



# Spokane Human Rights Commission

The June 2<sup>nd</sup>, 2022 meeting will provide for in person attendance. The meeting will be held in the City Council Briefing Room – Lower Level of City Hall, 808 Spokane Fall Blvd. Members of the public, Commission members, City staff, and presenters will still have the option to participate remotely via WebEx by clicking the “Meeting Link” on this page or by calling the number provided.

5:30 PM-7:00 PM

[Meeting Link](#)

+1-408-418-9388

Access code: 249 204 38664

**TIMES GIVEN ARE AN ESTIMATE AND ARE SUBJECT TO CHANGE**

## Land Acknowledgment & Public Comment Period:

5:30 - 5:40 Land Acknowledgement  
Public Comment (3 minutes each). Citizens are invited to address the Commission.

## Commission Briefing Session:

5:40 - 5:45 A. Roll Call & Approval of the May Minutes Chair Kissler

## Standing Update(s):

5:45 – 6:00	Chair Report & Budget Update	Chair Kissler
6:00 – 6:10	Proclamation Recognizing Commissioner Baker	Comissioners
6:10 – 6:25	Language Access Policy	Alex Gibilisco
6:25 - 7:00	Committee Updates <ul style="list-style-type: none"> <li>• Exectutive Committee               <ul style="list-style-type: none"> <li>○ Action: Bylaws Revision</li> <li>○ Action: Minutes Revisions (Aug, Sept, Oct 2021)</li> <li>○ Discussion: Consent Agenda</li> </ul> </li> <li>• Civic Impact Committee</li> <li>• Outreach Committee               <ul style="list-style-type: none"> <li>○ Pride Sign-up</li> <li>○ Unity in Community (Aug. 20)</li> </ul> </li> </ul>	All

	<b>Adjournment</b>	
	1) Next Human Rights Commission meeting is scheduled for <b>July 7<sup>th</sup>, at 5:30pm (PST)</b>	

**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 Spokane City Council Chamber in the lower level of Spokane City Hall, 808 W. Spokane Falls Blvd., is wheelchair accessible and also is equipped with an infrared assistive listening system for persons with hearing loss. Headsets may be checked out (upon presentation of picture I.D.) at the City Cable 5 Production Booth located on the First Floor of the Municipal Building, directly above the Chase Gallery or through the meeting organizer. Individuals requesting reasonable accommodations or further information may call, write, or email Human Resources at 509.625.6363, 808 W. Spokane Falls Blvd, Spokane, WA, 99201; or [msteinolfson@spokanecity.org](mailto:msteinolfson@spokanecity.org). Persons who are deaf or hard of hearing may contact Human Resources through the Washington Relay Service at 7-1-1. Please contact us forty-eight (48) hours before the meeting date.



## Chair's Report

June 2, 2022

Dear Commissioners,

Below is a summary of activities I participated in as Chair of the SHRC, as well as additional points of interest:

- Social Media (Facebook)
  - Posted information about emergency rental funds assistance from the City.
  - Created the June 2022 event.
- OCREI
  - Met with the task force and community stakeholder group to continue moving the process of hiring the OCREI Director forward.
  - Revised job description has been sent to City Administrator for consideration; now under internal review.
  - Meeting with the City Administrator has been rescheduled to June 17.
- Youth Representative Position
  - Working with the Mayor's Office to have the position posted and promoted so we can actively recruit.
- Outreach
  - Shared information about the position and the Youth Representative Position to the Youth Leadership Spokane Class on May 23.
- Public Records Request (PRR)
  - Responded to an inquiry from Mr. Warren Walker, forwarded by the Mayor's Office, for records related to the Monaghan Statue discussions, presentations and resolutions. Letter is attached.
  - Inquiry was forwarded to City Clerk's Office to ensure PRR process was followed.
- The Arc of Spokane is looking to form an advocacy committee. Please contact Chair Kissler if you are interested in participating in this opportunity.
- Conducting onboarding with Commissioner Peck (Thursday, May 26).
- Drafted attached proclamation for Commissioner Baker.
- Worked with Mike Piccolo to explore options under OPMA rules regarding Commissioner trainings.
- Signed onto a statement (as chair) with other area human/civil rights organizations regarding recent hate crimes, mass shootings and domestic terrorism. Statement is attached.
- Created rosters in Committee folders on Google Drive.



**CITY OF SPOKANE**  
**HUMAN RIGHTS COMMISSION**

May 20, 2022

Mr. Warren Walker  
3511 W. LaCrosse Ave.  
Spokane, WA 99205

Dear Mr. Walker:

Thank you for taking interest in the work of the City of Spokane's Human Rights Commission, and specifically, our recent discussions and actions regarding the Monaghan statue in downtown Spokane. Below is a record of information compiled from SHRC minutes, meeting packets, emails, and meeting recordings.

The Commission received an inquiry about the Monaghan Statue and past Commission review of it in March of 2021, referencing a concern brought forward by Mark Lanterman around April 2000. No record was able to be found regarding the Commission taking any action on the issue.

Later, in August of 2021, the Commission was made aware of a community petition by the Citizens' Advisory Council (CAC) to have the statue removed. The link to the petition was shared with individual commissioners for their consideration and an agenda item was set for the September 2021 meeting to learn more about the issue and for discussion about whether the Commission would want to formally endorse the petition. The petition link is included in the minutes should anyone want to refer to what petition was being considered.

Several of the members of the CAC presented at the September 2021 meeting (see attached documents: CAC History Draft.pdf and Spokane Human Rights Commission and Citizens' Advisory Council- Monaghan Removal Overview.pdf).

In a follow up discussion with Vice Chair Harrison, who presided over the September 2021 meeting, she recommended that we move forward to vote on the matter at our next meeting (October 2021). At the October 2021 meeting the Commission voted to formally endorse the petition. The motion was made by Vice Chair Harrison and seconded by Commissioner Schreibman. It was approved unanimously by a verbal vote of the five (5) commissioners present of the six (6) total voting members of the SHRC at the time; only four (4) commissioners were required for meeting quorum. As part of the discussion that evening, the Commission explored several options for a resolution to be considered at a future date.

As chair, I drafted the resolution that was considered and approved at the November 2021 meeting. The resolution formally references the information that was provided to the Commission at our September 2021 meeting along with the decision made by the Commission



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at our October 2021 meeting. A motion was made by Commissioner Archer and seconded by Vice Chair Harrison to approve the resolution. It was approved unanimously by a verbal vote of the five (5) commissioners present of the six (6) total voting members of the SHRC at the time; only four (4) commissioners were required for meeting quorum. The Commission did receive public comment from Ivan Urnovitz at the meeting regarding the statue.

After the Commission formally endorsed the removal of the statue and recommended the City establish a process for addressing issues around historical landmarks, community members have continued to provide public comment, both in favor of and in opposition of the statue removal, at Commission meetings and via email.

The Commission has focused its efforts on helping devise a formal procedure that the City could utilize for concerns regarding historical landmarks, which includes what actions the city might take once a determination has been made. In the case of the Monaghan statue, while a recommendation has been made to have it removed, there were still questions regarding who owned the statue and who owned the land, as well as who has the authority to take action and what might be done with the statue and/or land.

I have forwarded your message to the City Clerk's office, which handles public records requests, noting items a, b, and c in your letter. Per the city's public records policy, you may submit a request via the City of Spokane's Public Records portal or using one of the alternatives listed on the city's website at: <https://my.spokanecity.org/administrative/public-records/>.

*Lance Kissler*  
SHRC Chair  
[lkissler@spokanecity.org](mailto:lkissler@spokanecity.org)

**May 17, 2022**

**Press Release**

**From:**

**Kootenai County Task Force on Human Relations  
Bonner County Human Rights Task Force  
Spokane County Human Rights Task Force  
Boundary County Human Rights Task Force  
Lance Kissler, Chair of the Spokane Human Rights  
Commission**

**Contact for the groups: Tony Stewart 208-765-3932**

**Human Rights Groups Call for Federal and State Legislation to  
Combat Domestic Terrorism**

**We call for immediate action by the Federal government and the states for passage of strong domestic terrorist control acts to combat the epidemic of mass shootings in the United States taking the lives and injuring so many innocent individuals.**

**The recent mass killing of ten and injuring three Americans in Buffalo, New York is only one of a long list of horrible hate crimes afflicting our country.**

**A report by the Gun Violence Archive (GVA), an independent research group, with data collection from 7,500 law enforcement, media, government and commercial sources, should cause all Americans to demand swift action.**

**The GVA reports that from 2014 through 2021 showed there were 3,389 mass shootings in America defined as shootings with four or more shot or killed not including the shooter (see the data at the end of our statement\*\*Footnote). In addition to the very publicized Buffalo, New York shooting; Parkland School shooting; Pulse nightclub, Orlando; Atlanta shooting; Sandy Hook Elementary School shooting; Black church in Charleston, South Carolina; El Paso Wal-Mart in Texas; Pittsburgh synagogue; and Columbine, Colorado shooting; there have been thousands of**

**other mass shootings over the past several years in America causing deaths and serious injuries.**

**The recent escalating and alarming mass shootings from April 1 through May 15 of this year include 93 deaths and 407 injuries according to GVA reports.**

**We applaud the past actions of the Federal government's enactment of laws from 1968 to 2022 to protect individuals and groups from violence based on race, religion, ethnicity, nationality, gender, sexual orientation, gender identity, disability, American/Pacific Islanders, and the Emmett Till Antilynching Federal Act of 2022.**

**On June 21, 2021 the National Security Council published the National Security Countering Domestic Terrorism Plan to focus attention on threats from violent extremists, white nationalism, white supremacists and anti-government activists.**

**We also recognize and support those states that have enacted domestic terrorist control acts such as Idaho (1987).**

**In the state of Washington, progress is being made with Washington State Attorney General Bob Ferguson's Hate Crimes Advisory Working Group. And Vanessa Waldref, U. S. Attorney for Eastern Washington, has created an outreach program to address and report hate crimes and hate incidents.**

**However, there are glaring gaps in addressing domestic terrorism in both Federal and state law.**

**We urge the passage of the 2021 proposed United States Domestic Terrorism Prevention Act that would provide and extend efforts of government to prevent, report on, respond to and investigate acts of domestic terrorism by authorizing offices dedicated to combating this threat; requiring these offices to regularly assess this threat; and provide training and resources including funds, to assist state, local and tribal law enforcement in addressing the threats. The act would charge the Department of Home Land Security, the Department of Justice and the FBI to implement the law.**

**We also urge states to enact domestic terrorist control acts.**

**Unfortunately, one of the greatest threats to public safety and national security comes from within our country. It is inconceivable that we continue to fail to take action that could save lives and protect our communities from these terrorists.**

**This is truly an urgent national security issue. We respond quickly to international terrorist threats and we should do the same for threats of domestic terrorism.**

**\*\*Footnote**

**Data from GVA number of mass shootings per year with at least 4 people shot or killed not including the shooter:**

<b>Year</b>	<b>Number</b>
<b>2014</b>	<b>269</b>
<b>2015</b>	<b>335</b>
<b>2016</b>	<b>382</b>
<b>2017</b>	<b>346</b>
<b>2018</b>	<b>336</b>
<b>2019</b>	<b>417</b>
<b>2020</b>	<b>611</b>
<b>2021</b>	<b>693</b>
<b>TOTAL</b>	<b>Number of Shootings: 3,389</b>





## PROCLAMATION

### **A proclamation recognizing Abigail Baker's service on the Spokane Human Rights Commission**

WHEREAS, Abigail Baker was appointed to serve in the youth representative position for the Spokane Human Rights Commission (SHRC) with a term of June 30, 2021 to June 29, 2022; and

WHEREAS, Abigail actively participated in Commission meetings, including Outreach Committee meetings; and

WHEREAS, Abigail provided invaluable insight on human rights matters, particularly bringing a fresh perspective to the group; and

WHEREAS, Abigail brought invaluable knowledge and expertise to support the advancement of the SHRC's mission, particularly on the topic of addressing mental health issues in our community; and

WHEREAS, Abigail discharged her duties thoughtfully, diligently, and conscientiously, strengthening the quality of the SHRC's deliberations and overall work; and

WHEREAS, Abigail treated her fellow commissioners, SHRC stakeholders, and all members of the public with dignity, kindness, and respect, even during times of disagreement; and

WHEREAS, Abigail will undoubtedly continue to be an advocate for all humans, whether in Spokane or any other community in which she resides,

NOW THEREFORE BE IT PROCLAIMED that the City of Spokane Human Rights Commission thanks Ms. Abigail Baker for her volunteer service and contributions to the SHRC and express our gratitude for her commitment to human rights.

*Adopted by the City of Spokane Human Rights Commission on June 2, 2022.*

Lance Kissler  
Chair, City of Spokane Human Rights Commission

## City of Spokane Language Access Policy

**WHEREAS** City of Spokane is committed to welcoming and creating a place of belonging for all that call the City of Spokane home.

**WHEREAS**, equity and inclusion are essential to building relationships and improving outcomes in Spokane communities, especially for under-represented and under-served communities, including, but not limited to, immigrants, refugees, and communities of color who are among our most vulnerable residents; and

**WHEREAS**, language access helps all immigrant and refugee residents, regardless of their English proficiency, have meaningful, independent, and equitable access to City programs, services, and stakeholder engagement; and

**WHEREAS**, Title VI of the federal Civil Rights Act of 1964 states that "[n]o person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance" and requires federal grant recipients to provide language access; and

**WHEREAS**, In the City's Title VI plan, it outlines the responsibilities of Title VI Specialists including maintaining data of Limited English Proficiency (LEP) residents.

**WHEREAS**, State law (SB 5046) requires each county, city and town in Washington that provide safety information in an emergency or disaster to provide public notices of public health, safety, and welfare in a language other than English; and

**WHEREAS**, according to a 2020 5yr Community Survey, 16,732 Spokane residents speak a language other than English and Spokane's immigrant population grew by 9% percent since 2010 and, according to Spokane Public School District, 80 languages are spoken in our public schools; and

**WHEREAS**, the Office of Equity and Civil Rights will convene representative from priority departments to evaluate the Language Access Program and determine how to advance its implementation

**NOW, THEREFORE**, hereby direct departments in the City of Spokane to update and prioritize implementation of the Language Access Program by taking the following actions:

The City of Spokane to ensuring all residents have equitable access to the City's services, information, and civic processes, guidelines on using interpretation, and translation services by City departments; and

1. By September 5, 2022, the Office of Civil Rights, Equity and Inclusion shall provide departments with a Language Access Plan Template and a Language Access Toolkit to guide development of Language Access Plans.
2. By November 07, 2022 each department shall submit a Language Access Plan for 2023 to the Office of Civil Rights, Equity, and Inclusion for review with Spokane Human Rights Commission prior to transmittal to the Mayor for approval.

3. Starting with the 2023 Budget, each department through the budgeting process will allocate a portion of its annual budget to begin implementation of its Language Access Plan.
4. The Office of Civil Rights, Equity and Inclusion shall also prioritize technical assistance to departments involved in responding to health and safety-related emergencies, refugee relief, disaster preparedness, response, recovery programs, and other crisis situations.
5. During a crisis, emergency, or public safety situation, all affected departments shall make it a priority to offer language access services and, when feasible, ensure interpretation and translation services are present and available to assist Limited English Proficient ("LEP") residents with critical language needs.

If a crisis, emergency, or public safety situation requires posting of warning signs, the department must translate those signs into the appropriate primary and emerging languages according to neighborhood demographics. Current City of Spokane primary and emerging languages are listed in an addendum to this (ordinance or resolution).

6. Annually, the Office of Civil Rights, Equity and Inclusion shall update the list of primary and emerging languages based on the best available data, including the American Community Survey from the U.S. Census Bureau.
7. Annually, each department will maintain data relative to the use of the language access tools, and transmit it to the Office of Civil Rights, Equity and Inclusion to include in Title VI reports, report to the Spokane Human Rights Commission and for other administrative needs.
8. The Office of Civil Rights, Equity and Inclusion is responsible for the following Language Access Program oversight duties:
  - a. Work with departments to finalize Language Access Plans before they are transmitted to the Mayor for approval.
  - b. Provide technical assistance for language services to all departments, including training department staff.
  - c. Provide strategic guidance about working with LEP residents to departments, the City Council, and the Mayor's Office.
  - d. Oversee, update, and maintain a web portal that includes a directory of qualified language service provider, sample interpretation service contracts, a repository of department s' translated documents, and a Language Access Toolkit.
  - e. Annually work with Spokane Human Rights Commission to review the City's language access plan to make improvements.
  - f. Provide departments with model Language Access Plans.
  - g. Biannually present to City Council with updates, data relevant to the program, including geographical use.

**BE IT FURTHER RESOLVED:** Significant population segments are defined as those LEP groups comprising 3.5% percent, or 700 residents, whichever is fewer, of the population of persons eligible to be served or

likely to be affected. Same evaluation applies when working in smaller geographical footprints within the City or as advised by the Office of Civil Rights, Equity, and Inclusion.

DRAFT