

**Human Rights Commission
Business Meeting
Minutes**

December 21, 2017

Commissioners Present: Kelsey Fischer, Brad Bates, Jen Haggard, Rebecca Stith, Kim Tosch, Areum (Andy) Youn, Natalie Collins, Allen Ratcliffe

Commissioners Absent: Joseph Kloby, Lorenzo Cervantes, Maria Villalpando Ramos, Gina Fonseca, Jennifer Vasilez, Jeremy Terhar

City Staff Present: Andreta Armstrong, Ann Martin, ChiQuata Elder, M’Balu Bangura, Marissa Vining

Public present: Lisa Snyder

Chair Stith called the meeting to order at 6:38 pm.

Roll Call was taken. A quorum was present.

Chair Stith reminded all Commissioners to let OEHR staff know if they anticipate being absent to any meeting. After 3 consecutive unexcused absences without approval, they could be automatically removed from the Commission per TMC 1.29.

Agenda Approval

A motion was made and seconded to move Section 5.b., Chair’s Report on the Council’s Citizen Forum resolution to next meeting because Second Vice-chair Haggard was not able to attend the Council meeting where the resolution was passed. There was no vote taken because Chair Stith stated that she had attended the Council meeting so would give the report on the resolution.

Approval of Minutes

- A motion was made, seconded, and carried to approve corrections made to September 21, 2017, Study Session and Business Meeting minutes.
- A motion was made, seconded, and carried to approve the Study Session and Business Meeting minutes for November 16, 2017.
- Commissioner Ratcliffe abstained from voting on both sets of minutes.

New HRC Business

- Andreta Armstrong presented Commissioner Jackson with an appreciation letter from Mayor Strickland for her service on the Commission. Commissioner Jackson will continue to support the work of the Commission through her education on white privilege and facilitation of Race: The Power of an Illusion (RPOI) workshop.

Chair’s Report

- Chair Stith reported the City Council passed a resolution on December 12 creating a Commission on Immigrant & Refugee Affairs which incorporated language recommended by Chair Stith and Commissioner Bates requiring the new commission to meet regularly with the Human Rights Commission to collaborate on projects and avoid duplicating efforts.
- Chair Stith reported the City Council considered a resolution on December 12 to eliminate the monthly Citizens Forum for one year in favor of smaller, unrecorded monthly public forums at neighborhood council meetings. The Council ultimately passed a substitute resolution “kicking the can” to the newly-elected Council members to decide what to do with the Citizen’s Forum. This resolution included \$25,000.00 to hire a consultant.

Commissioner Reports

- Commissioner Bates is working on “Bootcamp” for new Commissioners to cover following topics:
 1. Information on meetings
 2. Open meeting requirements
 3. Introduction to work topics for January retreat
 4. History of the Commission
 5. Sharing work from other task forces
- Room is reserved at Red Elm Café on January 6, 2018, between 10m-11:30am if anyone wants to stop by and ask Commissioner Bates any questions. (OEHR will put out notice for public forum)
- Retreat will be on January 27, 2018, at the Pierce County Aids Foundation from 9am-2pm. Agenda and includes:
 - ✓ Team Building
 - ✓ Work Groups-Task Forces
 - ✓ Work plan for 2018
- Chair Stith created 3 taskforces and appointed chairs.
 1. **Charity-Care access at Hospitals for non-English-speakers - Led by Commissioner Bates.** Commissioner Bates discussed study by Columbia Legal Services and results showing non-English-speakers are not receiving the same access as English speakers.
 2. **Amendment of 1.29 to add protected categories- Led by Chair Stith.** Chair Stith wants to add 3 protected categories: immigration status, citizenship, and primary language. In addition, she proposes also “source of income,” which Council Member Lauren Walker Lee mentioned in each new Commissioner’s interview. Chair Stith included a memo on this fourth category in the packet for the Business Meeting.
 3. **Racial Justice initiative- Led by Commissioner Haggard.** Commissioner Haggard stated the initiative will focus on equitable city services with a focus on education She noted that the City and schools have different governing bodies which will have to be studied. She mentioned the impact of administrations, and stated that the task force will discuss potential outcomes

and recommendations in the future. She also said that RPOI workshops will be part of the initiative.

- Commissioner Haggard discussed intersection of task forces and Committees. Goal is to have representation on each and avoid duplication of work.
- Chair Stith told Commissioners they were welcome to email her, Commissioner Bates, or Commissioner Haggard with their preference of which Committee they would like to serve on.
- Chair Stith noted that there is also a task force regarding issuing written public statements.

Staff Report

- Andreta Armstrong discussed the upcoming MLK celebration in Tacoma to take place on MLK day at the Tacoma Convention Center. OEHR will staff a table and Commissioners are welcome to attend.
- ChiQuata Elder stated that the T-Town celebration will be on March 24, 2018, at the Tacoma Dome. OEHR is waiting on Approval to staff table.
- Andreta Armstrong stated that Language Line is used for non-English-speaking residents who seek the City's assistance. There is also a list of employees who speak other languages that can be called upon to translate in an emergency situation.
- Marissa Vining reported that she sent the final proof of the RACK cards to Media and Communications to be printed. She is currently working on translating them to Spanish. Marissa also noted that Chair Stith had worked with OEHR on revising the cards.
- Andreta Armstrong will get 2017 report of cases and outreach to the Commissioners in January.
- Case closures – Employment and Public Accommodation
 - HRC 4812 – Ruth Contreras v. Mary Bridge Children's Hospital (Pre-Finding Settlement of charge alleging retaliation) Following discussion of the charging party's agreement to resign as part of her settlement, a motion was made, seconded, and carried to approve settlement agreement.
 - HRC 4813- Tiffany Townsend v. Mary Bridge Children's Hospital (Pre-Finding Settlement of charge alleging race discrimination and retaliation) Following discussion on the antidiscrimination training given by the employer to the alleged perpetrator and other employees, a motion was made, seconded, and carried to approve the settlement agreement.

Public Comment

- There was no public comment.

Adjournment

Business Meeting adjourned at 7:47 p.m.