



# Spokane Human Rights Commission

Tuesday, November 28th, 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:

5:30-5:35	A. <a href="#">Roll Call &amp; Approve the October 24<sup>th</sup> 2017 Minutes</a>	Commissioner Torres
5:35-6:00	B. Public Comment	
6:00-6:05	C. <a href="#">City Staff Report – Budget Update</a>	Alicia Ayars

## Discussion Item(s):

6:05-6:15	1) Washington State Tenants Union	Terri Anderson
6:15-6:30	2) Presentation: Criminal Justice Re-Entry	Layne Pavey

## Standing Updates:

6:30-6:40	1) <a href="#">2018 Budget Update- Work Plan</a>	Commissioner Torres
6:40-6:50	2) Work Plan Goals – Full Commission Goals	Commissioner Toston
6:50-7:00	3) SHRC Elections	

## Adjournment: 7:00PM

1) **Next Human Rights Commission meeting is scheduled for December 26, 2017**

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

**Username:** COS Guest

**Password:** 46Fzy7fD

**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

**October 24, 2017**

Meeting Minutes: Meeting called to order at 4:30

## **Attendance:**

- Board Members Present: Nicole Bishop, Andrea Fallenstein, Lance Kissler, John Lemus, Jennifer Thomas, Ashley Torres, Karen Stratton, Amina Fields
- Staff Members Present: Alicia Ayars

## **Commission Briefing Session:**

- 1) Minutes for the September 26, 2017 meeting approved unanimously.
- 2) Public Comment: None
- 3) City Staff Report- Alicia Ayars
  - Review of the Budget and paying for City email addresses
  - Spokanehumanrightscommission.org can't be used next year.  
John Graff director of the jail - Furnish email to comply with public records request.  
Looking for alternatives

*Lance Kisser made a motion to approve the expense of the email inboxes with the idea that they will reach out to the City for alternatives.*

Discussion ensued about the cost of the emails and alternatives will be looked at.

- Business Cards- Reprographics 250 Cards will cost \$57.17 looking for another way to order the cards outside a reprographics. \$9.00-\$10.00 per commissioner
- Suggestions were made to go elsewhere to get business cards and use the City branded logo by reprographics.
- \$100 for each commissioner to attend the conference
- Suggestion to make a human trafficking subcommittee
- Human Trafficking March in February suggested donation is \$100 to donate. Expenses can come out of the Sub-Committee as a line item.
- \$300 will be budgeted for NEXUS Interpreter Services. The cost for a one time interpreter is \$75 for 2.5 hours.
- Questions were asked about line item expenses and approval of costs associated.
- \$1000 Human Right Boards- Lisa Rosier with the Task force.
- Look at next year's budget to see about adding a General line Item Budget.

A Motion was made to submit a work plan for line items to be approved. The Board approved unanimously with this decision.

## **Discussion Items:**

### **Subcommittee Updates:**

#### 1) LGBTQIA- Ashley Torres

- This Community still feels its lacking- Two main goals:
  1. Housing
  2. Training in shelters to provide safe space

#### 2) Human Trafficking-Nicole Bishop

- Five Main Goals as a Sub-Committee to peruse:
  1. Police Protocol
  2. Ordinance- Minors in prostitution
  3. ER resources training in compassionate treatment
  4. Assault - preventing crime and perusing open investigations
  5. Working with Schools to inform and provide resources

\*There will be an Open House in December to discuss the WorkPlan with Council for 2018.

#### 3) Edu./Planning- Jennifer Thomas

- 2018 Goals getting connected with Schools and counselors
- November 13<sup>th</sup>, 2018 Innovative Conversation- A time for people to come and share experience in education.
- Working on a documentary for depression and suicide
- Getting Feedback from students and providing resources about topics that need to be discussed such as Human Trafficking and provide education to schools, students and parents.

### **A recess was taken at 5:06-5:17 PM**

#### 4) Rules & Procedures-Amina Fields

- Data collection, monitoring, and education on your rights to file a complaint
- Asking for volunteers to help out in January with the complaint website and categorizing complaints when they come in.

## **New Business:**

- Discussed the need to form an Education Committee- Outreach
- More volunteers need to attend events for the various Committee's within the Spokane Human Rights Commission.
- Rules about attendance in the Bylaws were discussed.

- Is attendance based on regularly scheduled meetings or meetings and events?
- More participation and response as a goal for 2018
- A proxy can attend meetings for you if you will not be able to attend
- 1 week in advance proposals will be sent out for review and to be voted upon
- Use the opportunity to recruit members from the subcommittee meetings
- When the draft agenda is sent out provide a list of events that you want to be announced at the meeting. These events can be hyperlinked with event location and time on the agenda.
- Goal to grow the Facebook page- Brand a new logo
- Creation of a slide show
- AD-HOC Committee for marketing under education John Lemus will send out a template
- On the Complaint Committee Smart Worksheet the next steps will be taken to analyze data. The Compliant Committee will bring forward four to five areas of concern and will be sent out to the various subcommittees to handle if necessary.
- The Design Chart will be sent out 1 week prior to the next meeting for review and finalization.
- The Budget will be submitted and the WorkPlan will be forthcoming.

The Budget was discussed and reviewed by the Commission:

- \$10 per commissioner was added for design fees
- City e-mails were kept in the Budget until further notice
- Sub-Committee expenses
- Events
- Human Trafficking March was approved \$100 line item
- Total roughly \$4,000
- \$100 for subcommittee expenses AD-HOC for Education & Planning (?)

**Andrea Fallenstein made a motion to accept the draft budget for 2018. Nicole Bishop seconded the motion. The motion was approved unanimously.**

**Meeting Adjourned at 7:30 P.M.**

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

**Subcommittee Updates:**

LBGTQIA – Commissioner Torres

- No updates

Human Trafficking – Commissioner Bishop

- No updates

Education and Planning – Commissioner Thompson

- No updates

Rules & Procedures – Commissioner Riley

- No updates

Complaint – Commissioner Fields

- No updates

**Events:**

December 6<sup>th</sup> @ 7PM. Location: Nyne Event: OutSpokane's Cards Against Humanity

INBA Monthly Luncheon, Wed., Dec. 13, 11:30am-1pm, Northern Quest Resort & Casino

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## SHRC: Budget Update, November

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
6/6/2017	\$168.71	\$1,705.85	Reprographics Copies
8/17/2017	\$80.64	\$1,625.21	Reprographics (Brochure)
8/18/2017	\$28.64	\$1,596.57	Reprographics (OPO ACLU Cards)
8/30/2017	\$34.82	\$1,561.75	Coffee With a Commissioner
9/13/2017	\$319.47	\$1,242.28	TEAM Event Registration
Pending	\$900.00	\$342.28	6 boxes @\$150 each for 3 years
	\$2,157.72	<b>\$342.28</b>	<b>Available Amount</b>

# **SPOKANE HUMAN RIGHTS COMMISSION**

## **2018 BUDGET PROPOSAL**

### **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.



**Prepared By: Ashley Torres – Chair**

**October 31, 2017**

## **OVERVIEW**

### **1. 2017 Work Plan Recap**

In early January the then-Chair, Commissioner Lemus and I presented the Spokane Human Rights Commission's 2017 Work Plan. We also had short presentations from each subcommittee on their 2017 goals and projected impact. Some of the overall goals were to engage the community in conversation regarding human rights issues, increase community awareness of the commission and provide direction to community organizations in the form of educational materials and trainings. I believe that although these are ongoing efforts that we have made strides in our community

There is no doubt that we have seen an increase in attendance at our scheduled monthly meetings. This has been one of our most valuable achievements to date. We greatly appreciate the civic engagement of our community in our courageous conversations, monthly and subcommittee meetings. We believe that this is a direct result of our participation in community events and social media outreach that has been ongoing throughout the year. In addition to our participation in community events we have also had the pleasure of being invited to local organizations to discuss important human rights issues.

In the last year, The Spokane Human Rights Commission has become a community resource for our citizens and our fellow organizations and we hope to continue our work in this area. Last year we received a generous budget which allowed us to hold meetings and attend community events which have lead us to our standing in the community today. As the Spokane Human Rights Commission is a reflection of the City of Spokane administration we feel that it is important to continue our presence at these events as well as increase our community engagement and branding efforts.

### **2. 2018 Work Plan Goals**

Attached you will find a copy of our full commission goals as well as our subcommittee goals for 2018. As mentioned, we are working as a commission to further strengthen our connection and engagement with the commission. We believe through evaluation of the 2017 events that community events and citizen centered meetings are the driving force. As you can see from the 2018 work plan, each respective subcommittee has planned community engagement meetings or activities. The Commission would also like to add an additional community event to our calendar which reflects the goals of the Human Trafficking Subcommittee. The commission feels that these events are an important tool that provides insight to the needs of our city and it's citizens.

In addition to community outreach we have also discussed re-branding efforts. We have added an additional subcommittee which will focus it's efforts on updating the commission's logo and increasing our social and print media presence. One of the projects of this committee will be to engage the youth of our city in designing our new logo which will be used on all Spokane Human Rights Commission publications and business cards.

### **3. 2018 Budget Allocation**

Attached you will find a full outline of our budget request for 2018 which includes funding for the additional events mentioned above. One of the main focuses of our budget is the allocation of funding for



community events. As you can see, almost half of our budget is allocated to registration fees, materials or supplies for these events. As community engagement is at the core of our mission we believe that these expenses are top priority. We have added the additional committee to focus on the branding efforts of the SHRC which you will find is included in the administrative cost section of the proposed budget.

The second item which we have requested increased budgeting for is conference attendance. This year we had the opportunity to send three commissioners to the TEAM Conference. This conference provided valuable insight for those who attended and we would like to provide that opportunity to all of the nine commissioners in the next year. We have allocated a set amount for each commissioner to be used for registration funds to attend conferences and trainings. We hope that you will consider this a valuable resource for our commission in the next year's budget.

Lastly, we would like you to consider a partnership funding for a 2018 Human Rights Awards Ceremony. The SHRC would like to partner with the Spokane County Task Force in this event if approved for our budget. We have so many great community members and leaders that deserve recognition for their efforts in addressing and advocating for Human Rights issues in our community. We would be as fiscally responsible as possible when planning the event and have asked for a conservative allocation.

The Commission understands that we are asking for a considerable increase in the budget compared to the generously allotted 2017 budget. We are willing of course to revise the proposed budget and introduce conversation around the priorities of each section. However, we hope that you will consider the progress that the commission has made in 2017 in community recognition and engagement. We feel that continuing this effort provides great value to the citizens of Spokane. Thank you for your time and consideration on the proposed budget. Please feel free to reach out to me by phone or email with any questions.

Ashley Torres  
Chair-Spokane Human Rights Commission

[Ashley.torres@spokanehumanrightscommission.org](mailto:Ashley.torres@spokanehumanrightscommission.org)  
(P) 509-218-6928

## SHRC FY 18 Budget

### Admin

Printing	\$ 610.00	Business Cards (Vista Print approx \$110 from this line item)
Conferences	\$ 900.00	one per commissioner
Last Thre City Email Boxes	\$ 450.96	
FORZA - B/C Interviews	\$ 55.00	
		Meeting Spaces, MISC costs. \$100 allocated to each
Subcommittee Expenses	\$ 500.00	subcommittee for an event(s)
Admin	\$ 2,515.96	

### Events

Coffee With A Commissioner X4	\$ 139.28	quarterly
Unity In The Community	\$ 75.00	
Booth @ MLK Event	\$ 65.00	
2018 Human Rights Awards	\$ 1,000.00	tentative upon approval (will be asking SCHRTF to partner)
PRIDE Booth	\$ 100.00	
Human Trafficking Awareness March	\$ 100.00	
Refugee Day	\$ 100.00	
Events	\$ 1,579.28	

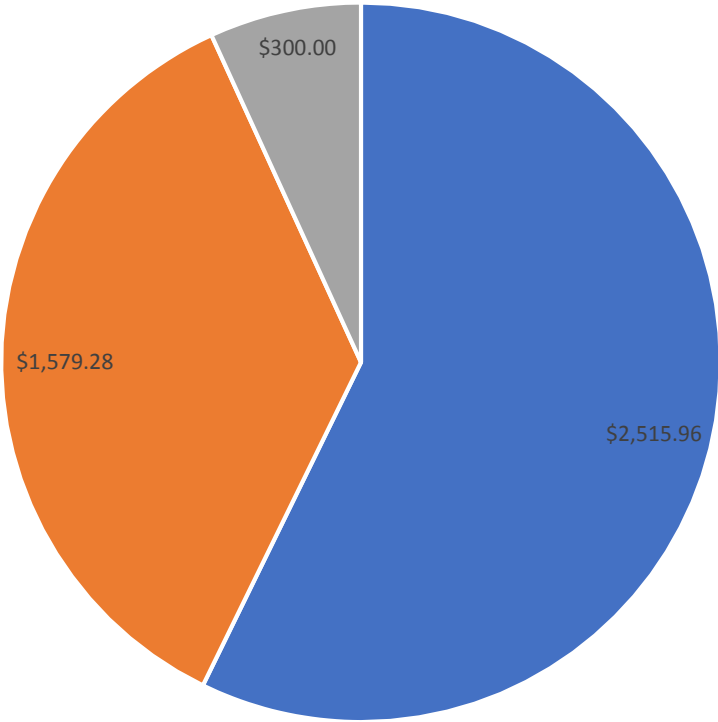
### Required ADA Accomodations

Nexus INW Intepeter Services	\$ 300.00
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### Required Services

Total	\$ 4,395.24
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SHRC 2018 Proposed Budget



Admin    EVENTS    Required Services



## ***LBGTQIA Sub-Committee Work Plan***

<b><i>Designation</i></b>	<b><i>Goal</i></b>	<b><i>Narrative</i></b>	<b><i>Measurable</i></b>	<b><i>Achievable</i></b>	<b><i>Relevant</i></b>	<b><i>Time</i></b>	<b><i>Resources Needed</i></b>	<b><i>Target Completion Date</i></b>
<b><i>LBGTQIA 1.1</i></b>	Continue to increase the support of the LBGTQIA community from city entities.	In doing so the citizens of Spokane will feel as though the city and it's officials support their needs and rights. This effort will be focused city wide. Upon receiving feedback from community focused meetings it is clear that while they have seen the support from the city over the past year that more recognition and action is needed	Through community focused conversations ( subcommittee meetings) we will be able to survey the attendees on how they feel progress has been made. In addition, survey's facilitated through survey monkey will be distributed via social media.	Attending community events and gaining support from the city on resolutions and issues regarding the LBGTQIA community.	This goal is relevant as it provides a working relationship between the civic entities and the community. As we all work towards to better future for Spokane we know that civic engagement is key. By supporting the LBGTQIA community in efforts to safeguard human rights and equality we can work together on this matter. When citizens feel that their city officials are on their side they are more willing to participate in the conversations that help guide our goals.	This will be an ongoing process. There will not be a set date for accomplishment but an ongoing conversation with the community will take place.		
<b><i>LBGTQIA 1.2</i></b>	The LBGTQIA Subcommittee is concerned with the need for safe housing for the LBGTQIA community.	We have heard concern for safety particularly for youth and trans individuals. We would like to assist community housing non-profits and agencies in securing and implementing safe housing programs for LBGTQIA	Currently, there are no housing programs, shelters, etc. targeted towards the LBGTQIA population or youth. If we are unable to secure a physical location in working with other non-profits/agencies then	Collaborative efforts with community agencies/non-profits will guide this discussion. In working with these agencies that have an existing platform we will be able to better succeed in the	Availability and safety of shelters/housing is a concern across the board for the City of Spokane and it's citizens. There is an ongoing effort to provide affordable and safe housing for those experiencing	This goal will take some time to achieve and may roll over to the next year. We hope within the first quarter to begin active conversations with agencies about what is currently in place and		



		experiencing homelessness.	we will work to implement programs. These programs will initiate safeguards for the LGBTQIA community when participating in shelter/housing programs provided by agencies.	goal of safe housing for youth/LGBTQ experiencing homelessness.	homelessness in the city.	can be utilized. By the end of 2018 if we have not been able to secure a physical location for safe LGTBQ housing we will have a final draft of best practices to be implemented in shelters city wide.		
<b>LGBTQIA 1.3</b>								

*Human Trafficking Sub-Committee Work Plan*

<i>Designation</i>	Goal	Narrative	Measurable	Achievable	Relevant	Time	Resources Needed	Target Completion
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**Spokane Human Rights Commission**  
2018 Work Plan

								Date
<b>Human Trafficking 1.1</b>	The SHRC and the SPD ought to adopt a police protocol that itemizes proper treatment of human trafficking victims by police officers.	This is intended as a guide, which will ensure the girls/women taken in for this issue do not endure retraumatization. Among the goals within this are the opportunity for an individual to meet with an advocate during the intake and assessment, that the police department follow through with resource sheet procured by SHRC, as well as a checklist to ensure they are not wrongly apprehending a person for prostitution. Further, police shall check in with the victim regularly on a pre-determined time frame. Various Spokane agencies and nonprofits would be wise to participate as well, as their inclusion of contact information can ensure the victim gets proper treatment upon leaving the police department.	The impact of the first goal would be measured by successful adoption by the SPD of the proposed protocol. Once the protocol is passed, there are a few key benefits we hope to see. First, we expect that we will see an improvement in forensic evidence collected by police as a result of the individual who is being interviewed having more rest, and a more relaxing setting with which to provide evidence. Second, and more subjectively, we hope to reduce the retraumatization of victims who are coming forward to the police for assistance.	The police protocol is already written and edited thanks to contributions from the subcommittee, the SHRC as a whole, and the Office of the Police Ombudsman. With that in place, what is needed is a final draft submission to present to Chief Meidl and Sheriff Ozzie. Once that is complete, we would like to pass this through the SHRC as an endorsement to the protocol, which can then be presented to council as a recommendation for application by	This directly affects and improves outcomes for those who have faced trafficking by ensuring their first contact in need for assistance is positive, helpful, reduces trauma, and better preserves forensic evidence.	The police protocol is already beginning to take stage. As mentioned, we are already working the OPO for endorsement and will soon meet with Chief Meidl to further the discussion and input. Given that, the process is nearing its completion and would only be impeded by bureaucracy slowing down the process. We hope to have this completed by the start of the year with implementation taking effect by the end of spring. This is likely to be accomplished.	This would require printing costs for the protocol, but aside from that, the real resources needed are human capital pushing for a drive to make this successful	Spring 2018



**Spokane Human Rights Commission**  
2018 Work Plan

		This is a targeted approach; however, if it were to reach a city-wide level, we would be happy to push for an ordinance.		the SPD as a whole.				
<b>Human Trafficking 1.2</b>	This subcommittee would like to push for an ordinance that would eliminate the possibility for minors to be charged with prostitution.	We see far too often of minors who suffer from a prostitution charge on their record, when in reality, they are not even of the legal age to consent. Involved in the “prostitution” of a minor is the repeated statutory or physical rape of the child. To suffer that fate, while also suffering from the knowledge that their future is compromised by charges that criminalize their victimization is unjust. Accordingly, we would like to team up with City Council to work on an ordinance that would address this issue. Nonprofits and agencies that address this issue would be a welcome contribution as well as we work toward this city-	By having youth charged with prostitution, three negative outcomes are happening: One, they learn to have shame for their trauma, as it is considered a criminal act. Two, they suffer for years to come as a result of the crime on their records. Three, they are less likely to come forward. This issue will likely be more challenging. Because January is Sex Trafficking Awareness Month, we are hoping to use this as a catalyst for change. During that time, we will hold public sessions,	The first step to change the ordinance related to prostitution is to schedule another meeting with CM Kinnear, who has worked on this issue diligently in the past. Further research is required to see what exactly the current statute states, then acquire further information from relevant stakeholders (ie: Judges, prosecutors, business leaders, etc.) in order to determine the best verbiage	This is relevant as it pertains to ensuring the mental protections of minors are preserved. Changing discourse on language used in trafficking can go a long way toward changing the way victims see themselves and how they are treated by society as a whole.	This issue will likely be more challenging. Because January is Sex Trafficking Awareness Month, we are hoping to use this as a catalyst for change. During that time, we will hold public sessions, supplemented by meetings with CM Kinnear and other relevant government stakeholders necessary to change the ordinance related to prostitution. We would hope to have this completed within the year. We are hoping this recommendation will be accomplished, but we also understand that this involves	Aside from occasional informational printing, this is something that involves entirely human capital: Meetings with policy makers and constituents to drive for an ordinance change.	Spring 2018



**Spokane Human Rights Commission**  
2018 Work Plan

		wide effort.	supplemented by meetings with CM Kinnear and other relevant government stakeholders necessary to change the ordinance related to prostitution. We would hope to have this completed within the year. We are hoping this recommendation will be accomplished, but we also understand that this involves decisions that are not entirely in the hands of the subcommittee members.	possible to encourage a successful ordinance change.		decisions that are not entirely in the hands of the subcommittee members.		
<b>Human Trafficking 1.3</b>	This subcommittee would like to provide training for ER nurses to adequately address an exam with sexual assault survivors.	Often, sexual assault survivors will go into an ER. However, they are often faced with an ER with too few nurses (often none on staff) who are trained to deal with the emotional and forensic needs of performing an intake on	Because our goal is to get training administered to current nurses and upstream training administered to nursing school students, the measurable impact would be that an	Research is required to find the best, most affordable, and overall most desirable training method for upstream training. The SHRC intern has	Providing training to ER nurses aids those who have been trafficked by alleviating the trauma they experience and by preserving forensic evidence.	Training nurses is an issue that involves a variety of potential stakeholders. Therefore, the amount of time it takes to accomplish this depends on how quickly first, second, and third choice	Like many other goals in this subcommittee, having dedicated individuals who are willing to work with us and reach out to stakeholders to achieve these needs.	One Year, with full implementation likely taking longer.





**Spokane Human Rights Commission**  
2018 Work Plan

		<p>a sexual assault victim. To work around this, we would like to address this on two fronts. First, we would like to work with the medical care providers in the city to negotiate a way that they would pay for the proper training. If needed, we are willing to go to the city or state to ensure adequate resources. Second, we wish to acquire upstream training by going to the local nursing schools to provide regular trainings as well.</p>	<p>annual or biannual training is conducted that would be administered to each students and current nurses. In doing so, the hope is that nurses in the ER are able to create more convictions because of the improvement in quality of forensic evidence. Again, because many matters of sexual trauma are subjective, many of these factors are not measurable in the quantitative sense, but rather in the sense that fewer individuals experience further traumatization as a result of receiving more compassionate and appropriate treatment.</p>	<p>determined a few options, which offer as many as 9 course credits, though that does come at a cost per student. Research and discussions with students and faculty at nursing schools is needed to determine which route could have the greatest impact. In terms of proliferating training of current nurses, meetings with Providence and Multicare are needed to reach an agreement for training purposes. If that does not appear to be achievable, work needs to be done to draft letters and social media posts to encourage either</p>		<p>training providers step up to provide this training. Providing upstream training to the nursing schools is something that can very likely be provided by spring semester to occur regularly thereafter. However, training to current nurses will likely take more time in negotiation and implementation. We are hoping to have a provider for this within one year, with the understanding that implementation of the training may take longer (1-2 years beyond determining the training provider).</p>		
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**Spokane Human Rights Commission**  
2018 Work Plan

				a city ordinance or to encourage one of the health care providers to step up to meet public demand.				
<b>Human Trafficking 1.4</b>	It is this subcommittee's goal to change the statutes regarding the traffic cameras to allow for release of evidence regarding sexual crimes to vulnerable citizens.	A few months ago, there was a sexual assault of a developmentally disabled woman in line-of-sight of a red light traffic camera. The current RCW states that the traffic camera cannot be used outside of specific traffic related situations, even if it is known that there is evidence for a serious crime displayed on the camera. It is our goal to create specific goals as it pertains to the allowed release of this information for sexual crimes committed to youth or vulnerable adults. This is something we would want to work with the state congress, along with agencies (ie: ACLU) who have a vested interest in protecting	A successful output of achieving this goal would be the successful passage of a new RCW that would allow vulnerable adults and children who have sexual crimes committed against them consult traffic cameras for evidence on an ongoing, open case. The measurable hope is that this would result in more convictions and a long-term result that reduces sexual crime in the region overall.	In order to address the traffic camera issue, our goal is to first meet with stakeholders who may find initial opposition to this proposal based on privacy. To that end, we would need to meet with the ACLU, PJALS, and the Center for Justice (to start) to explain our goals and how best we can meet those goals while respecting their privacy concerns. From there, work would need to go into drafting a RCW revision that would protect	This is relevant as it provides for better reporting of victims of sexual violence to come forward. Moreover, because this will enhance convictions of the perpetrators of violence, we can crack down as a city on those who wish to do harm to the vulnerable among us.	Adjusting needs for the traffic cameras will be an ongoing process that one local representative admitted would be an 'uphill' battle. That knowledge in mind, this will be a long process that requires the appeasement of various stakeholders. I would like to dedicate the first six months of pursuing this goal to working with 'opposition' agencies to determine the best modes of phrasing and narrowing the scope of our proposed RCW amendments. The next six months would be used to	The internet and in-person meetings and consensus building will be this goal's most valuable resource.	2019



**Spokane Human Rights Commission**  
2018 Work Plan

		privacy, which may cause issues in pursuing changes to this RCW.		children and vulnerable adults without compromising the privacy of adults not involved in an ongoing sexual assault investigation.		work on getting a state senator to sponsor a bill and gather public support. The goal is to put this to a vote in 2019s legislative session.		
<b><i>Human Trafficking 1.5</i></b>	Finally, we would like to begin creating relationships with schools in order to host an annual or bi-annual Open House for parents.	This would be primarily for middle and high school parents as they learn about the dangers and prevalence of human trafficking among youth, learn about the signs, and conduct sessions on how to identify and prevent their youth from being targeted. This would be in conjunction with various related agencies who would provide information and training, along with the schools, which would provide venue, educators, and attendees.	Finally, the open house, we hope to be attended by at least 400 parents across Spokane, and include the involvement of at least 3 local organizations that can provide guidance on this issue. The hope is that more parents being aware and talking about the issue will result in greater awareness and further focus within the household to prevent a human-trafficking related tragedy.	For the open house, more conversations would need to be had with schools and agencies to find a host site, speakers, and agencies who would be willing to offer trainings and resources. Once that is set, it is something we would hope to have in pilot form by the end of the school year to implement on a grander scale by the start of the 2018 school year.	Awareness is critical to prevention, which is critical to helping alleviate the human trafficking crisis in Spokane. This starts with parents.	The open house is likely to come into fruition. There is an interest within schools to provide this training, and we are well aware of resources and agencies that would love to contribute to this end. We would spend the next few months toward working with schools to secure an event location. From there, time would be spent on publicity and gathering relevant agencies to take part. Following that, there will be an entire summer to work toward a larger event	Printing expenses would be the only cost for this event, as we already have working relationships with several schools.	Spring and Fall 2018



						for parents to take part in at the start of the following school 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>
<b>Education &amp; Planning 1.1</b>	Public viewing/showing of "Paper Taggers"	This film provides viewers with a different perspective of education, with a focus on adverse childhood experiences (ACES) and resilience. It makes us rethink the current paradigm surrounding trauma and poverty.	Attendance of 50 community members, as well as key stakeholders in education and youth organizations.	We will partner with League of Education Voters, a free or low-cost venue to host the event, and ensure the film can be shown in a public setting. The venue will help determine the cost of the event as well as the accessibility of community members to attend.	OSPI is in the process of rewriting rules on how we deal with discipline. Studies show that there's a disproportionality in kids of color and poverty: They are overdisciplined and thus have difficulty re-engaging in school. The film shows how kids are dealing with long-term trauma and how they can be supported in achieving they're educational goals.	First half of 2018, ideally in the Spring.	Venue Film Promotion Partners	June 30, 2018



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<b>Education &amp; Planning 1.2</b>	Put together recommendations from the Commission in regards to District 81's adoption of new sex ed curriculum.	New curriculum is being selected for sex education in District 81. The current curriculum is a heated topic and many community members would like to give feedback. The Commission has the opportunity to help facilitate dialogue and transparency, ensuring that a diverse and relevant set of perspectives are included that reflects our community.	Facilitating a conversation with community members and key stakeholders. Having the workgroup tasked with selecting the curriculum release its full content for community review and feedback.	It's achievable for the community to have the conversation. The committee has the ability to grant the request; we can also provide an opportunity for community members to provide feedback and from conversations we can compile recommendations.	District 81 is currently reviewing and in the process of selecting new curriculum in accordance with OSPI's Healthy Youth Act (passed in 2016). There has been discussion and frustration in the community among the process, the content of the curriculum, etc.	The school board will vote on the new curriculum in February. Our recommendations should be compiled and submitted by end of January. This means the Commission has approximately in one month to engage the community and the District 81 committee.	Full curriculum for review. Courageous Conversation or dialogue with the community (requires venue and promotion)	February 1, 2018
<b>Education &amp; Planning 1.3</b>								
<b>Education &amp; Planning 1.4</b>	Engage other community organizations	The Commission has increased attendance at their monthly meetings and has engaged community members through several outreach activities. There is an opportunity to connect with community groups and entities that are either dis-engaged or are unsure of how to engage,	Identify and engage in dialogue with at least six groups or activities that are either new to the Commission or have had very little engagement.	The Commission has contacts with a number of community organizations. With several new directors on board, the opportunity to expand the network reach is feasible.	As of late, the discussions around human rights have been polarizing. The Commission has the opportunity to engage people from multiple backgrounds and perspectives to facilitate a productive and civil dialogue with the intent of finding common	Ongoing, most likely one engagement every other month.	Community network/contacts. Venues for meeting. Publicity/promotion.	December 31, 2018



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		particularly those with different or unique perspectives.			ground.			
<b>Education &amp; Planning 1.5</b>	Host or co-host a Humans Rights Awards event	Celebrate those individuals and groups who are championing human rights in our community, through service, volunteerism, philanthropy, etc. The event could potentially serve as a partial fundraiser for a community partner that is associated with human rights (e.g., SCHRTF).	150 attendees. Potentially one co-hosting organization. 5-10 community partners that provide some level of sponsorship or in-kind contributions. TBD: # of nominations and actual award recipients.	The Spokane County Human Rights Task Force has held an awards ceremony in the past. This is an opportunity to partner with them. Several SHRC commissioners are familiar or have experience with event planning, and have connections to community partners and businesses that may be interested in supporting the event.	This is an opportunity to send a positive message in the community and visibly demonstrate the good work that is being done, and can serve as a catalyst for more engagement and support.	Establish a planning committee by February 2018. The group will develop a timeline and action plan, with an event tentatively scheduled for August 2018, to coincide with Unity in the Community.	Volunteers for the committee. Venue for the event. Sponsors to cover costs. Advertising and promotion. Funds to help cover various expenses (part of budget request).	August 2018
<b>Education &amp; Planning 1.6</b>								



*Rules & Procedures 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>Rules &amp; Procedures 1.1</i>	The committee at minimum will meet on a quarterly basis to review the Commission’s Bylaws, Policies and Procedures that may be							



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	limiting or presenting barriers to the Commission’s ability to function effectively and efficiently.							
<b>Rules &amp; Procedures 1.2</b>	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.							
<b>Rules &amp; Procedures 1.3</b>	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.							





<b>Rules &amp; Procedures</b> <b>1.4</b>	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.							
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*Complaint 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>
<b>Complaint</b> <b>1.1</b>	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	A report will be disseminated amongst commissioners and council once per calendar year in November.					



**Spokane Human Rights Commission**  
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		discrimination complaints						
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## Re-Branding AdHoc Committee Work Plan

Designation	Goal	Narrative	Measurable	Achievable	Relevant	Time	Resources Needed	Target Completion Date
<b>Re-Branding AdHoc Committee 1.1</b>	<i>Rebrand the Commission: Create a visual identity and cohesive messaging platform that accurately reflects the mission of the Commission, positioning the SHRC to have a strong, relevant voice in the community</i>	The current branding is not fully reflective of the Commission's purpose. Conducting a brand audit and engaging the community and key stakeholders in interviews and surveys will help the Commission identity themes, message points, and establish a unifying identity for the SHRC. This will help ensure the Commission is seen as relevant and professional in all its interactions.	Key informant interviews. Community survey. Updated visual/brand identity standards guide. Cohesive messaging platform. Materials updated to reflect any changes.	The Commission has several Commissioners who are familiar with marketing and communications, and who also have connections to community partners that may be able to assist in accomplishing this project. Two in particular have been involved professionally in several rebranding projects. The Commission has requested budget dollars to help execute the process.	In today's society, there are numerous messages being broadcast every day. In order for the Commission to effectively communicate with the community and our key stakeholders, we need an identity and unified messaging platform that resonates.	Assemble task force by January 2018 for implementation of new brand by July 2018.	Volunteers, including SHRC Commissioners and community partners. Funds for marketing, to include online and print marketing materials.	<b>July 2018</b>



## *Full Commission Goals*

<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>
<b>Full Commission 1.1</b>	Establish Public Relations Rep	Let us begin by recognizing SHRC accomplishments for 2017 Identify failures from 2017 Build on accomplishments from 2017 Address past mistakes and avoid repeats						
<b>Full Commission 1.2</b>	Assign (quarterly?) Task forces	(2 or 3 commissioners to recruit and educate Spokane Citizens, Public and private sectors engaged in similar work (to serve on subcommittees, and) on approaches to prevent and/or eliminate discrimination	Include Action Items and Updates for monthly meetings	Increase Collaboration with NPO's and Government Agencies	Focus on just a limited number of topics, so that the greater number of commissioners may thoroughly support:  Transgender Issues  Human Trafficking  Disability Issues  Criminal Justice & Re-entry			



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