

**SPECIAL MEETING NOTICE
SPOKANE HUMAN RIGHTS COMMISSION**

**SPOKANE HUMAN RIGHTS COMMISSION
MEETING
TUESDAY, NOVEMBER 15, 2016**

The November Spokane Human Rights Commission meeting will be held on **Tuesday, November 15, 2016 at 5:30 p.m. in City Council Chambers** – Lower Level of City Hall, 808 West Spokane Falls Boulevard, Spokane, Washington.



Spokane Human Rights Commission

November 15, 2016
5:30 PM-7:00 PM
City Hall Lower Level
Council Chambers

TIMES GIVEN ARE AN ESTIMATE AND ARE SUBJECT TO CHANGE

Public Comment Period:

3 minutes each Citizens are invited to address the Commission on any topic not on the agenda

Commission Briefing Session:

5:30 - 5:45	1) Approve September 27, 2016 & October 25, 2016 meeting minutes	
	2) City Council/Community Assembly Liaison Reports	
	3) President Report	John Lemus
	5) Secretary Report	Alicia Ayars
	7) Commissioner Work/Follow-Up Updates	Commission Members

Discussion Item:

5:45 - 6:30 1) Archbright Regulatory Training Overview

New Business

6:30 - 7:00 1) Upcoming Community Events
2) January Retreat
3) Response to Workgroup Polls

Adjournment:

Next Human Rights Commission meeting is scheduled for January 24, 2016

The password for City of Spokane Guest Wireless access has been changed:

Username: COS Guest

Password:

AMERICANS WITH DISABILITIES ACT (ADA) INFORMATION: The City of Spokane is committed to providing equal access to its facilities, programs, and services for persons with disabilities. The Council Chambers and the Council Briefing Center in the lower level of Spokane City Hall, 808 W. Spokane Falls Blvd., are both wheelchair accessible. The Council Briefing Center is equipped with an audio loop system for persons with hearing loss. The Council Chambers currently has an infrared system and headsets may be checked out by contacting the meeting organizer. Individuals requesting reasonable accommodations or further information may call, write, or email Chris Cavanaugh at (509) 625-6383, 808 W. Spokane Falls Blvd, Spokane, WA, 99201; or ccavanaugh@spokanecity.org. Persons who are deaf or hard of hearing may contact Ms. Cavanaugh at (509) 625-6383 through the Washington Relay Service at 7-1-1. Please contact us forty-eight (48) hours before the meeting date.

Spokane Human Rights Commission

September 27, 2016

Meeting Minutes: Meeting called to order at 5:30

Attendance:

- Board Members Present: Geoffrey Bagwell, John Lemus, Andrea Fallenstein, Aaron Tilbury, Amina Fields, Nicole Bishop, Ashley Torres, Karen Stratton; City Council Liaison
- Board Not Members Present: Ronald Toston
- Staff Members Present: Alicia Ayars

New Commission Introductions:

Amina Fields, Aaron Riley, Nicole Bishop, Ashley Torres

Follow-up Business:

- **Upcoming Community Events:**
 - On October 3rd the Martin Luther King Family Center is conducting a fundraiser at South Perry Pizza it's a five dollar admission. There will be pizza, wine, and art auction items to bid on. Proceeds go to the capital project to build a new Martin Luther King Family Center.
 - The Spokane Disabilities Pride Parade had 150 people in attendance.
 - The Jonah project is opening a non-facility style shelter teen home. As funding becomes more available we will be expanding services.
 - On October 11th at 7pm, Out Spokane is sponsoring a Cards Against Humanity fundraiser in honor of National Coming Out Day. It will be held at the Nine Bar and Bistro, Downtown on Sprague.
 - On October 12th at 6:30 pm the Spokane PFlag Chapter will host their October meeting at Bethany Presbyterian Church.
 - On October 27th at Noon SNAP is hosting an annual fundraiser at the Spokane Convention Center.
 - On September 29th at 5:00 PM the INB will be hosting a networking event at the Red Lion Hotel. The speaker will be presenting on diversity in the workforce.
 - On October 11, the Access Spokane job fair will be hosted at the Red Lion Inn. The Job Fair is directed towards assisting individuals with disabilities find employment.
 - On October 21st at 5:00pm a legal aid happy hour will be hosted at the Spokane Club. This happy hour is celebrating the campaign for legal justice.
- **Commissioner Work/Follow-Up Updates:**
 - John Lemus is working with the Mayor's office to establish a budget for the Commission. The budget currently presented it \$2,500 for public outreach and education.
 - John Lemus is working on means prevention on the Monroe Street Bridge regarding suicide attempts. John will be working with the administration to develop a plan to
- **Jail Innovation Team Update:**
 - The Jail Innovation Team meeting was cancelled for September. They will be meeting again in October. If anyone on the Human Rights Commission is Interested in participating on the Jail Innovation Team please let the Chair, John Lemus, know.

New Business:

- **Open Public Meeting Act Training**
 - Board members watched an Open Public Meeting Act Training Video.

- **SHRC Work Plan Review**
 - Four subcommittees that need Commission support;
 - Education Committee: Put together one page documents for different issues within the community. Collaborate with other Commissions to streamline community outreach.
 - Planning Committee: Help plan the 2014 human rights awards.
 - Policy Committee: Track the commissions Legislative priorities through the legislative process.
 - Complaint Committee: Help direct complaints to the Washington State Human Rights Commission and collect complaint data from our area.

 - **Strategy 1:** Creation of a legislative agenda that incorporates opinions and feedback from community groups and organizations who focus on human rights related issues.
 - Ban the box policy-passed by Council but will continue to pursue a city-wide policy.
 - Abolition of the death penalty in the State of Washington
 - Gender and Racial equity pay task force will need commission support.
 - Housing first initiative has started the following housing in the Spokane area:
 - ✓ Marilee: Homeless Housing
 - ✓ River of Haven: Wet Housing
 - Work with Council and Federal Administration to create more stringent laws on the use of service animals.
 - Create means to help prevent suicides on the Monroe Street Bridge
 - De-criminalizing homelessness

 - **Strategy 2:** Conduct better outreach to and provide advocacy for historically marginalized communities.
 - Courageous conversation series
 - Compiling a community resource list of groups and organization to conduct outreach to and advocacy with
 - Encouraging membership in or collaboration with clubs, associations and groups who mission and values align with the goals of the Commission.
 - Scheduling Human Rights Commission meetings and events in Community Centers and other public locations across the city.

 - **Strategy 3:** Drafting of materials for education on the mission of the Human Rights Commission, the capacity of the Commission and what it has done in the past.
 - The Washington State Law Against Discrimination
 - Laws around the attaining and use of services animals

- A guide to community resources for specific populations and demographics in Spokane related to human rights issues
- Annual reports, work plans and legislative agendas
- Presentation on Human Rights Commission activities and immediate planning goals.
- **Strategy 4:** Streamlined internal and external communications processes.
 - Create a community meeting and event calendar
 - Commissioner Bishop volunteered to be the media contact for the Commission.
 - Commissioner Bishop volunteered to assist with a commission twitter account.
- John Lemus will establish a google document for the complaint committee to track the types of complaints being filed from the Spokane area.
- Board members request training on how to best assist citizens file a complaint with the Washington State Human Rights Commission.

Commissioner Riley makes a motion to create a Gender Racial Pay Equity subcommittee. A Commissioner Fields seconds the motion. Motion passes unanimously.

- **Courageous Conversation Planning**
 - Goals are to meet monthly
 - Discuss topics that address community issues with citizens
 - Create a list of topics
 - Commission members discussed other means of holding these discussions such as Facebook live or Twitter Chat

Meeting Adjourned at 7:20 P.M.

Next Plan Commission Meeting is scheduled for **October 25, 2016**

Spokane Human Rights Commission

October 25, 2016

Meeting Minutes: Meeting called to order at 5:34

Attendance:

- Board Members Present: Ronald Toston, John Lemus, Andrea Fallenstein, Aaron Tilbury, Amina Fields, Ashley Torres, Karen Stratton; City Council Liaison
- Board Not Members Present: Nicole Bishop, Geoffrey Bagwell
- Staff Members Present: Alicia Ayars, Chris Cavanaugh

Minutes from the September 27, 2016 meeting placed on the November 15, 2016 agenda for approval.

Workshops:

- 1. National Human Rights Campaign Spokane Evaluation-Commission Fallenstein**
 - Presentation on Spokane's National Human Rights Campaign Evaluation given.
 - Spokane scored 76 out of 100 on the National evaluation
 - Discussion ensued

Commissioner Fallenstein makes a motion to create a LGBTQIA subcommittee and to have the Mayor appoint a liaison for the committee. Motion seconded by Commissioner Fields. Motion passes unanimously.

- Commissioners; Riley, Fallenstein, Fields, Lemus and Torres volunteered to serve on the LGBTQIA Subcommittee.
- 2. City of Spokane Sexual Harassment Policy-Director Chris Cavanaugh**
 - Presentation and overview given
 - Questions asked and answered
 - Discussion ensued
 - Requesting commissioner involvement in the sexual harassment policy and procedure training committee and on the gender and race equity pay committee.
 - 3. Human Trafficking in Region-Commissioner Tilbury**
 - Presentation and overview given
 - Questions asked and answered
 - Discussion ensued

Follow-Up Business:

- Pick up badges from Kelly Burnett on the 4th Floor of City hall at your leisure.
- Commission retreat will be scheduled in January to go over the work plan. Date/Time to be determined.
- The November meeting has been rescheduled to November 15, 2016 at 5:30 PM
- Minutes from past meetings will need to be approved and posted to the City's website.

New Business:

- Information regarding restricted covenant deeds in Spokane will be disseminated via email for further discussion at the next meeting.

Commissioner Fallenstein made a motion to discontinue the gender & racial equity pay subcommittee. Motion seconded by commissioner Toston. Motion passes unanimously.

Meeting Adjourned at 7:36 P.M.

Next Plan Commission Meeting is scheduled for **November 15, 2016**