



# Spokane Human Rights Commission

June 27, 2017

5:30 PM-7:00 PM

City Hall Lower Level  
City 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 – 6:00
- 1) Roll Call & Approve [May 23, 2017](#) Minutes
  - 2) Public Comment John Lemus
  - 3) President Report
    - PRIDE
    - Welcome to New Commissioners
    - Commissioners Attendance at Events
  - 4) City Staff Report Alicia Ayars
    - [Budget Update](#)
    - Title 18

## Discussion Item:

- 6:00 - 6:30 1) [City Diversity Data](#) Chris Cavanaugh
- 6:30 - 7:00 2) Subcommittee Updates Commissioners
  - a. LBGTQIA
  - b. Human Trafficking
  - c. Edu./Planning
  - d. Rules & Procedures
  - e. Complaint

## New Business

- 1.) None

## Adjournment:

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

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](mailto: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

**May 23, 2017**

Meeting Minutes: Meeting called to order at 5:32

## Attendance:

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

## Public Comment:

None

## Commission Briefing Session:

- 1) Minutes from the March 28, 2017 & April 25, 2017 meeting approved unanimously.
- 2) Presidential Report-
  - a. Alicia Ayars provided an overview of the updates to the Title 18 Complaint Form.
- 3) Liaison Report-
  - a. Alicia Ayars provided an update on the SHRC Budget
- 4) Pride is coming up soon. Requesting everyone have SHRC brochures on hand to pass out.

## Discussion Items:

- 1) **SHRC Bylaw Approval**
  - Commissioner Riley presented the updates made to the Spokane Human Rights Commission Bylaws
  - Questions asked and answered
  - Discussion ensued and additional updates made as discussed

**Fallenstein makes a motion to approve the Bylaws as amended, motion seconded by Commissioner Lemus. Motion approved unanimously (6/6)**

**Commissioner Riley makes a motion to add subcommittee reports to the agenda from 6:00pm-6:30pm. Commissioner Fallenstein seconded the motion. Motion approved unanimously. (6/6)**

- 2) **Subcommittee Reports:**
  - **LGBTQIA**-Ashley Torres presented on the upcoming PRIDE Parade on June 10. The Flag Ceremony starts at 5pm at the Gathering Place, outside City Hall. Commissioner Attendance is encouraged. Spokane Human Rights Commission will be hosting a table at the event.
  - **Complaint Subcommittee**-Commissioner Fields has been working with the State Human Rights Commission to define the SHRC's role in the complaint process.
  - **Bylaw Subcommittee**- Commissioner Riley had no further updates on the Bylaws.
  - **Planning & Education Subcommittee**- Commissioner Toston shared that the City had locked the doors and they were unable to attend the April Subcommittee meeting. No further updates.

### **New Business:**

- 1) Commissioner Fallenstein participated in the Fire Chief interviews and reports there were great candidates.
- 2) Commissioner Fields reported that the Asian Heritage Proclamation Karaoke Social will be hosted at the Red Dragon on June 3, 2017.
- 3) Commissioner Lemus reported that the MLK Center is bidding on the Ops Contract for the East Central Community Center. The Hearing will be held on Thursday May 25 at 4pm at the East Central Community Center.
- 4) Commissioner Fields reported that there is a Jury Diversity Symposium at the Washington Symposium at Gonzaga Law School on May 24 at 9am.

### **Discussion Items (Continued):**

- 1) **Spokane Police Department-Use of Force Report**
  - Director of the Spokane Police Department, Jacqui MacConnell presented the Spokane Police Department's Use of Force Report.
  - Questions asked and answered
  - Discussion ensued

### **New Business (Continued):**

- Commissioner Torres reports that the doors are locked again and a public member could not get in to participate in the meeting.

**Meeting Adjourned at 7:08 P.M.**

Next Human Rights Commission Meeting is scheduled for **June 27, 2017**

## Spokane Human Rights Commission 6/12/17

Date	Amount	Balance	Comments
1/1/2017		\$2,500.00	Initial Budget
1/25/2017	\$65.00	\$2,435.00	MLK Booth Registration
1/17/2017	\$144.33	\$2,290.67	Reprographics
3/20/2017	\$50.00	\$2,240.67	OutSpokane Pride (flag handle for parade)
3/31/2017	\$17.39	\$2,223.28	Reprographics (Postcards)
4/18/2017	\$25.96	\$2,197.32	Flags (Wal-Mart)
4/18/2017	\$2.28	\$2,195.04	Tax on flags
4/20/2017	\$59.34	\$2,135.70	Brochure (Reprographics)
4/27/2017	\$100.00	\$2,035.70	OutSpokane Pride (booth)
	\$12.79	\$2,022.91	Additional Flag (Brandy Cote's P-Card)
4/30/2017	\$73.35	\$1,949.56	Nexus Inland NW (Inv #44399, Mtg on 4-25-17)
6/6/2017	\$75.00	\$1,874.56	Unity in the Community Booth Registration
	<b>\$625.44</b>	<b>\$1,874.56</b>	<b>Available Amount</b>

**CITY DIVERSITY DATA EFFECTIVE MAY 22, 2017**  
**Spokane City Geographic Area Non-White Population = 10.54%**  
**With Hispanic Designation 12.12 to 13.53%**

**I. NON-CIVIL SERVICE POSITIONS (Appointed by Mayor)**  
**(EXECUTIVE, MANAGERIAL AND PROFESSIONAL)**

Work Unit/Union	Total EE's	Total Non-White	Are Types of Positions Comparable between Civil Service and Non Civil Service?	Total % Ethnic Diversity
Exempt/Confidential	47	4	No	8.7%
Managerial & Professional (A)	43	2	Yes – Managerial & Professional	4.65%
Prosecutor	11	1	Yes (Public Defender)	9.09%

**II. COMPARABLE CIVIL SERVICE CLASSIFIED POSITIONS (CS Process)**  
**(MANAGERIAL AND PROFESSIONAL)**

Work Unit/Union	Total EE's	Total Non-White	Are Types of Positions Comparable between Civil Service and Non-Civil Service?	Total % Ethnic Diversity
Managerial & Professional (B)	253	21	Yes	9.48%
Public Defender – L 270	19	4	Yes (Prosecutor)	21%

**III. NON COMPARABLE CIVIL SERVICE CLASSIFIED POSITIONS (CS Process)**  
**(CLERICAL, LABOR, POLICE & FIRE)**

Work Unit/Union	Total EE's	Total Non-White	Are Types of Positions Comparable between Civil Service and Non Civil Service?	Total % Ethnic Diversity
L 270 Clerical	233	21	No	9.01%
L 270 – Labor	732	49	No	6.69%
Police Guild	297	26	No	8.75%
Fire – L 29	315	27	No	8.57%

**CITY FEMALE DATA EFFECTIVE MAY 22, 2017**

Spokane City Female Population = 51.81%-

**I. NON-CIVIL SERVICE POSITIONS (Appointed by Mayor)  
(EXECUTIVE, MANAGERIAL AND PROFESSIONAL)**

Work Unit/Union	Total EE's	Total Female	Are Types of Positions Comparable between Civil Service and Non Civil Service?	Total % Non-Minority Female
Exempt	47	17	No	36.17%
Managerial & Professional (A)	43	21	Yes – Managerial & Professional (B)	48.8%
Prosecutor	11	6	Yes (Public Defender)	54.55%

**II. COMPARABLE CIVIL SERVICE CLASSIFIED POSITIONS (CS Process)  
(MANAGERIAL AND PROFESSIONAL)**

Work Unit/Union	Total EE's	Total Female	Are Types of Positions Comparable between Civil Service and Non-Civil Service?	Total % Non-Minority Female
Managerial & Professional (B)	253	91	Yes M&P (A)	35.96%
Public Defender – L 270	19	4	Yes (Prosecutor)	21%

**III. NON COMPARABLE CIVIL SERVICE CLASSIFIED POSITIONS (CS Process)  
CLERICAL, LABOR, POLICE & FIRE**

Work Unit/Union	Total EE's	Total Female	Are Types of Positions Comparable between Civil Service and Non Civil Service?	Total % Non-Minority Female
L 270 Clerical	234	170	No	72.64%
L 270 – Labor	732	47	No	6.42%
Police – Uniform Only - Guild	297	32(5 hired bet 2014 & 2017)	No	10.77%
Fire – Uniform Only – L 29	315	10 (4 hired bet 2014 & 2017)	No	3.17%