



Spokane Human Rights Commission

The Nov 7th, 2024 meeting will provide for in person attendance. The meeting will be held in the City Council Chambers–Lower Level of City Hall, 808 Spokane Falls Blvd. Members of the public, Commission members, City staff, and presenters will still have the option to participate remotely via Teams by clicking the “Meeting Link” on this page or by calling the number provided.

5:30 PM-7:30 PM

[Meeting Link](#)

+1-323-618-1887

Access code: 577 455 431#

TIMES GIVEN ARE AN ESTIMATE AND ARE SUBJECT TO CHANGE

Land Acknowledgment & Public Comment Period:

5:30 - 5:35

Land Acknowledgement
Public Comment (3 minutes each). Citizens are invited to address the Commission.

Commission Briefing Session:

5:35 - 5:40

A. Roll Call & Approval of Consent Agenda

Chair Peace

Standing Update(s):

5:40-6:00

Language Access & Recruitment Ordinance

Andres Grageda

6:00-6:25

SHRC Elections of New Executive-Officers & Committee-Leads

6:25-7:00

Committee Updates:

- Executive
- Civic Impact
- Outreach

	Adjournment	
	1) Next Human Rights Commission meeting is scheduled for Dec 5th, at 5:30pm (PST)	

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. 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—November 1, 2024

Dear Commissioners,

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

❖ Commission Updates

- On 9/30/24 the City Council passed a vote 7-0 on ORD C36578---An ordinance relating to the recruitment of applicants to the SHRC, amending section 4.10.020 of the Spokane Municipal Code, which comes after the SHRC on 8/1/24 passed SHRC- RESOLUTION 2024-001---A resolution proposing amendments to SMC 04.10.020 to assist the Spokane Human Rights Commission in the recruitment of applicants for, and retention of members in, the Youth Representative position.
- The SHRC Chair attended the "City Council's Homeless Roundtable" event on 10/1/24 held at the downtown Library, in which this was the 2nd roundtable-meeting, and the next meeting will be on 10/22/24 at the Library as well.
- A KLXY-TV Reporter reached out to the SHRC Chair, in order to do an interview about a story on "the SHRC adding 2 more Youth Positions to the Commission". Unfortunately, due to other Breaking-News that day this story never aired or was published.
- The SHRC Chair attended the "Spokane Homeless Coalition" meeting held at the Gathering House Cafe on the morning of 10/3/24. During this meeting there were presentations from: Rev. Walter Kendricks & Jewels Helping Hands about their "Morning Star Church Homeless Shelter" and also there were updates from Spokane Valley & other Service Providers.

- A citizen from the westside of the state reached out to the SHRC Chair, in order to get a "PDF copy" of the SHRC PROCLAMATION 24-002 honoring Debbie Novak's indefatigable efforts, her leadership, and her accomplishments in her work advocating for police reform in our community. This westside-citizen is also a member of the Washington Coalition for Police Accountability (WCPA)", in which then that organization posted to the membership of the WCPA on their Facebook page about the SHRC proclamation and also, which it was at that point then the WCPA added their own "Statement-of-recognition" for Debbie Novak.
- The SHRC Chair reached out to the Police Chief's Office, in order to confirm the meeting with him & the SHRC Executive Committee on 10/23/24 and to also confirm his presentation to the full Commission on 12/5/24. The Police Chief's Office then did confirm both of those events.
- The SHRC Chair reached out to the Mayor's Office, in order to find out if the Mayor had been able to hold an interview with *Justice Forral* to fill the vacancy on the Commission due to the fact that they currently were the top-pick of the Commission to be recommended to the Mayor to be appointed to that position on the SHRC. The SHRC Chair learned that this interview is scheduled to take place with this candidate & the Mayor's Office on 10/31/24.
- Held an SHRC Executive Committee Meeting on 10/20/24.
- The SHRC Chair attended a private meeting on 10/22/24 with the "Washington State Office of Independent Investigations (OII)" that was held at the Shadle Library, in which this was organized by Debbie Novak for "Impacted-Families" some coming from across the state to be at this meeting. The Legislature created OII in 2021 to conduct thorough, transparent, & unbiased investigations of cases that involve police use of deadly force. OII is unique in the nation, being led by a civilian director & tasked with developing a plan to eventually include civilian investigators

on its teams. The agency was a key recommendation from the "[Governor's Task Force on Independent Investigations of Police Use of Force](#)", which [Gov. Jay Inslee](#) formed after widespread public outcry in response to recent *fatal police use of force cases where victims were often Black men & women, & other people of color.*

- The SHRC Chair attended the "[City Council's Homeless Roundtable](#)" event on 10/22/24 held at the downtown Library, in which this was the 3rd roundtable-meeting, and the next meeting will be on 11/7/24 at the Library as well.
- On 10/23/24 the SHRC Chair & the [SHRC Executive Committee](#) had a private meeting with **new** [Spokane Police Chief, Kevin Hall](#), and the [SHRC Executive Committee](#) had "**3-ASK'S**" of the Chief, which were the following: **1.) [Allowing the SRHC to participate in "SPD's Virtual Shooting Simulator"](#); 2.) [Having the Chief participate in the SRHC's Courageous Conversation community meetings with other Spokane Law Enforcement leadership & "Impacted-Families"](#); 3.) [Encouraging SPD & the Chief to publicly-support the "Homeless Bill of Rights"](#) and/or find other ways for the Department to stand up for the rights of our Homeless-Neighbors.** Which 2 of those things the Chief did agree to do during that meeting, and that was items 1 & 2 with the 3rd only a commitment for the Chief to research it further.
- The SHRC Chair attended a private coffee-meeting on 10/23/24 with the "[Washington State Office of Independent Investigations \(OII\)](#)", in which this meeting was about how the [OII](#) can further collaborate with the [SHRC](#) before the [OII's Spokane office](#) opens up later down the line.
- The SHRC Chair reached out to [OCREI Director Jerrall Haynes](#), in order to have them purchase 2 tables for the Commission for the [2024 Spokane Human Rights Champions Awards](#) on 11/21/24. Which the Keynote Speaker will be [Travis McAdams of the Southern Poverty Law Center](#), and the Award Recipients are the following: **[John & Cindy Bryant](#); [Taylor](#)**

Crisp; Robert Lloyd & The Black Lens; Tony Stewart, Norm Gissel, Diana Gissel; Ping Ping Zhou; and Happy Watkins, Community Pillar Champion (sadly Rev. Watkins passed away on 10/25/24).

- Wrote a "Thank You Email" to the **new** Spokane Police Chief, Kevin Hall, for having a private meeting with the SHRC Executive Committee on 10/23/24. This meeting was very informative on who Chief Hall is as a person and also on who he is as a Police Chief, plus we got to learn *more in-depth of the Chief's vision* for the "Spokane Police Department (SPD)" The SHRC Executive Committee truly appreciated our conversation with Chief Hall and their willingness to collaborate with the SHRC, in order to better enhance *Public-Safety & foster greater trust with Law Enforcement* in our community.
- Multiple City Hall Staff Members reached out to the SHRC Chair on 10/30/24 about a situation they had been alerted by a Community-Leader on a "*Real-Time Human-Rights-Violation*" at an apartment complex that involved those in a "**Protected-Class**" that day. This situation was about a sign put in front of a *Hillyard neighborhood apartment complex* which stated that they would not take applications from Pacific-Islander's and also that sign included racist & derogatory language towards that "**Protected-Class**" (attached to this email is pictures of that sign). Once those citizen-alerts came-in about this matter it was then a City-Email-Thread was created with those City Hall Staff Members, which after the fact then 4-hours-later it was then the SHRC Chair was included in that City-Email-Thread. In that City-Email-Thread it included the following City Hall Staff Members: the City Attorney, Spokane Police Department, City Code Enforcement, City Council Manager of Equity & Inclusion Initiatives, City Council Manager of Housing & Homelessness Initiatives, City Councilmember Navarrete & their Staff, the SHRC Executive Committee, and the Political-Organizer of "Asians for Collective Action". At that point the SHRC Chair received a call from the Staff-Member of City Councilmember

Navarrete, who then conveyed that the City-Email-Thread had asked if the SHRC Chair would be willing to engage with the Property Management Company about the "Racist Sign" at the apartment complex. The Chair agreed to contact the Property Management Company, which then led to a phone call and conversation with the attorney of the Property Management Company on 10/30/24 which happened within 10 minutes after the 1st call was made by the Chair. The attorney of the Property Management Company told the SHRC Chair that they weren't the one that placed the "Racist Sign" on their property, and that in fact this happened to be a series of "Hateful-Vandalism" that recently occurred at its properties and 1 of those situations involved "Nazi-Propaganda" signage placed on their property without their knowledge. In the "Nazi-Propaganda" situation the Property Management Company contacted the Police, which created an active SPD investigation that is under way currently and now with the City-Email-Thread they will be inquiring about the SPD investigation in this matter. During the conversation with the SHRC Chair & the attorney of the Property Management Company there was a **verbal-tentative-agreement** from the attorney to have the Property Management Company to engage with the "City's Office of Civil Rights, Equity & Inclusion (OCREI)" & the SHRC in order to help facilitate a meeting with their residents for them to discuss their fears over those "Hateful-Vandalism" signage and then to come up with ways & solutions to help mitigate the harm that was done to those that live & work at the multiple properties with these incidents. More to come on those meetings, but on 11/1/24 both the City Attorney & the **new** Mayor's Chief of Staff then praised the immediate-efforts of the SHRC Chair in this matter, plus they also offered their help & support in further addressing this issue.

- Regularly communicated with the Mayor's Office last month *about the process of filling 1 vacancy on the Commission* and the SHRC Executive Committee wishes to thank this new

Mayor's Office for their efforts to better collaborate with Commissions & Boards on filling the vacancies that have happened during the last administration.

- SHRC City Council Liaison Councilmember Lili Navarrete & their staff reached out to the SHRC Chair several times during the month, in order to update the Chair about how the City Council plans on addressing SHRC RESOLUTION 2023-03--A resolution concerning the human rights and basic dignity of individuals experiencing homelessness and also with SHRC- RESOLUTION 2024-001---A resolution proposing amendments to SMC 04.10.020 to assist the Spokane Human Rights Commission in the recruitment of applicants for, and retention of members in, the Youth Representative position.
- Regularly communicated with the SHRC Executive Committee last month about *upcoming agenda items or other Commission issues.*

❖ **Office of Civil Rights, Equity, & Inclusion (OCREI)**

- Regularly communicated with the OCREI Director Jerrall Haynes last month, about upcoming agenda items or other Commission issues.

❖ **Social Media (Facebook)**

- Created the November 7, 2024 SHRC meeting event. As well as posting the Agenda in the comment post section.
- Re-posted a post from the City of Spokane Mayor's Office, in which the post was about the City's PROCLAMTION on "Nigerian American Week!" from 10/1 to 10/7/24.
- Re-posted a post from the City of Spokane Mayor's Office, in which the post was about the "Mayor on 10/8/24 signing Council Member Navarrete's 1st ordinance!". This was ORD C36578---An ordinance relating to the recruitment of applicants to the SHRC, amending section 4.10.020 of the Spokane Municipal Code, which comes after the SHRC on 8/1/24 passed SHRC- RESOLUTION 2024-001---A resolution proposing amendments to SMC 04.10.020 to assist the Spokane Human Rights Commission in the recruitment of

applicants for, and retention of members in, the Youth Representative position.

- Re-posted a post from the "Confederated Tribes of the Colville Reservation", in which the post was about celebrating "Indigenous Peoples' Day!" on 10/14/24.
- Posted the SHRC-- PROCLAMTION 2024-001 adopted on 10/3/24, which the proclamation was recognizing & honoring Debbie Novak's indefatigable efforts, her leadership, and her accomplishments in her work advocating for police reform in our community.
- Re-posted a post from the City of Spokane Mayor's Office, in which the post was on "Mayor's statement on condemning racist remarks from someone in the 'Q&A forum' of the Zoom Town Hall the Mayor was hosting on 10/16/24". Plus, the new Police Chief & the Fire Chief also signed on to the Mayor's statement.
- Re-posted a post from the City of Spokane Police Department, in which the post was "SPD Sergeant honored with community impact award."---*"On October 17th, Sergeant Richie Plunkett was honored by Light A Lamp, a local non-profit organization with a **Community Impact Award**. This was done in recognition of his incredible work during his time with the Behavioral Health Unit. Sgt. Plunkett developed in-depth relationships with community members as well as providers. His tireless effort in providing service excellence was cited by many that worked around him. His compassion, humility & ability to connect with those in crisis had a significant impact in the community. **Congratulations Sgt. Plunkett.**"*
- Re-posted a post from the "Washington Coalition for Police Accountability (WCPA)", in which the post was a meme saying the following, "We are beyond proud to recognize Debbie Novak for her relentless work in the fight for police reform"---*Earlier this month, the City of Spokane (SHRC) honored **Debbie Novak** with a proclamation acknowledging her courageous activism. Her efforts, grounded in love & justice, have helped shape a safer, more accountable future for all. Through her work with the WCPA and her advocacy in honor of her son David, Debbie continues to push for critical change. Thank you, Debbie, for your strength, commitment, and unwavering dedication to justice.*
- Posted a news story from Scripps News, which the story was about "Study shows homeless encampments are not connected to higher crime rates". Also included in the

comment section was another study out of Denver from 2023 stating that: *"Involuntary displacement of people experiencing homelessness may yield substantial increases in morbidity and mortality over a 10-year period. Involuntary displacement is estimated to worsen overdose and hospitalizations, decrease initiations of medications for opioid use disorder, and contribute to deaths among people experiencing homelessness who inject drugs"*.

- Posted a news story from The Gazette Newspaper, which the story was about *"Study: Homeless sweeps don't reduce crime, may even increase violence"*. Also included in the comment section was another study out of Denver from 2023 stating that: *"Involuntary displacement of people experiencing homelessness may yield substantial increases in morbidity and mortality over a 10-year period. Involuntary displacement is estimated to worsen overdose and hospitalizations, decrease initiations of medications for opioid use disorder, and contribute to deaths among people experiencing homelessness who inject drugs"*.
- Posted a news story from Spokesman-Review Newspaper, which the story was about *"People remember the officers who treat them with compassion. Spokane Police Sgt. Richie Plunkett is one of them"*.

SHRC Meeting

03 OCTOBER 2024 / 5:30 PM-7:36PM / CITY COUNCIL

Attendees

COMMISSIONERS: Anwar Peace, Maria Hernandez-Peck, Brennan Schreibman, Livia Koh, Alex Knox, Hayley Harrison

Land Acknowledgement

Agenda

Chair's Report

Motion to buy 2 tables at the Human Rights Gala passed

Proclamation recognizing and honoring Debbie Novak read, passed, proclamation presented to Debbie Novak

Debbie Novak Presentation

- described David Novak's life and his death
- David was killed by a Spokane Police Officer on 1/7/2019
- Debbie Novak describes the process of uncovering evidence and bringing justice to David
- 4 bills to be aware of this legislative session, including an Independent Prosecutor Bill for Police Investigation
- Discussed the lax/nonexistent regulations on the police force

Cynthia Manycolors Presentation

- presented on Bjorn Manycolors's death, who was killed by 2 Sheriff's Office Deputies on 6/3/2023.
- wants to see better levels of police investigation, safety, mandatory retraining, de escalation, reform of police systems.

Jim Leighty Presentation

- presented on the death of Craig Johnson, who was killed by a Bonner County Sheriff's Sgt. on 9/26/2017.
- highlights the thousands of deaths each year as a result of police shootings
- aims to bring healing and justice to those impacted by such issues
- advocates for challenging the narrative on stories like Craig's
- started an organization called Citizen Nine26 to help find legal representation, resources, etc.
- advocates for better deescalation and safety training
- in the history of Spokane, no Spokane Police shooting has been deemed unjustified

Chair Peace discusses a Courageous Conversation series

- Executive Team will be meeting with the new Police Chief Kevin Hall
- The Police Chief will be at SHRC meeting on December 5th

Meeting Adjourned

ORDINANCE NO. C - _____

An ordinance relating to Language Access and the recruitment of bilingual and multilingual applicants to the City of Spokane, and amending Sections 18.11.040 and 18.11.050 of the Spokane Municipal Code.

WHEREAS, nearly 8% of Spokane residents reported speaking a language other than English at home; and

WHEREAS, Spokane Public Schools (SPS) estimates students throughout the school district represent nearly 80 different languages; and

WHEREAS, in 2023, the City Council adopted Ordinance C36449, which requires City departments to establish a language access program, including identifying vital government documents for regular translation and interpretation services for municipal proceedings; and

WHEREAS, the growing number of Spokane residents speaking a language other than English, combined with the requirement to create a Language Access Program for municipal operations, creates a need for more bilingual/multilingual persons employed by the City of Spokane, especially in divisions with high public interaction; and

WHEREAS, in 2024 the Washington State Legislature enacted SB 6157, which allows public employers to provide additional credit or points to a passing examination to applicants who have full professional proficiency or are completely fluent as a native speaker in one or more languages other than English; and

WHEREAS, the City of Spokane wishes to implement the provisions of SB 6157 and adopt it as the official hiring practice of the City.

NOW, THEREFORE, the City of Spokane does ordain:

Section 1. That Section 18.11.040 of the Spokane Municipal Code is amended to read as follows:

Section 18.11.040 Emergency Communications

- A. During a crisis, emergency, or public safety situation, all city departments shall make it a priority to offer language access services and, ensure interpretation and translation services are present and available to assist LEP residents with critical

language needs, including, but not limited to, Marshallese and American Sign Language or other alternative accommodations.

- B. If a crisis, emergency, or public safety situation requires posting of warning signs, the department (~~would~~) shall translate those signs into the appropriate (~~significant population or~~) Established (~~languages~~) Language(s) according to neighborhood demographics, as identified by the City's Language Access Program.

Section 2. That section 18.11.050 of the Spokane Municipal Code is amended to read as follows:

Section 18.11.050 Scope, Implementation and Milestones

- A. Except where earlier timelines are specified in this section or unless expressly exempted by SMC 18.11.070, all City departments shall have an implemented Language Access Program in place no later than January 1, 2026.
1. As soon as practical after the effective date of this ordinance, the City Council and Planning Department shall henceforth incorporate language access into any adopted departmental operating procedures.
 2. No later than July 1, 2024, each affected city department shall identify those Vital Documents and Public Communication Materials it intends to include within the scope of its departmental LAP.
 3. Commencing with the 2025 Annual Budget of the City, all affected departments shall include LAP planning as a line-item appropriation within any proposed departmental budget, which planning shall be consistent with the scope of its Vital Documents and Public Communication Materials identified pursuant to subsection 2 above.
 4. Commencing with the 2026 Annual Budget of the City, all affected departments shall incorporate Language Access implementation as a line-item appropriation within any proposed departmental budget.
 5. Commencing January 1, 2026, all departmental operating procedures shall be compliant with this Chapter.

B. Subject to allocated funding, the following milestones shall apply to specific operations and functions within the City of Spokane:

1. As soon as practical after the effective date of this ordinance, the City Council shall have drafted and implemented a Language Access Plan that assumes (a) translation of council-generated Public Communication Materials, which may include council ordinances, resolutions, proclamations, salutations, and further which may also include standing committee and subcommittee meeting agendas and materials; and (b) translation and/or interpretation services for council legislative sessions, briefing sessions, and standing committee meetings.
2. As soon as practical after the effective date of this ordinance, the Division of Information Technology shall have drafted and implemented a limited Language Access Plan that assumes translation of digital Public Communication Materials, including but not limited to the City's official website and social media.
3. The timelines in sections A and B above may be adjusted as necessary to comply with the procurement requirements and procedures in [SMC 07.06](#).

C. Consistent with state law and to achieve the goals of this section, the City shall establish policies and procedures to improve the recruitment of applicants for City of Spokane employment who possess professional fluency or are a native speaker in one or more languages other than English.

D. Nothing in this section shall affect, modify, or amend any collective bargaining agreement or Civil Service rule that exists on the effective date of this section.

~~(C)~~ E. Nothing in this section shall be deemed to prevent a department from developing and implementing a multi-year, phased LAP, so long as meaningful implementation begins no later than January 1, 2026.

Section 3. Severability. If any section, subsection, sentence, clause, phrase or word of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality thereof shall not affect the validity or constitutionality of any other section, subsection, sentence, clause, phrase or word of this ordinance.

Section 4. Clerical Errors. Upon approval by the city attorney, the city clerk is

authorized to make necessary corrections to this ordinance, including scrivener's errors or clerical mistakes; references to other local, state, or federal laws, rules, or regulations; or numbering or referencing of ordinances or their sections and subsections.

PASSED by the City Council on _____

Council President

Attest:

Approved as to form:

City Clerk

City Attorney

Mayor

Date

Effective Date