

**Human Rights Commission  
Study Session  
Notes**

**August 16, 2018**

**Commissioners Present:** Lorenzo Cervantes, Brad Bates, Jen Haggard, Rebecca Stith, Jennifer Vasilez, Natalie Collins, Allen Ratcliffe, Gina Fonseca Crescioni, Michealea Lemons, Melvin Nobles, Jr.,

**Commissioners Absent:** Kim Tosch, Areum Youn, Lisa Snyder, Sarah Lee

**City Staff Present:** Andreta Armstrong, M’Balu Bangura, Wesley Taylor, Diane Powers (first 10 minutes only)

**Guests:** Mayor Victoria Woodards (first 10 minutes only)

**Commissioner Stith called the Study Session to order at 5:40 p.m.**

**Miscellaneous**

OEHR Director Diane Powers was introduced to talk about the October 13 joint special meeting of HRC, the Commission on Immigrant and Refugee Affairs (CIRA), and the Area Commission on Disabilities. D. Powers explained that OEHR planned the session to be four (4) hours of the same equity training that has been provided to City employees. D. Powers stated that the purpose is collective training and to identify possible collaborative opportunities for the three Commissions. She stated that attendance is not mandatory and the training is an opportunity for Commissioners. Mayor Woodards encouraged Commissioners to attend this “Equity 101” training and stated that after the 4-hour training the three Commissions would meet together. She also hoped that the three Commissions’ officers would get together in advance to develop an agenda for the meeting portion. Mayor Woodards thanked the Commission and OEHR for their leadership.

Commissioner Stith announced that Commissioner Youn resigned because it was logistically impossible for her to attend meetings. Commissioner Stith asked when the two vacancies will be posted and A. Armstrong stated likely in the fall, possibly September. Commissioner Stith encouraged Commissioners to recruit persons to apply who will bring unique perspectives and more diversity. She also stated that she may try to stay on the Commission when her term ends in February, but not as chair, so she asked members to think who among them would be interested in being an officer.

**Committee & Task Force Work**

- Task Forces each spent 25 minutes working on areas of focus.
  - Charity Care Access,
  - Racial Justice and Equity
  - Amend TMC 1.29

- Committees each spent 20 minutes working on areas of focus.
  - Education & Outreach
  - Policy & Advocacy
  - Operations & QA

**Study Session adjourned at 6:35pm.**

**Human Rights Commission  
Business Meeting  
Minutes  
August 16, 2018**

**Commissioners Present:** Lorenzo Cervantes, Brad Bates, Jen Haggard, Rebecca Stith, Jennifer Vasilez, Natalie Collins, Allen Ratcliffe, Gina Fonseca Crescioni, Michealea Lemons, Melvin Nobles, Jr.

**Commissioners Absent:** Kim Tosch, Areum Youn, Lisa Snyder, Sarah Lee

**City Staff Present:** Andreta Armstrong, M’Balu Bangura, Wesley Taylor

**Commissioner Stith called the meeting to order at 6:45 p.m.**

**Roll Call was taken. A quorum was present.**

**Agenda Approval**

- Commissioner Stith called for a motion to approve the HRC Business Meeting agenda for August 16, 2018. The motion was made, seconded, and carried.

**Approval of Minutes**

- Commissioner Stith called a motion to approve the Study Session and Business Meeting Minutes of July 19, 2018, and July 24, 2018, Special Meeting Minutes. A motion was made, seconded, and carried.

**Public Comment**

- No Public Comment

**Chair’s Report**

- On August 1<sup>st</sup>, Commissioner Stith met with Mayor Woodards to receive an update regarding two HRC-proposed resolutions: the “zero tolerance” border-policy resolution and the Indigenous Peoples’ Day resolution.
  - Per the Mayor, the border-policy resolution is under review by CIRA, and hopefully will be passed in some form in September. Mayor Woodards will be attending CIRA’s August 27 meeting and will discuss the proposed resolution. Commissioner Stith and the Mayor agreed that it was important to try to get feedback from CIRA on the proposed resolution.
  - Mayor Woodards stated that the Puyallup Tribe is making a few changes to the proposed Indigenous Peoples’ Day resolution, which is expected to be passed in late September. Commissioner Stith informed the Mayor that Commissioner Vasilez had talked in July to several Tribal leaders, who expected the resolution to be passed on the same day that the Puyallup flag is installed in Council chambers. The Mayor said that this is still the plan.

### **Commissioner's Reports/New Business**

Commissioner Vasilez and Commissioner Bates will be talking to CIRA at its August 27 meeting about work of the Amend 1.29 Task Force and the Charity Care Task Force.

The Charity Care Task Force's press release has been approved by Media & Communications, and its training for community agencies will be offered Tuesday, October 30, from 3- 5pm at Fleet Services. Commissioners Bates and Ratcliffe listed which agencies received invites for the event and Commissioner Bates indicated that any interested HRC Commissioners will likely be able to attend as well.

A motion to approve the press release for publication was made, seconded, and carried.

There was discussion on which different outlets will receive the press release approved by HRC including possibly Tacoma TV, the City webpage, the City Facebook page, newspapers, and the City Twitter feed. A. Armstrong will check what the options are and email the Task Force with cc to Commissioners Cervantes, Snyder, and Stith.

Commissioner Bates stated that a City employee will be needed at 2:00 pm on October 30 to ensure that the PowerPoint presentation ends up on the screen. A. Armstrong stated that she will have somebody come.

### **New Business**

For the special joint meeting of CIRA, HRC, and the Area Commission on Disabilities occurring on Saturday, October 13, 2018, the first four of the seven hours will be for equity training and the final three hours will be for members of all three Commissions to meet. Several Commissioners stated that they were glad to know that the meeting would involve equity training and liked the idea of multiple Commissions coming together. There was discussion about the purpose of the tri-Commission meeting and having officers meet in advance, as the Mayor suggested, to discuss an agenda for the portion of the meeting after the training.

Commissioners Bates and Stith mentioned having coffee with the chair and vice chair of CIRA a few days prior to the August 16 HRC meeting. They talked about the border policy and the October 13 meeting, which the CIRA officers had not heard about. The CIRA officers also mentioned the potential need for some documents to be translated.

Commissioner Ratcliffe made a motion to express appreciation to OEHR for its invitation to attend the training and meeting on October 13, which was seconded and approved.

A. Armstrong stated that the portion after the training is not for substantive, meaty work; it is about Commissioners getting acquainted. It will take 2-3 minutes each so no need to prepare.

## **Staff Report**

A pre-finding settlement agreement in *Foster v. K12 Services, Inc.* HRC 4833, an employment case, was presented by M'Balu Bangura. A motion was made to approve the settlement agreement, which was seconded and carried. M. Bangura also discussed the difference between a "pre-finding settlement agreement" and a "conciliation agreement" based on information that she received from the EEOC after the last HRC meeting.

The August 18 McKinley and August 25 Hilltop fairs will be staffed by OEHR staff and HRC Commissioners who have volunteered.

A. Armstrong stated that OEHR has paid for two Commissioners to attend the Race and Pedagogy Conference on September 27-29. The Commission decided that Commissioners Kim Tosh and Michealea Lemons will attend with Jen Haggard as the backup. Commissioner Bates thanked OEHR for allowing two Commissioners to attend.

M. Bangura described a Public Service Announcement (PSA) project about protected categories under TMC 1.29, which she has written and will be directing, and asked for Commissioners to let her know of anyone within certain protected categories who might be interested in appearing in the PSA. The Commissioners commended M. Bangura on her creative outreach idea.

**Meeting is adjourned at 7:35 pm**