

2025 Seattle Office for Civil Rights Commissions Workplan Presentation

February 12, 2025 | Housing & Human Services Committee



Seattle
Human Rights Commission



Seattle
Womens Commission



Seattle
LGBTQ Commission



Seattle
Disability Commission

Human Rights Commission

Introduction

Mission Statement

The Seattle Human Rights Commission (SHRC) advocates for the protection, promotion, and fulfillment of human rights for all Seattle residents. By addressing systemic inequities, amplifying community voices, and advising policymakers, the SHRC works to build a just and inclusive city.

Commission Makeup

- **Commissioners:** (#19)
- **Co-Chairs:** Avery Hultgren, Bryennah Quander, Phillip Lewis
- **Appeals Lead:** Nicholas Leydon
- **Communications Lead:** James Munger
- **Administration Lead:** Miranda Catsambas
- **Finance Lead:** In process
- **Secretary:** Gwen McCullough



Human Rights Commission

Workplan 2025 - 2026 Priorities

- **Internal Operations**
 - Full commission
 - All leadership positions filled
- **Appeals**
- **General advocacy and guidance**



Human Rights Commission

Workplan 2025 - 2026 Priorities

- **Criminal justice reform**

- Support orgs similarly aligned around reformation of the cash bail system, incarcerated labor practices, sentencing reform and incarcerated educational opportunities
- Build community relationships and create engagement/feedback opportunities
- Relate community priorities to existing legislative efforts at the local and state level and organize support/opposition activities

- **Housing and the unhoused**

- Advocate for Housing for youth in Extended Foster Care (support SB 5082)
- Establish relationships with similarly aligned community organizations
- Help Support Awareness About Housing Issues within community



Human Rights Commission

Workplan 2025 - 2026 Priorities

- **Human trafficking**
 - FIFA World Cup 2026
 - Enhance victim support services
 - Increase publicly available data
 - Increased penalties for traffickers



Human Rights Commission

Looking Ahead

- ***2025 Focuses***

- Supporting bills/initiatives related to housing, task forces...
- Building/expanding community partnerships and overall visibility within the community

- ***Type of support we'd like from Council***

- To approach legislation with a race and social justice lens
- Accessible to commissions - greater presence

- ***How we'd like to partner with Council***

- Bills/initiatives that support our focus areas
- Working relationship
- Collaboration on legislative agenda



Seattle Women's Commission

The Seattle Women's Commission advises the Mayor, City Council, and city departments on issues impacting women in Seattle. Our primary focus areas are **gender-based violence**, **reproductive health** and **housing access**.

The Commission aims to address these issues through policy recommendations, advocacy, and increasing public awareness.



Seattle Women's Commission

Co-Chairs Introduction



Krystal Guerrero

Krystal joined the Women's Commission in 2022 after working at a nonprofit dedicated to increasing the participation of women and girls in outdoor activities. She currently works in digital marketing at AT&T and lives in Wallingford (District 4) with her husband and cat. She enjoys traveling, skiing and trying new foods.



Emily Rose-Barr

Emily joined the Women's Commission after moving to Seattle in 2024, eager to get involved in her local community and advance women's equality. She currently works as a mental health therapist in private practice serving women in the Pacific Northwest. She lives in Columbia City (District 2) with her 2 dogs and enjoys hiking, baking, listening to audiobooks, and exploring her adopted city.



Seattle Women's Commission

Workplan 2024-2025

Gender-Based Violence

Mission: to advocate for equitable policies and programs that prevent violence against women/sexual assault/domestic violence (VAW/SA/DV), increase access to quality and responsive services, and promote healthy and safe spaces and relationships for people by:

- Developing relationships with journalists and community leaders who are consistently speaking about gender-based violence to further understanding of the issue and multilevel response;
- Organizing an event to elevate local voices working to raise awareness about gender-based violence;
- Amplifying policy and public awareness information related to gender-based violence on the SWC social media pages and website



Seattle Women's Commission

Workplan 2024-2025

Reproductive Health

Mission: to address reproductive health disparities affecting women in Seattle by:

- Engaging with community and individuals to better understand the impact of limited accessible and/or affordable reproductive healthcare and its racial implications;
- Lending SWC's voice to provide institutional backing for key policy and community-based initiatives;
- Amplifying the voices and work of community groups, healthcare providers, and other relevant stakeholders by sharing local reproductive health care-related information on the SWC social media pages and website



Seattle Women's Commission

Workplan 2024-2025

Housing Access

Mission: to identify and address barriers to shelter and housing and to support safe, affordable, accessible housing options for women and families in Seattle by:

- Advocating for Seattle City Council to increase affordable housing by adding the necessary provisions to the 2025 Budget proposal and supporting other legislation;
- Collaborating with local housing organizations, particularly those focused on women and families, to explore opportunities for partnerships;
- Sharing affordable housing resources with the community through our social media channels



Seattle Women's Commission

Looking Ahead

- **Gender-Based Violence**

- Domestic violence/trafficking prevention efforts for 2026 World Cup

- **Reproductive Health**

- Participate in the Seattle/King County Clinic in April 2025 as volunteers

- **Housing Access**

- Attend the Housing Washington Conference in September 2025

Additional opportunities for collaboration: Partner with City Council and SOCR liaisons to develop proclamations for annual events: Women's History Month/International Women's Day (March), Sexual Assault Awareness Month (April), and Domestic Violence Awareness Month (October). DV event in October.





Seattle Womens Commission



HOUSING
DEVELOPMENT
consortium



NORTHWEST
ABORTION
ACCESS FUND



BELLWETHER
HOUSING

Domestic Violence
Prevention Council





2024-2025 Seattle LGBTQ Commission Work Plan

Housing & Human Services Committee - February 12th, 2025





Advise

Advocate

Amplify

Who is the LGBTQ Commission?

- Amari Leach (he/him)
- Andrew Ashiofu (he/him)
- Ashley Ford (she/they), Co-Chair
- Barry Fuentes (he/him)
- Brett Pepowski (no pronouns), Co-Chair
- Christina Pizana (she/they), Co-Chair
- Jason Self (he/him)
- Jeremy Erdman (he/him)
- Kody Allen (he/him)
- Landon Labosky (he/him)
- Ry Armstrong (they/them)
- Scott Beck (he/him), Get Engaged Member
- Steven Pray (he/him)

AWAITING CONFIRMATION

- Chris Curia (he/him)
- Jessa Davis (she/her)
- Maha Roy (she/her)
- Theresa Smith (she/her)



**Advise****Advocate****Amplify**

“[I]t is also true that throughout our history, we have seen, time and again, that our communities are resilient. We do not bow down. We do not roll over. And we will not stand idly by while anyone on the local or national stage threatens to strip away our rights and dignity.

Mindful of our history, we remember that grassroots movements drive monumental, long-lasting change. So, we commit to fostering that power, here and now, in that same spirit.”

- LGBTQ Commission Post Election Public Statement



Advise

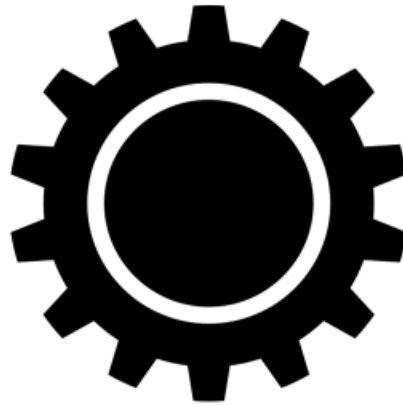
Advocate

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Standing Committees



Social Media &
Community
Outreach



Commission
Operations



Racial Justice &
Intersectionality



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Community Advisory Committees



Community
Health Advisory
Committee



To come in 2025:



Small Business
Advisory Committee

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2024-2025 Work Plan Pillars



Socio-economic
Empowerment



Commission
Sustainability



Health Equity



Advise

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Socio-economic Empowerment

**Support LGBTQ
career
development and
job creation**

- **Increase Trans Economic Empowerment Project Funding**
- **Keep Sex Worker & Loitering Laws Repealed**

**Increasing funding
for LGBTQ people,
businesses, and
organizations**

- Create Small Business Advisory Committee
- Partner with GSBA to highlight businesses & provide quarterly reporting



Advise

Advocate

Amplify

Commission Sustainability

**Increasing,
diversifying, and
retaining
membership**

- Grow social media following
- **Fully staff commission by 2025**
- **Consider honorarium and stipend**

**Establishing clear,
consistent
practices and
processes**

- Create commissioner mentorship program
- Establish central repository for documents
- Create a commission manual and political engagement tips



Advise

Advocate

Amplify

Health Equity

Supporting people and organizations that address LGBTQ-specific health and wellness needs

- Launch Community Health Advisory Committee
- Generate a list of LGBTQIA+ mental healthcare providers

Increasing visibility of LGBTQ-specific health and wellness needs within the intersections of homelessness and poverty

- Create info one sheet about LGBTQ shelter/housing availability
- **Increase # of safe shelter beds available to the LGBTQ/QTBIPOC population.**



Advise

Advocate

Amplify

2024 Accomplishments of Note

- Brought nonprofit partners to meet with CM Woo, CM Rivera, CM Kettle, & CM Morales regarding housing concerns.
- Collaborated on a successful \$400k funding proposal for improvements at Denny Blaine Park via the Park CommUNITY Fund.
- Hosted Seattle Pride Flag Raising, feat. Mayor Harrell, CM Moore & CM Hollingsworth.
- Tabled at Trans Pride, Human Rights Day, Rainbow City Performing Arts Concert & Walked in Seattle Pride Parade.
- Hosted meetings at 2 local LGBTQ nonprofits
- Created Rapid Response Policy to take action between monthly meetings
- Featured in The Stranger, KUOW, and Seattle Gay News



Advise

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**THANK
YOU!**





Seattle
Disability Commission

EST. 2009



Seattle
Disability Commission

“We believe in a world where disability is celebrated as an integral part of human diversity, inclusivity, and equity.”

Stanford Medicine Alliance for Disability Inclusion and Equity
(SMADIE)

Commissioners: Co-Chair Shelby Dey, Co-Chair Michele Kauffman, Co-Chair Jessica Lo, Emma Adkins, Dawn Dailey, Kaitlin Skilton

Nominated & Pending Commissioners: Jackie Peguero



1. Advocacy

- Leadership Exchange in Arts and Disability (LEAD) Conference: funded scholarship allowing a recipient with disability to attend, volunteering
- CommUNITY Fund: gave input on use of funds to make accessible recreational space
- Seattle Age Friendly: gave feedback on anti-ageism training

Goals:

- Continue recruitment
- Develop plan to address accessibility concerns around public events proactively or afterwards (e.g., public boating event)
- World Cup 2026 Planning (Transportation and Accessibility)



2. Transportation

- Wheelchair charging stations: installed at Seattle Armory and pending Seattle Public Libraries, x5 new chairs purchased by City to be installed at Seattle Municipal and City Hall
- Removed tollbooth barriers at airport: wheelchair accessibility
- Invited community leaders:
 - Accessible taxis and bus stops (Wheelchair Accessible Services)
 - Seattle Transportation Plan, SDOT

Goals:

- Update the Find it, Fix it App
- Enhance parking and sidewalk accessibility
- Give Sunflower Lanyards to people with disabilities and train transit staff accordingly
- Petition for free fare for people with disabilities



3. Employment

- Invited community leaders:
 - Developmental Disabilities Supported Employment

Goals:

- Partner with employers to expand employment options for people with disabilities of all types
- Realize Seattle Promise



Questions

