



Spokane Human Rights Commission

March 28, 2017

5:30 PM-7:00 PM

City Hall Lower Level
Council Briefing Center

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 – 6:00	1) Approve February 28, 2017 meeting minutes	
	2) City Council Reports	John Lemus
	Human Rights Title 18 Ordinance	Karen Stratton
	3) President Report	John Lemus
	SHRC Applicants – Recommendation to Mayor	
	Reception & City Council Debrief: Work Plan & Resolution	

Discussion Item:

6:00 - 6:20	1) SHRC Bylaw Review/Proposed Changes	Commissioner Riley
6:20 - 6:35	2) Committee Updates	
	a. LGBTQIA	Commissioner Torres
	b. Human Trafficking	Commissioner Bishop
	c. Edu./Planning	Commissioner Bishop
	d. Rules & Procedures	Commissioner Riley
	e. Complaint	Commissioner Fields
6:35 - 6:55	3) Chief Meidl – Q&A Session	
6:55 – 7:15	4) Bart Logue – Q&A Session	

New Business

1.) None

Adjournment:

Next Human Rights Commission meeting is scheduled for April 25, 2017

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

Username: COS Guest

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Spokane Human Rights Commission

February 28, 2017

Meeting Minutes: Meeting called to order at 5:38

Attendance:

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

Commissioner Fallenstein makes a motion to add the vote for vice president to the agenda. Motion seconded by Commissioner Bishop. Motion passes unanimously.

Commission Briefing Session:

- 1) Minutes from the January 10, 2017 amended meeting minutes approved unanimously.
- 2) City Council Report
 - a. Presented the current draft of the Human Rights Title 18 ordinance.
- 3) Presidents Report
 - a. 19 applications were received for the vacant Citizen at Large position on the Spokane Human Rights Commission. Discussed conducting interviews on a Saturday in March in the Community Building.
 - b. Spokane Human Rights Commission By-laws will be finalized and approved at the March 28, 2017 meeting.
 - c. John Lemus nominated Ashley Torres. Commission voted unanimously to approve Commission Torres as Vice Chair.

Discussion Items:

1. Work Plan Review

- Commission President Lemus opened the discussion on the Draft Work Plan.
- Board discussed suggested amendments to the 2017 SHRC Work Plan.
- Council Member Stratton suggested adding data collection to the Education and Planning category of the work plan.
- Commissioner Bishop suggested adding involvement in the Unity of the Community in August to the Education and Planning category of the work plan.
- Commission President Lemus suggests adding the 25 year campaign to the Education and Planning category of the work plan.
- Board discussed funding and budget options.
- Discussed adding involvement in the schools to the Education and Planning category of the work plan.
- Discussed budget items.

- Commission President Lemus suggested adding the Human Rights Awards to the Planning and Education category of the work plan.
- Commissioner Toston made a motion to approve the amended 2017 Work Plan. Motion seconded by Commissioner Fallenstein. Motion passed unanimously.

Commission Briefing Session (Continued):

- Commissioner Lemus presents an opportunity to hold a public forum on the 2017 Human Rights Commission Work Plan.
- Commissioner Bishop shares an opportunity to spread information about the Human Rights events through Facebook.

Discussion Items (continued):

2. Sub-committee updates

- LGBTQIA- Commissioner Bishop is working on a project with the Downtown Spokane Partnership to build a program for the LGBTQIA through their Homeless outreach program.
- Human Trafficking- Commissioner Bishop provided an overview of the Human Trafficking Subcommittee meeting.
- Education/Planning- Commissioner Bishop the first subcommittee meeting will be held in the beginning of March.
- Rules & Procedure-None
- Complaint-None

New Business:

- Marshallese Refugees-moved to the March Agenda
- Board discussed meeting with the Police Department regarding investigations that were not presented to the OPO. Discussed having the Chief of Police attend the next Public Meeting.

Meeting Adjourned at 7:00 P.M.

Next Human Rights Commission Meeting is scheduled for **February 28, 2017**

CITY OF SPOKANE

HUMAN RIGHTS COMMISSION

Mission:

To promote and secure mutual understanding and respect among all people regardless of race, color, sex, ancestry, gender, religion, sexual orientation, gender identity, age, disability, familial/marital status, economic status or political affiliation; and to be a resource for citizens that need help resolving differences in cases of alleged discrimination. to work with organizations, groups, and leaders, encouraging them to be advocates for eliminating discrimination and improving human relations. To develop and conduct community programs that increase respect for all people. Assisting with issues of Mental Health; Healthy Living (Drugs and Alcohol); Community Safety; Diversity & Race; Domestic Violence/ Violence against Women & Children; Poverty Issues; Disabilities; Violence Prevention; Hate Crime; and Interreligious/Interfaith Cooperation.

**Spokane
Rights**

HUMAN RIGHTS

**Human
Commission**



2017 Work Plan

Welcome to the Spokane Human Rights Commission 2017 Work Plan!

This document was put together by our subcommittee leads with community input. This plan represents the vision of the SHRC for the next year. As we move forward we look forward to opportunities to collaborate and partner with community members and organizations on the work plans core focus areas. This year the commission will be focusing on efforts to engage citizens with our efforts each of the subcommittees within the work plan are open for citizen participation so if something catches your eye please feel free to reach out.

In addition to the work plan efforts the SHRC will be continuing the quarterly courageous conversations initiative where we will call the community together to discuss solutions to common community issues.

2016 was very much a rebuilding year for the SHRC we are now well equipped to do some great work alongside some incredible community partners in 2017.

As the SHRC embarks on its 25th year as a city commission advancing human rights in the City of Spokane we will continue to do our part for the citizens and community that we serve.

We Are All Spokane,

John Lemus

SHRC Chair

Ashley Torres

SHRC Vice Chair

Chair LGBTQIA Subcommittee

Nicole Bishop

Chair Education & Planning Subcommittee

Chair Human Trafficking Subcommittee

Amina Fields

Chair Complaint Subcommittee

Aaron Riley

Chair Rules & Procedures Subcommittee

Aaron Tilbury

Commissioner at Large

Andrea Fallenstein

Commissioner at Large



LBGTQIA Sub-Committee Work Plan

<i>Designation</i>	<i>Goal</i>	<i>Narrative</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time</i>	<i>Resources Needed</i>	<i>Target Completion Date</i>
<i>LBGTQIA 1.1</i>	To create a more inclusive environment among community organizations both through communication and collaborations.	The feedback from the community meetings was a concern for the lack of collaboration among community organizations. In providing a more cohesive way for groups to share via the Facebook platform and would include leaders from each community organization.	In the first quarter of the year a survey would be sent out through social media to gauge the current level of inclusiveness. The group would be created and contribution would be voluntary but encouraged. At the end of 2017 a second survey would be sent out to re-evaluate the level of inclusiveness. Results would be measured to see if the feedback results an increased feeling of collaboration between organizations	In order to create the group it would take some time in compiling the contact information and creating the survey. However, once started it will be easy to maintain and measure.	Goal #1: It is important to create this group so that organizations can provide better service to the community. In doing so, the community will feel more inclusive and be a stronger force and support system.	The “pilot” for this program will begin by March 2017 and conclude December of 2017. At that time the data will be assessed to see if the group has been successful.		
<i>LBGTQIA 1.2</i>	To increase community awareness of the Spokane Human Rights Commission in the LBGTQIA community	Although the SHRC has been involved in community events since inception, there is still a lack of community awareness. By becoming involved in community outreach events in the LBGTQIA community, the commission will become	The best way to measure the awareness of the commission will be through social media and event attendance. We will promote the commission’s Facebook page at all events and keep track of attendance for	Community awareness can be attained as mentioned by attending the Pride Festival/Parade. There will be a cost for the table/booth and an option to purchase a handle on the Pride flag which will be carried in	It is important for the Spokane Human Rights Commission to have presence in the LBGTQIA community as the SHRC is often advocating for their rights.	The 2017 Pride Festival/Parade commences the second week of June 2017. However, the SHRC will continue to be represented at community meetings and summits as they are scheduled		



Spokane Human Rights Commission 2017 Work Plan

		more familiar. One of the main events to attend would be the 2017 Pride Festival/Parade.	subcommittee meetings. At the end of 2017 we can calculate if there has been an increase in attendance and in the social media presence.	the parade for years to come. Please see the attached proposed budget items		throughout the year.		
LGBTQIA 1.3	To maintain the protective legislations currently in place for the LGBTQIA community in the City of Spokane.	The LGBTQIA community has voiced great concern for the current political state of our country. With these concerns also comes the fear that legislation that is currently in place to protect the rights of the LGBTQIA community may be overturned. By keeping up to date on proposed legislation the LGBTQIA subcommittee can work to address concerns regarding this legislation both at the city and state level. The LGBTQIA subcommittee will ask for support for or against legislation that has an effect on the members of the LGBTQIA community members	The success of this goal will be measured by the interaction with city and state representatives on legislation presented. We hope to prevent any impact that discriminatory legislation may have on the LGBTQIA community.	In a time where it is clear that there will be many changes on the horizon that will ultimately affect the LGBTQIA community it is important to provide support. By keeping ourselves current on state legislation and advocating for the community we can help to diminish the effect these changes may have.	In a time where it is clear that there will be many changes on the horizon that will ultimately affect the LGBTQIA community it is important to provide support. By keeping ourselves current on state legislation and advocating for the community we can help to diminish the effect these changes may have	The subcommittee will continue to advocate and raise awareness on this issue for the entire year of 2017. This will also include any pre-filed bills in 2017 that have an impact on the LGBTQI community members		



Human Trafficking Sub-Committee Work Plan

<i>Designation</i>	Goal	Narrative	Measurable	Achievable	Relevant	Time	Resources Needed	Target Completion Date
<i>Human Trafficking 1.1</i>	To create a more collaborative environment between the SHRC and local agencies that work with Human Trafficking in Spokane; bring further attention to Human Trafficking.	Although there are various agencies in Spokane that offer some services to individuals who have been involved in sex trafficking, most are not aware of the services others offer, nor of the full impact the other agencies are currently having in the community. Because different agencies have a focus in different arenas, it would be a major boon to the cause if we could unify these services for better ease of collaboration. In order to achieve this, we wanted to partner with youth organizations, such as the Chase Youth Commission to create a Human Trafficking Youth Unity Event, where the various agencies would set up booths, offer information, exchange knowledge of their	This process would begin by creating a successful partnership with the Chase Youth Commission and local high schools and/or middle schools, offering a commitment to the HT Youth Community Event. Further research will be needed on the entirety of the agencies in Spokane that address Human Trafficking in some capacity.	Once the appropriate partnerships are created and enough agencies are signed up to attend, we can collaborate to set a date, time, and location for the event, along with a list of information agencies should come prepared with for maximum success.	This would be a great starting point to achieve the first primary purpose of the subcommittee- to get our names and faces out there to make it be known that the SHRC is a quality contact working in the community to address the scourge of human trafficking.	Although the first event of this type would occur at some point during this school year (ideally around April), this is something that may well become an annual event as a way to create annual awareness.		



Spokane Human Rights Commission
2017 Work Plan

		services with one another, and educate the public on the cause. We firmly feel that involving youth in the cause will help to ameliorate issues between the agencies and involve the demographic most severely affected by human trafficking: Adolescents.						
Human Trafficking 1.2	To change public discourse and perception regarding Human Trafficking victims	Many, chiefly the media, use the term "child prostitution" to discuss victims of human trafficking. However, this discourse implies that there is agency on behalf of the victim. The preferred term for victims of human trafficking/sexual slavery is "Victims of Commercial Sexual Exploitation." The subcommittee feels that changing the way this issue is framed by the media can do a world of good to change the perception of these victims in the eyes of the public or their peers.	The best way to measure this is by legislation. As a subcommittee, we would advocate for and possibly propose an ordinance that would change the preferred verbiage from "child prostitutes" to the more accurate term, "Victims of Commercial Sexual Exploitation."	The best way to achieve this, we feel, is to use other cities who have done similar things as a model. What avenues did they use? What was the verbiage of their ordinances for this cause? These would be important to answer. Moreover, a public education campaign on this idea may be important as well. Many high school students are much maligned, considered prostitutes by their peers and in many cases teachers and parents. A public information campaign, in addition to the ordinance, could do a great deal to turn that tide.	It is important to accurately represent the issue of human trafficking. Referring to it as "child prostitution" only minimizes and deflects from the human rights crisis that is actually being endured.	This is an issue that may require ongoing attention, at least in terms of educating the public. On the issue of the ordinance, this may require 2-5 months of research, advocacy, and organization with local agencies that deal with Human Trafficking, to create a strong enough case and groundswell to become an ordinance that could pass.		



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2017 Work Plan

***Human
Trafficking
1.3***

To unite community agencies that deal with Human Trafficking victims under cohesive, consistent, and transparent service design	There is not a whole lot of transparency with agencies that deal directly with victims of human trafficking. For example, there are some agencies that may have a 3 month blackout period where the victims of commercial sexual exploitation cannot even reach out to their advocate. Because so many of these services for intake and aftercare are all across the board, the subcommittee finds it important to use the SHRC to serve as a third party, identifying goals for agencies to coalesce under.	This goal would be considered a success if a) We had an inventory of all of the area agencies along with a list of their standard protocols. b) Had a community liaison within the subcommittee who worked with agencies to discuss their ongoing policies and plans to progress over time. c) Have dedicated members trained to be able to work with agencies and in the community to educate others on the matter.	For the previous points a) This would be easily achievable by breaking the subcommittee into a smaller task force of individuals interested in doing research on agencies and their protocols. The meeting revealed a large number of people interested in this particular task. This information would be used to create an endorsement by the SHRC in regards to agencies that best serve victims with transparent aftercare policies. b) A subcommittee-appointed community liaison could be responsible for follow-up, and tracking progress of various agencies. c) Lutheran Community Services, who works heavily with human trafficking victims, offers trainings, which they volunteered to offer for the SHRC. This way, each member who wishes, can go forth and educate within the community-whether it's agencies, schools, or businesses.	This would fulfill a great need in the Spokane community to offer a third party resource to victims of human trafficking. There are many who wish to get free of the lifestyle, but with fear already holding them back, lack of transparent resources may further stifle that process. This could ensure that more victims are encouraged to make a big step, and also offer better services and care to those who have already made the step.	The subcommittee will work to create a task force within this calendar year. Within that time, we hope to have a resource compiled that offers information and makes transparent the policies that the community liaison will check in on with regularity.		
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Spokane Human Rights Commission
2017 Work Plan

**Human
Trafficking
1.4**

To provide advocates with a clear and identifiable process that the police who deal with Human Trafficking victims follow when investigating a case so that the advocate can pass on those expectations to the individual they are working with.	Advocates struggle to provide consistent information to the individuals they work with if one of those individuals chooses to attempt to prosecute their oppressor. There is not a consistent process. Sometimes, the process can take months to progress to the next step, leaving the victims in an uncomfortable limbo. It would be nice to resolve this by having one or both of the following things in place: 1) A best practices guidelines for police when following-up on human trafficking victims. 2) Information on steps advocates can tell the individuals for whom they advocate that police follow. Whether the process can take one day or three months, that information is important for the advocates to know to tell their clients.	This would be considered a success if the SHRC HT Subcommittee could leave with identifiable courses of action that police follow. Moreover, we will consider this a success once we have drafted a committee-approved best practices guidelines as a SHRC recommendation to police to follow.	The first step would be to meet with police who deal with this, particularly if possible a summit with the SHRC HT Subcommittee. Fostering a relationship where we can start by following the process and clarifying what is currently being done and why will help to elucidate proper changes to propose as well as offer a list to advocates of what is currently being done.	One of the best ways to end the scourge of human trafficking is to stop it before it claims its next victim. As it currently stands, victims are not necessarily fostered to speak up because after trauma, the process is too frightening, intimidating, and full of too many unknowns. Clarifying the unknowns into knowns could mean the world of difference for someone struggling to find the courage and strength to speak up against and prosecute their oppressor.	Fostering a relationship with the police will be an ongoing endeavor we hope to continue during the duration of the SHRC HT Subcommittee. However, creating best practices guidelines to recommend and finding a calendar that police follow when working with human trafficking victims are all goals we would like to see achieved within the calendar year.		
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Education & Planning Sub-Committee Work Plan

<i>Designation</i>	<i>Goal</i>	<i>Narrative</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time</i>	<i>Resources Needed</i>	<i>Target Completion Date</i>
<i>Education & Planning 1.1</i>	Create one page educational materials to place in relevant locations across the city. These materials would educate relevant target audiences about their rights, the issue as it stands, what the SHRC Seeks to do about it, what they can do about it, and where they can go for assistance.	There are a number of issues about which people do not have enough access to concise information that is addressed to them in a digestible manner. This would fulfill the "education" intention of the subcommittee. In particular, as there are more national events that place individuals in a more vulnerable position, having accessible information on understanding their rights and courses of action are ever-more important.	This would be considered a success if the subcommittee could have materials drafted and distributed on at least 7 subject areas. It would be important to work with the other subcommittees to create a sheet on their subject area as well, such as LGBTQIA and Human Trafficking. Beyond that, I envisioned this covering: Immigrants/Refugees, Homelessness, Hate Crimes, Single Parenthood, and Energy Assistance. This list would be crafted and refined by the subcommittee members by the end of the second meeting.	This is a task that would require research within the SHRC as well as the community. Because a large portion of this would require knowledge of community resources, that would be an important task. It would be most achievable by delegating various subject areas to different members of the subcommittee to be responsible for and bring to the group for edits.	This will help to make the SHRC a preeminent source for information related to human rights. Having information present at the appropriate locations to reach the designated target audience would also be helpful in making sure that the populace is well-educated on matters that directly affect them.	This is a task that would be feasible to have done by the end of the summer. The start of fall, particularly with schools starting anew for the school year, would be a great time to ensure all print materials are ready and disseminated.	Printing costs are essential.	



Spokane Human Rights Commission
2017 Work Plan

Education & Planning 1.2

Host an event targeted toward educating youth on the SHRC and allowing them a chance to find small ways to get involved and understand the importance of human rights.	I recently had the opportunity to speak at Indian Trail Elementary School. The school administrators there were thirsty for events to involve their students. Moreover, youth is a great time to get individuals interested in important ideas that will carry with them for the rest of their lives. Having an event targeted to youth where they can meet the SHRC, learn about various aspects of human rights, engage, interact, and possibly even create on behalf of the SHRC would be a great way to increase engagement for the future as well.	There are several pieces in place that would be required to make this event a success; A. A venue to host this. B. Involving schools to ensure there is cooperation among the schools and high attendance among the students. C. Creating small modules about various areas of human rights (to be decided by subcommittee and the SHRC as a whole). D. Creating a way for youth to get involved by offering a demonstrative task. Possible ideas include: An essay contest, a contest to create the SHRC banner for the year, or simply creating artwork we would combine to create a collage by the students.	We can achieve this by starting quickly to work with schools to secure a workable date and venue location. Next, delegation would be important to ensure we had members of the subcommittee working on their various modules. (ie: One person may create an exhibit focused on civil rights, another may create an exhibit about the dangers of bullying). With this information delegated, it would be a more digestible task to come together to create this successful event.	This is something I would hope to continue annually to continue to engage schools and youth in the cause. This could also help to bring more attention to the SHRC for adults. Having students come and participate can bring their parents into the fold, which would be important to making the SHRC an institution that is looked to as an authority on human rights in Spokane.	Ideally, I would like to have this set up by the summer before District 81 is done with their school year. I think it is important to have this in tandem with the academic calendar so that we get maximum involvement. If we do not make the summer deadline, then I would opt to push it to the start of the school year in the fall.	Possible cost for venue location (though likely not), possible scholarship costs for essay/poetry prizes, possible banner printing cost.	The end of this school year.
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Spokane Human Rights Commission
2017 Work Plan

Education & Planning 1.3	Have a regular media presence, whether its articles we submit to the Inlander, the Spokesman Review, the Black Lens, or other local papers.	In order to gain more clout as a commission, it is important that we get our voices out there as an authority on human rights. Accordingly, if we could gain partnerships with local area print media to have periodic features, written on various topics (one time, perhaps someone on the LGBTQIA can write about something relevant, another time, someone can write about homelessness, or immigration issues). If we can create a relationship with the media to create a space to write our editorials, it would be a great stride toward educating the public on multiple issues and bringing others into the fold on the existence of the SHRC and what we do as a commission.	This would be considered a success if we have at least 5 editorials run in a calendar year. If we can be a regular contributor of a particular periodical or two, that would be even more successful. Repeated exposure in one periodical would help to find a consistent audience following our contributions.	This would first be achieved by reaching out to various periodicals and trying to establish a relationship. Having a meeting with individuals from the media we want to be a part of to set up a meeting would be important. After we find what their needs are for subjects of editorials, we would need to find individuals who can speak as authorities on subjects to draft an editorial for that publication. This would be done on a rotating basis.	This would educate Spokane on the relevant issues we discuss while also keeping the SHRC as a constant presence in the media. Doing so will develop the commission further, making us more integral to human rights issues in Spokane.	This would ideally work on an ongoing basis. However, we would want to get started right away, reaching out to newspapers to see how we can best become a part of their regular commentary.		
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Spokane Human Rights Commission
2017 Work Plan

Education & Planning 1.4		25 Year Campaign <ul style="list-style-type: none">- Use this information as a communication piece to the community.- Presentation to city council. Present the history and future goals.						
Education & Planning 1.5		Involvement in the Unity in the Community event (August) setting up a booth for this event (\$75).						
Education & Planning 1.6		Human Rights Awards						



Rules & Procedures Sub-Committee Work Plan

Designation	Goal	Narrative	Measurable	Achievable	Relevant	Time	Resources Needed	Target Completion Date
Rules & Procedures 1.1	The committee at minimum will meet on a quarterly basis to review the Commission's Bylaws, Policies and Procedures that may be limiting or presenting barriers to the Commission's ability to function effectively and efficiently.							
Rules & Procedures 1.2	From the committee's ongoing review of the Commission Bylaws, Policies and Procedures recommendations for changes to the Bylaws, Policies or Procedures will be developed with the intent to enhance or improve the Commission's ability to effectively and efficiently function in achieving the Commission's annual work plan and Mission.							



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Rules & Procedures 1.3	Recommended changes to the Bylaws, Policies and Procedures will be presented to the City Attorney's office for review to assure the recommended change(s) complies with the Commission's enabling legislation as well as to comply with all rules, regulations, ordinances, and laws of the City of Spokane and the State of Washington.							
Rules & Procedures 1.4	After review and approval by the City Attorney's office, recommended changes to the Bylaws, Policies and procedures will be presented at the next monthly regular meeting of the full Commission for consideration and subsequent approval and adoption as deemed necessary by the full Commission.							



Complaint Sub-Committee Work Plan

<i>Designation</i>	Goal	Narrative	Measurable	Achievable	Relevant	Time	Resources Needed	Target Completion Date
<i>Rules & Procedures 1.1</i>	Issue Tracking for Spokane area (Council Member Request)	Complaint Committee will develop a data base in which commissioners can report issues they receive as far as discrimination complaints	A report will be disseminated amongst commissioners and council once per calendar year in November.					

Resolution No. _____

A resolution regarding the City Council's approval of the Spokane Human Rights Commission's 2017 Work Program.

WHEREAS, the Spokane Human Rights Commission advises and makes recommendations to the City Council regarding issues related to human rights and unjust discrimination and the implementation of programs consistent with the needs of all residents of the City of Spokane; and

WHEREAS, the City Council and John Lemus of the Spokane Human Rights Commission met on March 6, 2017 at the Community, Health, & Environment Work Plan to review and discuss the proposed Spokane Human Rights Commission 2017 Work Program.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SPOKANE that the City Council hereby adopts the Spokane Human Rights Commission 2017 Work Program as set forth in Attachment A.

BE IT FURTHER RESOLVED BY THE CITY COUNCIL that the Council and the Spokane Human Rights Commission commit to review the progress of the Work Program in December 2017.

ADOPTED by the City Council this _____ day of March, 2017.

City Clerk

Approved as to form:

Assistant City Attorney