

Spokane Human Rights Commission

November 6, 2019

Meeting Minutes

Meeting called to order at 5:39

Commission Briefing Session:

1. Roll Call and Approve the October 2, 2019 Minutes:
 - a. Commission Members Present: Lance Kissler, Jennifer Thomas, Aaron Riley, Hayley Harrison, Councilmember Burke
 - b. Commission Members Absent: Earl Moore, Jac Archer, John Lemus and Ronald Toston (excused for medical leave)
 - c. Staff Members Present: none
2. Quorum: No
Minutes could not be approved due to no quorum and will be voted on during December meeting.

Discussion Items

- 1) Welcome and Introduction to Commissioner Harrison
 - a. Commissioner Harrison introduced herself to commission and gave brief background.
- 2) Biannual Work Plan – Chair Kissler presented a work plan for the commission to review with an outline of areas of focus
 - a. Discussion of SHRC rebrand and using new logo on SHRC materials.
 - b. Create shared drive to save and share documents, including website
 - c. Create event calendar for commissioner and local events
 - d. Coffee with Commissioner plan – identifying sessions throughout the year and ensuring events and planned and staffed
 - e. Courageous Conversations – planning events throughout the year
 - f. Community Partnerships – developing formal relationships with community groups and attending meetings on regular basis
 - g. Human Rights Rewards – planning with Human Rights Tasks Force for Human Rights Rewards
 - h. Civic Impact
 - i. Council and City Administration – how is commission advising council and city administration on issues
 - j. Complaint Handling
 - k. Education and Training presentations
 - l. Stability and Staffing planning
 - m. Bylaws
- 3) NW Fair Housing Alliance Presentation re: Disparate Impact Rule
 - a. Marley Hochendoner from NW Fair Housing Alliance gave presentation on disparate impact rule and impact on community.
- 4) Complaint Discussion
 - a. Councilwoman Burke reviewed complaint received by SHRC. Commissioner Burke reviewed history of the complaint and nature of the complaint. State Human Rights Commission and EEOC could not investigate due to small business size. Human Resources will conduct investigation. Commissioners voiced concern of possible human trafficking based on content of job advertisement. Ongoing a staffer is needed to handle complaints.
- 5) Upcoming Events

- a. Commissioner Thomas gave information on presentation by Holocaust survivor
- b. PFLAG pot luck on November 19th at Corbin Senior Center
- c. Spectrum Singers concert on November 16th
- d. Odyssey Youth Movement Dine Out fundraiser
- e. Women's Suffrage event on November 11th

The Next Human Rights Commission Meeting is scheduled for December 4, 2019. Meeting adjourned at:
7:03 pm