provide comments on draft Environmental Impact Statement re: proposed rule to reset the State's FCR (advocating for an option most protective of human rights)	2	Ethel Branch, Crys O'Grady (Legal Intern)
Track the City's Environmental Justice Initiative and seek opportunities for involvement	1-4	Rich Stolz
<b><i>Goal 2: Increase healthy, sustainable and culturally appropriate food access for South Seattle residents to reduce the disproportionate burden of poor health among low-income communities and communities of color</i></b>		
<b>Key Steps</b>	<b>Qtr.</b>	<b>Task Force Lead</b>
Advocate for and support supplemental food programs in South Seattle to address household food needs	2-4	Amy Huang
Identify key policies addressing transportation, economic development and housing around the South Seattle neighborhood to ensure healthy food access is not jeopardized	2-4	Amy Huang

### Immigrant Rights Task Force

Guiding Human Rights Instruments:  
Universal Declaration of Human Rights

Inter-American Commission on Human Rights in its Report on Immigration in the United States: Detention and Due Process

Task Force Chair: Andrea Negrete

Task Force Members: Andrea Negrete, Alejandra Gonza, Rich Stolz

***Goal 1: Secure passage of a joint City Council-Mayor policy divesting from the private immigrant detention industry. Explore the possibility of pursuing a human rights and social responsibility focused city investment policy.***

Plan	Qtr.	Task Force Leads
Continue to reach out to Council Members	1	Andrea Negrete, Alejandra
Reach out to the Mayor	1	Gonza, Rich Stolz
Hold a community meeting about divestment	1-2	
Identify which CM will lead and bring to the floor of the Council Budget Committee	1	

***Goal 2: Research advocacy efforts around ICE contract renewal process for the Northwest Detention Center (NWDC)***

Plan	Qtr.	Task Force Leads
Meet with other advocates to discuss a strategy	1-2	Alejandra Gonza
If time allows, request a public hearing by Washington congressional delegation on the contract renewal process	1-2	

***Goal 3: Strengthen city and community partnerships to increase institutional support on immigrant and refugee issues.***

Plan	Qtr.	Task Force Leads
Hold ongoing communication with Immigrant and Refugee Commission members to discuss work plans and share strategies	1-4	Rich Stolz
Keep Commission and City officials informed about current policies impacting immigrant communities		

<b>Civil and Political Rights Task Force</b>		
Guiding Human Rights Instruments: Universal Declaration of Human Rights International Covenant on Civil and Political Rights <b>Goal 1: Keep SHRC engaged in Seattle's police reform process</b>		
Task Force Chair: Sarah Lippek Task Force Members: Sarah Lippek, Lara Diaconu		
<b>Plan</b>	<b>Qtr.</b>	<b>Task Force Leads</b>
Get up to speed on the SHRC's past involvement in the police reform process through meetings with previous Commissioners, Community Police Commission (CPC) members, members of the DOJ/SPD Consent Decree monitoring team, and other stakeholders	1	Sarah Lippek, Lara Diaconu
Establish and maintain regular contact with both prominent and lesser heard community stakeholders in the police reform process (including No New Jim Crow; EPIC; WISH; etc.)	1-4	
Attend community forums for CPC and monitoring landmarks	1-4	
Continue to draft response letters and recommendations for City Council members and the general public informed by human rights	1-4	
Stay abreast of developing law enforcement issues such as militarized equipment/practices; drones; use of cell phone surveillance; data sharing with federal and other agencies (i.e., through Fusion centers) and others that may arise (including research, subscription to listservs, and reaching out to concerned community members)	1-4	
<b>Goal 2: Support protestors and free speech</b>		
<b>Plan</b>	<b>Qtr.</b>	<b>Task Force Leads</b>
Support protestors' rights to gather and freedom of expression through collaboration with Defenders Association protest-defense project	1-4	Sarah Lippek, Lara Diaconu
Make recommendations re: Reform of Intelligence Audit process and personnel, including recommendations for new Auditor. Maintain close contact and advisory role with Councilmembers Harrell and Sawant, who have expressed the desire for legislative reform.	1-4 depending on auditor search/revisions	
<b>Goal 3: Research and vet other priority political civil rights issues for SHRC to work on in 2015-2016</b>		
<b>Plan</b>	<b>Qtr.</b>	<b>Task Force Leads</b>
Focus on voting rights and representation of minority communities as 2016 approaches	3-4	Sarah Lippek, Lara Diaconu
Research & reach out to community re: inhumane detention (connect with NWDC work)	3-4	
Research and reach out to the community re: human rights concerns with the construction of the new King County Children and Family Justice Center.	1-4	

## Bringing Human Rights Home Task Force

Guiding Human Rights Instruments:  
 Universal Declaration of Human Rights  
 International Covenant on Civil and Political Rights  
 Inter-American Commission on Human Rights  
 Convention Against Torture

Task Force Chair: Alejandra Gonza

Task Force Members: Sarah Bishop, Amy Huang, Alejandra Gonza

### Education

**Goal 1: Work with Seattle Public Schools (SPS) to advance the implementation of a multicultural education curriculum rooted in issues of social justice, civil rights and human rights to prepare students to live in an ever-changing diverse, global society reflective of the culture and history of all**

Plan: Identify the best practices and standards for establishing and implementing culturally competent curriculum in public schools

Key Steps	Qtr.	Task Force Leads
Review and evaluate existing standards, programs, and training re: multicultural curriculum for primary and secondary education	1-4	Sarah Bishop, Amy Huang
Work with schools to consult with experts on ethnic studies, multiculturalism, and diversity	1-4	

**Human Rights Advanced:**

- The right to learn about oneself, to learn about others and to learn citizenship skills associated with a deep democracy in a global age
- The right to access quality and multicultural education
- The right to affirm diversity in education

**Goal 2: Reduce discrimination and the “push-out” against pregnant and teen parents at SPS in order to foster their educational goals**

Plan: Work alongside with schools and law enforcements to investigate illegal practices and utilize the data to assist with ongoing litigation for further advocacy against discriminatory practices

Key Steps	Qtr.	Task Force Leads
Promote supportive environments for teen parents to choose the school they wish to attend, to engage in extracurricular activities and to get the same assistance as those who miss school for medical reasons	2-4	Sarah Bishop, Amy Huang

**Human Rights Advanced:** Young people have the right to complete their educational goals regardless of their sex or whether they become pregnant. Under Human Rights Treaties, we must:

- Ensure gender equity is present in education

- Ensure a student’s access to quality education

**Goal 3: Reduce the School-to-Prison Pipeline by holding Seattle Public Schools accountable to end overly punitive and discriminatory school discipline practices**

Plan: Promote the implementation of positive behavior supports as alternative rather than severe practices

Key Steps	Qtr.	Task Force Leads
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Work alongside key staff to investigate and litigate discriminatory school discipline practices	1-4	Sarah Bishop, Amy Huang
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Advocacy for appropriate training for school police and personnel in implementing appropriate tactics	2-4	
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**Human Rights Advanced:** National trends show that children who are pushed out of the schools and into the juvenile and criminal justice systems are disproportionately impacting students of color and students with disabilities who are often the target for harsher and more punitive discipline. This reality is violating human rights against:

- Racial Discrimination
- Disability Discrimination
- Interference in a child’s access to quality education

**Human Rights Treaty Implementation**

**Goal: Urge the City of Seattle to join the Cities for CEDAW Initiative**

Key Steps	Qtr. 1-4	Task Force Leads
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Advise the Mayor and the City Council about the Initiative and encourage them to sign onto it		Alejandra Gonza
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Draft a letter and a City Council Resolution urging the City to join the Initiative		Alejandra Gonza
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**Human Rights Advanced:** This will respond to the UN Human Rights Council’s recommendation to the US during the last Universal Periodic Review (UPR) regarding the implementation of international human rights treaties

**Human Trafficking**

**Goal: Prevent Human Trafficking in the supply chain**

Key Steps	Qtr. 1-4	Task Force Leads
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Identify policies in place, key departments and changes that need to happen. Study and identify next steps		Alejandra Gonza
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**Human Rights Advanced:** Implements the UN Guiding Principles on Business and Human Rights, prohibits forced labor, and advances workers’ rights

**Death Penalty**

**Goal: Support efforts to abolish the death penalty in Washington State**

Key Steps	Qtr. 1-4	Task Force Leads
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Continue monitoring and endorsing the campaign and submit our testimony if there is a hearing		Alejandra Gonza
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**Human Rights Advanced:** The rights to life, due process, personal integrity, and to be free from torture

## **Standing Committees**

### **Executive Committee**

**Sarah Bishop, Ethel Branch, Alejandra Gonza**

### **Appeals Committee**

**Jason Poydras, Ethel Branch**

## **Ad Hoc Committees**

### **Bylaws Review Committee**

**Sarah Bishop, Ethel Branch, Sarah Lippek**

### **Human Rights Day Planning Committee**

**Julianna Tesfu, Ethel Branch, Alejandra Gonza**

### **Retreat Planning Committee**

**Sarah Bishop, Ethel Branch, Alex Becker**