



SEATTLE CITY COUNCIL

Housing, Arts, and Civil Rights Committee

Agenda

Wednesday, March 25, 2026

2:00 PM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Dionne Foster, Chair
Eddie Lin, Vice-Chair
Joy Hollingsworth, Member
Debora Juarez, Member
Alexis Mercedes Rinck, Member

Chair Info: 206-684-8809; Dionne.Foster@seattle.gov

[Watch Council Meetings Live](#) [View Past Council Meetings](#)

Council Chamber Listen Line: 206-684-8566

The City of Seattle encourages everyone to participate in its programs and activities. For disability accommodations, materials in alternate formats, accessibility information, or language interpretation or translation needs, please contact the Office of the City Clerk at 206-684-8888 (TTY Relay 7-1-1), CityClerk@Seattle.gov, or visit <https://seattle.gov/cityclerk/accommodations> at your earliest opportunity. Providing at least 72-hour notice will help ensure availability; sign language interpreting requests may take longer.



SEATTLE CITY COUNCIL
Housing, Arts, and Civil Rights Committee
Agenda
March 25, 2026 - 2:00 PM

Meeting Location:

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

Committee Website:

<https://seattle.gov/council/housing-arts-and-civil-rights>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Please register in advance in order to be recognized by the Chair. Details on how to register for Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at <https://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting.

In-Person Public Comment - Register to speak on the public comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting.

Please submit written comments no later than four business hours prior to the start of the meeting to ensure that they are distributed to Councilmembers prior to the meeting. Comments may be submitted at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Business hours are considered 8 a.m. - 5 p.m. Comments received after that time will be distributed after the meeting to Councilmembers and included as part of the public record.

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

Members of the public may address items on the agenda and matters within the purview of the committee. Please register in advance to be recognized by the Chair.

D. Items of Business

1. Overview of Washington State Housing Finance Commission (WSHFC) Covenant Homeownership Program

Supporting Documents: [Presentation](#)

Briefing and Discussion (30 minutes)

Presenters: Lisa DeBrock, Washington State Housing Finance Commission (WSHFC); Morgan Williams, National Fair Housing Alliance (NFHA)

2. Overview of Seattle Office for Civil Rights Commissions

Supporting Documents: [Presentation](#)

Briefing and Discussion (60 minutes)

Presenters: Gwen McCullough and Beverly Smith, Seattle Human Rights Commission; Emily Rose Barr, Whit Nakamura, Neely Evanoff, and Talley Mills, Seattle Women’s Commission; Kody Allen and Jessa Davis, Seattle Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Commission; Scot Nelson, Bianca Gallegos, and JJ Jensen, Seattle Disability Commission

E. Adjournment



Legislation Text

File #: Inf 2865, **Version:** 1

Overview of Washington State Housing Finance Commission (WSHFC) Covenant Homeownership Program

City of Seattle

Covenant Homeownership Program:

March 25, 2026

Morgan Williams
Senior Counsel
National Fair Housing Alliance

Lisa DeBrock
Homeownership Director
Washington State Housing Finance Commission

COVENANT
Homeownership
Program

NFHA NATIONAL
FAIR HOUSING
ALLIANCE



WASHINGTON STATE
HOUSING FINANCE
COMMISSION

Covenant Homeownership Act

Bipartisan legislation addressing legacy of housing discrimination

Key components:

- **New source of funding** from real-estate recording fees
- **Research study** on discrimination, its impacts, and effective remedies
- **New program** to provide downpayment assistance to homebuyers



Bill Signed in May 2023

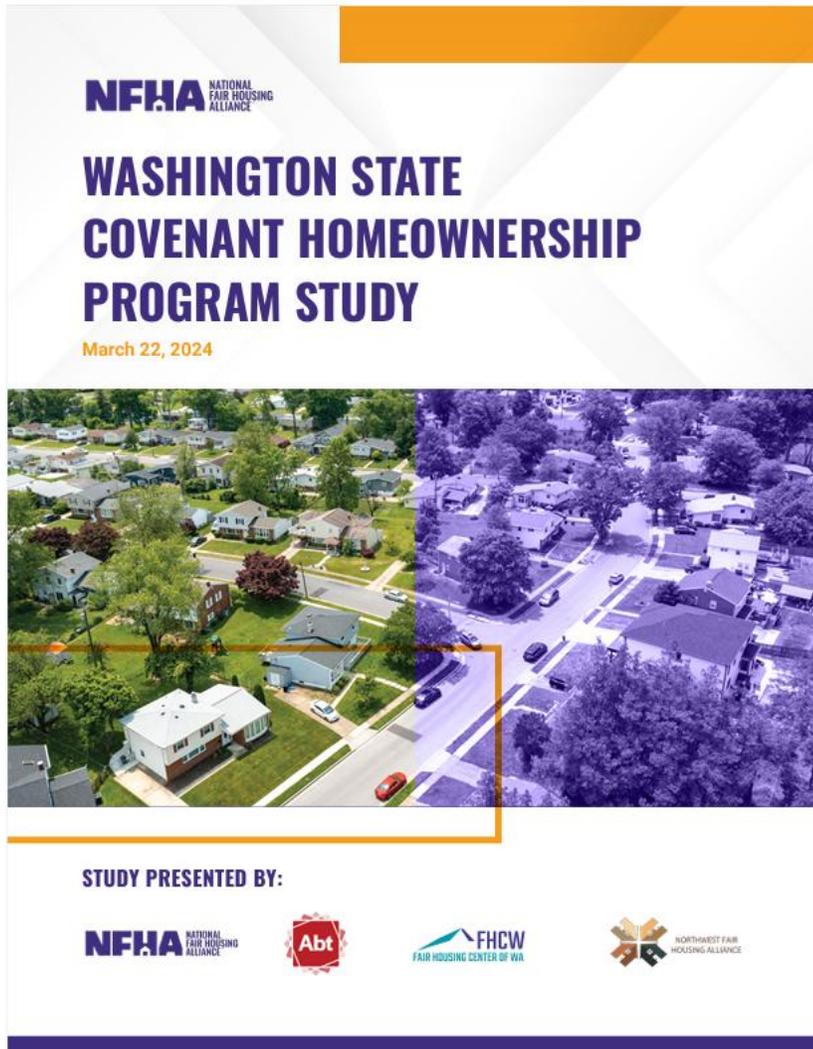
Washington State Housing Finance Commission:

- Overseeing study; designing and implementing program
 - Guided by Oversight Committee (DFI)

Covenant Homeownership Program Study Overview

MARCH 25, 2026





Agenda

1. Introduction – National Fair Housing Alliance
2. Background on Special Purpose Credit Programs
3. Covenant Homeownership Program Study
 1. Statutory parameters
 2. Structure
 3. Process & methodology
 4. Chapters
 5. Recommendations
4. Questions and Discussion

Special Purpose Credit Programs and the Equal Credit Opportunity Act

The Covenant Homeownership Act

- Commissioned the Covenant Homeownership Program Study and created a new source of funding for homeownership assistance.
- Outlines minimum parameters for the program, including:
 - Provide loans for down payment and closing cost assistance
 - Requires that a program participant to repay loans at time the house is sold
 - Is eligible to buyers who:
 - Have a household income at or below 100 percent of the Area Median Income (AMI),
 - Are a first-time homebuyer, and
 - Are a Washington resident who: (i) was a resident of Washington before the enactment of the Federal Fair Housing Act on April 11, 1968, and was, or would have been, excluded from homeownership in Washington by a racially restrictive covenant on or before that date; or (ii) is a descendant of a resident described in (i).

Study Structure

Chapter 1

Chapter 1 documents past housing and lending discrimination in which the State government was both a passive and active actor.

Chapter 2

Chapter 2 analyzes the extent to which the impacts of that discrimination still persist, as evidenced in the data on Washington’s racial and ethnic homeownership, credit access, and other housing stability gaps.

Chapter 3

Chapter 3 analyzes whether and the extent to which existing and race-neutral approaches are sufficient to remedy the impacts of this discrimination.

Chapter 4

Chapter 4 models various options for programmatic solutions that use a race-conscious framework and recommends elements of a special purpose credit program.

Chapter 5

Chapter 5 discusses approaches for evaluating the program and monitoring the continued need.

Study Process & Methodology

1. Mixed-methods approach
 - Literature review, articles, historical periodicals, historical records, key informant interviews, Census data, other data sources
2. Community Outreach
 - Survey
 - Community presentations
 - Listening sessions
 - Ads and PSAs

Stakeholder Engagement

Northwest Fair Housing Alliance and the Fair Housing Center of Washington conducted extensive outreach over the course of the project. The agencies expanded their scope of work to meet the evolving level of marketing requested by the core team.

This resulted in the creation of a website, additional public presentations to community groups and professional organizations, robust email and social media campaigns in English and Spanish, and targeted print and radio advertisements across the state.

Engagement by the Numbers

7 key informant interviews

4 small group listening sessions

2 virtual public meetings

4 tabling events

Private presentations to over 300 individuals

Email campaigns reaching over 4,000 people

In-person flyer distribution to over 30 sites in Spokane and Western Washington

Over 500 paid radio PSA spots in:

KYRS Community Radio

Bustos Media (KZTA & KMNA) in Spanish

KDNA (Spanish)

Rainier Valley Radio

Paid print ads in:

The Fig Tree

Converge Media

The Emerald

Seattle Medium

Tu Decides

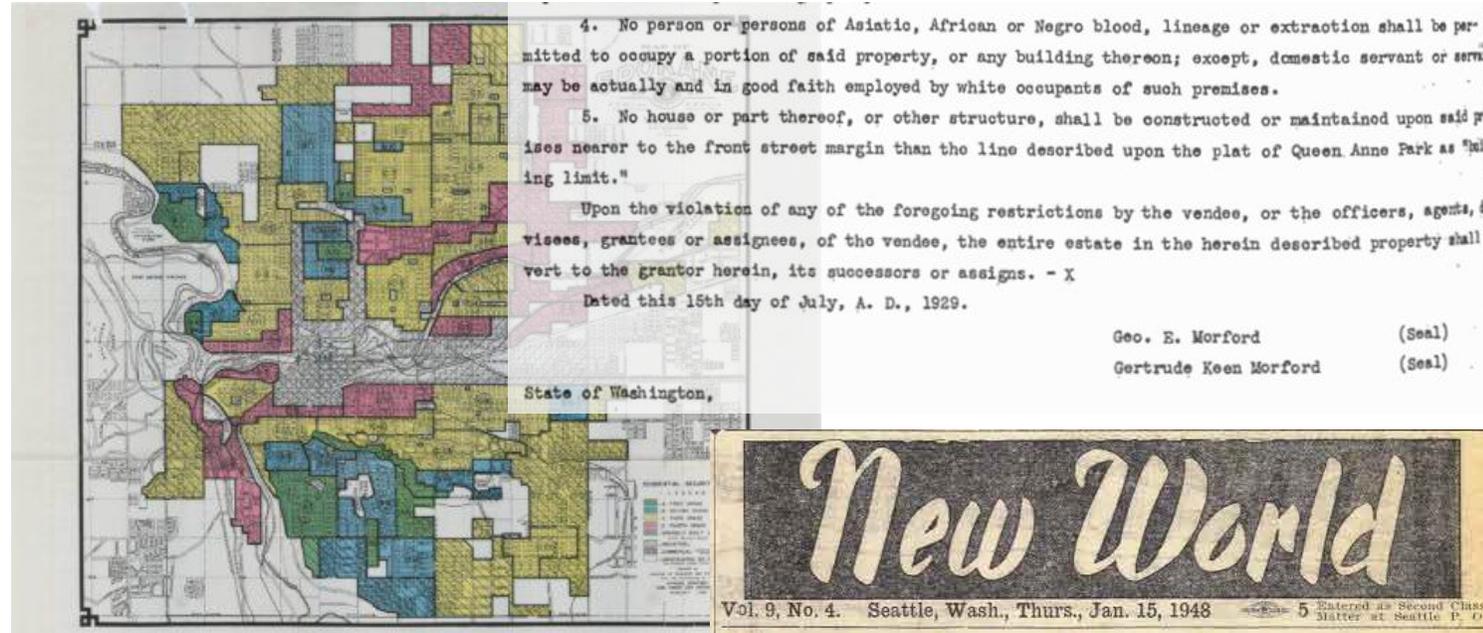
La Presna Bilingüe

Yakima Nation Review

Chapter 1

There were many policies and practices that limited housing and credit opportunities for marginalized groups in which state government played an active and passive role:

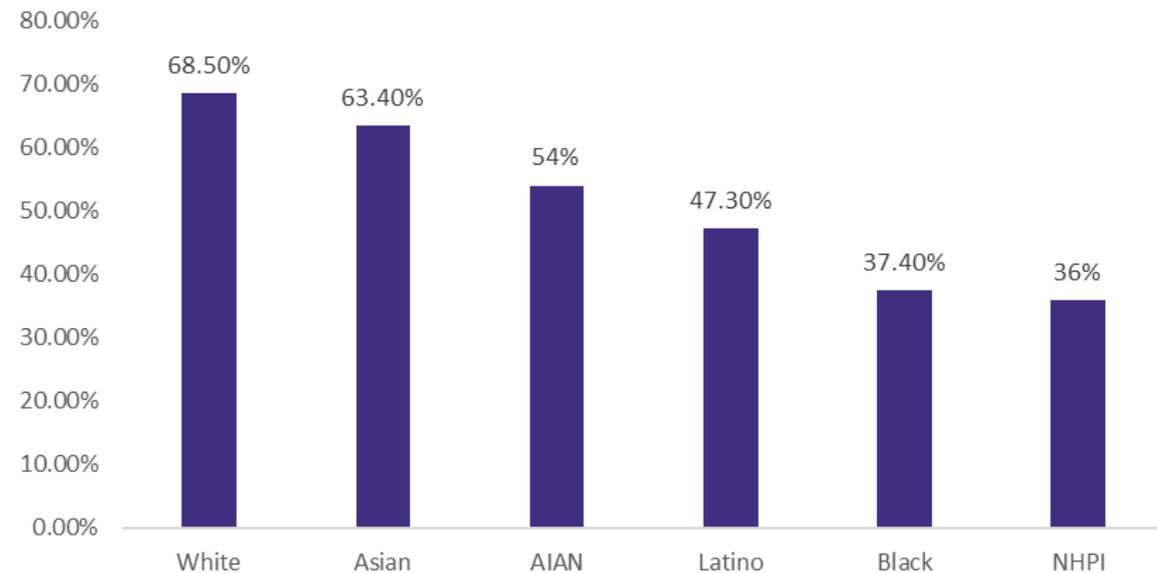
- Pre-20th century Early 1900s
- World War II Era
- Post World-War II Era
- Civil Rights Era
- 1970s- Modern Era



Chapter 2

- Addresses whether and to what extent the historical discriminatory practices outlined in Chapter 1 continue to impact homeownership rates today
- Finds that the long-term impacts of historical discrimination on historically marginalized groups include:
 - Continuing patterns of segregation; disparities in wealth; disparities in homeownership rates; and inequitable access to credit and mortgage lending (among other discriminatory effects)
- As a result, historical discrimination created clear and lasting disparate impacts. Blacks, Latinos, Native Americans, Alaska Natives, Native Hawaiians and other Pacific Islanders, Koreans and Asian Indians experience substantially lower homeownership rates when compared to Whites.

Washington State Homeownership Rates by Race or Ethnicity



2024 National Fair Housing Alliance. Please do not distribute.

Chapter 3

- Addresses whether and to what extent existing programs and other race-neutral approaches could effectively remedy the impacts of the discrimination described in Chapter 1.
- Finds that existing programs primarily use race-neutral approaches and primarily aid non-impacted residents.
- Finds that DPA assistance is the most effective approach for aiding impacted residents (of the modeled scenarios).
- Finds that a narrowly tailored race-conscious approach would be far more efficient in reaching impacted residents than a race-neutral approach.

Chapter 4

- Evaluates and recommends potential programmatic and policy changes, including creation of a Special Purpose Credit Programs, to remedy the impacts of the discrimination identified in Chapter 1 on the currently impacted residents identified in Chapter 2.
- Finds that a program that provides a customized amount of down payment assistance (based on applicant income and location) would be more effective and efficient than a program that provides fixed down payment assistance amount of between \$25,000 and \$100,000.
- Finds that a large number of impacted residents with incomes between 100 and 140% AMI could also benefit from down payment assistance. Assisting this group of residents would cost far less, on average, than it would cost to assist households with lower incomes.

Chapter 5

- Discusses potential approaches to conducting an evaluation of the Covenant Homeownership Program including: outputs evaluation, outcomes evaluation, impact evaluation, and qualitative evaluation
- Presents a logic model outlining the program's inputs, activities, outputs, and short- and long-term outcomes
- Proposes two potential targets for the program that could be used to monitor the continued need for the program: (1) a target based on application volume, and (2) a target based on the size of the reduction in racial disparities in homeownership.

Recommendations

Recommendations for a new SPCP, consistent with the restrictions in the Covenant Homeownership Act, include:

- Implement the SPCP as outlined in RCW 43.181.040 for economically disadvantaged households with Black, Hispanic, Native American, Alaska Native, Native Hawaiian, Other Pacific Islander, Korean, or Asian Indian borrowers.
- Provide customized amounts of down payment assistance that enable households with incomes between 80-100% AMI to afford a modest-cost home in their county. Consider one of two models that effectively balance program cost and housing choice.
- Provide down payment assistance as a zero-interest loan.

Additional Recommendations

The recommendations also encourage the consideration of new State legislation to allow for different types of assistance and eligibility criteria:

- Consider expanding eligibility for the SPCP to impacted residents with incomes up to 140% AMI, as the analysis identifies a large number of households within racial and ethnic groups impacted by the discrimination documented in Chapters 1 and 2, with incomes between 100-140% AMI, who need assistance to afford a modest-cost home and who could be served cost-effectively.
- To avoid trapping households in their homes, consider allowing them to re-use some or all of their assistance to apply to the purchase of a subsequent home.
- Given the widespread discrimination documented in Chapters 1 and 2, commission an additional study to consider the scope and feasibility of an SPCP that would support other economically disadvantaged households adversely impacted by the State's unlawful discrimination who are not eligible under the current legislation.

The Program

Legislative Parameters

Program Parameters per Legislation:

- Downpayment assistance loan repaid upon sale or transfer
- Owner-occupied home
- Individual eligibility:
 - Washington resident
 - Income at or below 120% of area median income (AMI)
 - First-time homebuyer
 - Family history (requires documents)

Parameters From Study

Study recommends:

- **Eligible groups** should be Black, Hispanic, Native American, Alaska Native, Native Hawaiian, Other Pacific Islander, Korean, or Asian Indian
 - Based on BOTH historic discrimination and current homeownership disparities
- Downpayment assistance should be a **zero-interest loan**.

CHA Loan Terms

Maximum Loan Amount – Up to 20% down not to exceed \$150,000, plus applicable and customary closing costs paid by homebuyer.

Loan Term/Repayment – Due at the time of sale, transfer, payoff of 1st mortgage, no longer occupy as primary residence or 30 years (whichever comes first).

Loan Forgiveness – For homebuyers at or below 80% of AMI after 5 years

Program Launch – July 1, 2024



- **1259 loan closings statewide confirmed as of 3/16/2026**
- **76 loan closings within the City of Seattle**
- **Average loan amount of \$130,292 within Seattle**

Ethnicity of Homebuyer in Pipeline

Black/African American	825
White	60
Hispanic/Latino	199
Other/Not Listed	31
American Indian	217
Native Hawaiian	12
Asian	15

Questions & Answers

Thank you!



WASHINGTON STATE
**HOUSING FINANCE
COMMISSION**

Lisa DeBrock, Homeownership Director
Washington State Housing Finance Commission
Lisa.debrock@wshfc.org
206-287-4461

COVENANT
Homeownership
Program

wshfc.org/covenant



Legislation Text

File #: Inf 2866, **Version:** 1

Overview of Seattle Office for Civil Rights Commissions

2026 Commissions Work Plan Presentation

Housing, Arts & Civil Rights Committee | March 25, 2026

Advisory Commissions, Seattle Office for Civil Rights



Seattle
Human Rights Commission



Seattle
Womens Commission



Seattle
LGBTQ Commission



Seattle
Disability Commission

Seattle Human Rights Commission Intros

Gwen McCullough

Kyle Tibbs

Amy Bailey

Bryennah Quander

Phil Lewis

Chair



Secretary



Beverly Smith

Avery Hultgren

Brandon Monson

Katie Gonser

Trevor Dustin

Vice Chair



Treasurer



Mariam Koss

Nicholas Leydon

Hector Garcia

Miranda Catsambas



Seattle
Office for Civil Rights

Who Are We?



City of Seattle

Seattle Human Rights Commission 2026 Work Plan

Committees

- Communications
- Events
- Appeals
- Policy Review

Task Forces

- Housing and Unhoused
- Criminal Legal System Reform
- Human Trafficking



Seattle
Office for Civil Rights



Seattle
Human Rights Commission



City of Seattle

Seattle Human Rights Commission 2026 Work Plan

New Policy Review Committee

- Purpose: Coordinate reviews of City policies associated with issues most frequently raised through discrimination appeal hearings.
- Action: Advise and recommend change to Office for Civil Rights regarding policy and procedural revisions.

Seattle Human Rights Commission 2026 Work Plan

Our Priorities

- Recruit a full 21 seat commission
 - Collaboration under new leadership structure
- Timely completion of all appeal hearings (avg 2 per mo)
- Launch new Policy Review Committee
- Engage with community & city council
- Partner with other OCR commissions on shared goals

Seattle Human Rights Commission 2026 Work Plan

Housing & Homelessness Task Force

- Focused work on Encampment Sweeps
- Monthly community listening sessions
 - Conversations with people experiencing homelessness; experiences with city services and encampment sweeps
 - Education on CPD training and protocols
- June 27 Event: Housing as a Human Right

Seattle Human Rights Commission 2026 Work Plan

Human Trafficking Task Force

- Information & Data gathering
- Partnering with local organizations like WashACT, REST, Everstrong)
- Anti-Human Trafficking speaker presentations at HRC meetings
- October 3: Anti-Human Trafficking event
- Continued work with FIFA World Cup group seattlefwc26

Seattle Human Rights Commission 2026 Work Plan: Looking Ahead

In 2026 our focus is on engagement via Events:

- May 9: Listening Session with community and electeds
- June 27: Housing as a Human Right
- August 15: Arts for Human Rights
- October 3: Anti-Human Trafficking
- December 12: Human Rights Day
- Increase City Council member presence at our meetings and attendance at our events
- Strengthen partnerships with City Council, the City Attorney's Office and with our sister commissions



Seattle Women's Commission

March 2026

Presented by
Seattle Women's Commission Co-Chairs
Emily Rose Barr, Neely Evanoff, Talley Mills,
& Whit Nakamura

Introduction

The Commission's primary focus areas for 2026 are Gender-Based Violence, Housing Stability, and Women's Health and Wellness. We aim to address each of these issues through policy recommendations, strategic partnerships, community engagement, and public programming.

Our efforts to understand the breadth of these complex issues and their impacts on women are continually evolving. This presentation highlights select activities the Commission is undertaking with respect to policy, advocacy, and increasing public awareness in the year ahead.

Please refer to our full workplan for a comprehensive view of our long-term goals, vision, and detailed action steps.

2026 - 2028 Focus Areas

Gender-Based Violence

Work to prevent and respond to violence rooted in gender inequity, including domestic violence, sexual assault, stalking, trafficking, and other forms of harm.

Housing Stability

Advance fair housing rights and housing stability by protecting renters from discrimination, promoting equitable access to safe and stable homes, and actively partnering with community-based organizations to shape inclusive, responsive housing systems.

Women's Health & Wellness

Integrate public health data, budget literacy, and preventative wellness initiatives into the Commission's policy and advocacy framework with a focus on five interconnected priority areas: maternal mortality disparities, gender-based health inequities, City funding transparency, adolescent mental health, and public-facing wellness events.

Purpose

- Prevent and respond to violence rooted in gender inequity, including domestic violence, sexual assault, stalking, trafficking, and other forms of harm
- Develop data-informed policy recommendations for City Council and other policymakers

Members:

Amanda DeFisher	Sierra Miles
Neely Evanoff	Talley Mills
Eunji Han	Tosh Owens
Sonia Hitchcock	

Action

- Bridge the gap between emergency domestic violence calls and long-term survivor stabilization using data and visualization tools.
- Partner with MMIW support organizations to elevate community-identified priorities and ensure that policy recommendations and advocacy efforts are grounded in lived experience and culturally responsive solutions.
- Develop and pilot a comprehensive Domestic Violence (DV) and Intimate Partner Violence (IPV) prevention campaign at the University of Washington centering student-informed, culturally appropriate messaging.
- Raise awareness of gender-based violence in Seattle, center survivor voices, and promote prevention through education, policy awareness, and community partnerships during Domestic Violence and Sexual Assault Awareness Months.

Purpose

- Reduce housing instability and increase awareness of fair housing rights
- Enhance Commission capacity through data-driven insights, community partnerships, and legal advocacy
- Ensure protections are meaningful, enforceable, and accessible to all renters

Members:

Emily Rose Barr	Sonia Hitchcock
Sofia Brown	Nardos Tola
Amanda DeFisher	Jennifer Tran
Nadia Goforth	Tyra Wheless
Sonia Hitchcock	(Volunteer)
Sierra Miles	Kate Faoro Wright

Action

- Launch focused education campaigns on fair housing rights and responsibilities.
- Produce a Fair Housing Laws Guide tailored to women, particularly single mothers and families with children.
- Develop policy recommendations with the goal of protecting vulnerable populations and ensuring housing is affordable, free of discrimination, and accessible to all.
- Host a “Housing Rights are Human Rights” fundraising event that brings together stakeholders, with proceeds benefiting local equitable housing initiatives.
- Co-host a Renters’ Resource Fair with fellow Seattle Office for Civil Rights (SOCR) Commissions, the Seattle Renters’ Commission, legal aid providers, and community organizations offering on-site support tools and guidance that address common renter concerns.

Purpose

- Integrate health equity research, fiscal accountability, and preventative care initiatives into measurable policy influence
- Strengthen partnerships across healthcare systems, nonprofits, and City leadership
- Advance institutional credibility while creating opportunities for cross-sector collaboration

Members:

Elizabeth Perez	Nadia Goforth
Emily Rose Barr	Sofia Brown
Hannah Glover	Tosh Owens
Kate Faoro Wright	

Action

- Produce a Seattle-specific Maternal Outcomes Equity Report analyzing racial disparities, access gaps, and first-year postpartum outcomes.
- Develop policy recommendations for community stakeholders addressing perinatal care access, culturally competent services, and postpartum mental health screening.
- Launch a citywide Resource Drive for families.
- Host a Women's Health Equity Forum featuring a panel of experts in the field.
- Coordinate a Mobile Mammogram in partnership with Swedish Mobile Mammography Program.
- Develop an Adolescent Mental Health Toolkit.
- Host biannual Community Wellness Events in partnership with relevant stakeholders (including meditation, mindful movement, and guided journaling sessions.)

Former Subcommittees Possibly Continuing/Relaunching in 2026

Affordable Childcare/Childcare Access

- Washington ranks fifth nationally for the highest childcare costs. Seattle does not have enough accessible or affordable childcare options for families. This local childcare crisis harms everyone, but it disproportionately impacts women - both as caregivers and as providers.
- This subcommittee focuses on public awareness and education initiatives, engaging community and local leaders on promoting solutions, and advocacy with elected officials and city departments.

Communications

- This subcommittee supports and amplifies the work and priorities of the Seattle Women's Commission through social media platforms, blog posts, marketing and engagement initiatives and SOCR newsletters.

Community & Government Relations

- This subcommittee strengthens relationships with elected City officials to advocate more effectively for community needs and make thoughtful, informed, and consistent policy recommendations.

How We'd Like to Collaborate with City Council

Housing, Arts, & Civil Rights Committee

- Attend at least 1 Committee meeting per month in person and share observations with full Commission for feedback
- Meet with Committee members biannually to review priorities and identify opportunities for advancing shared initiatives
- Host Committee members at SWC monthly meetings based on member interest and availability

Event Planning, Promotion, and Sponsorship

- Work with Council members to sponsor Commission events and develop a coordinated press strategy to promote engagement and attendance

Legislation

- Partner with Council members in supporting existing legislation and developing new legislation that advances women's equality

Thank you!

—————> Let's Connect <—————

Monthly hybrid meetings: Third Monday at 5:30pm

Find us on Instagram, Facebook, X, and LinkedIn

Upcoming Events & Happenings:

- Women's History Month (March proclamation)
- Sexual Assault Awareness Month (April proclamation)
- Jeanette Williams Award Presentation & Community Celebration (TBA, stay tuned!)
- Domestic Violence Awareness Month (October proclamation & events)





Advise

Advocate

Amplify

2026-2027 Seattle LGBTQ Commission Work Plan

Housing, Arts and Civil Rights Committee - March 25th, 2026





Advise

Advocate

Amplify

Who is the LGBTQ Commission?

- Addie Sison (she/her)
- Andrew Ashiofu (he/him)
- Ashley Ford (she/they)
- Barry Fuentes (he/him)
- BB Denton (they/them), Get Engaged
- Brett Pepowski (no pronouns)
- Carl Harris (he/him)
- Dominic Del Castillo (he/him)
- Jeremy Erdman (he/him)
- Robert Parkstone (he/him)
- Scott Humphreys (he/him)

Commission Co-Chairs

- Chris Curia (he/him)
- Jessa Davis (she/her)
- Kody Allen (he/him)



Advise

Advocate

Amplify

Statement from the Co-Chairs

Our 2026–2027 work plan details how we will meet the needs of 2SLGBTQIA+ Seattleites, who are at a crucible in our history. Constituents share with us their fears, such as safety concerns in public spaces and deepening uncertainties about legal protections, amid rising stigma and public hostility, especially toward transgender and nonbinary residents. These realities coincide with affordability and accessibility crises, as federal actions targeting our communities and renewed efforts to restrict healthcare access reshape the conditions in which we live and organize. These strains ripple across every neighborhood, intensified by the arrival of 2SLGBTQIA+ individuals and families relocating as internally displaced people within their own country, seeking safety while confronting skyrocketing costs of living.

Yet the LGBTQ Commission responds as our history teaches us to respond: with resilience, hard-earned hope, and by having each other's backs. We will strengthen community partnerships and imagine a future that prioritizes mutual flourishing over zero-sum survival. We move into the chaos of this moment, not away from it, clear-eyed about these challenges and yet determined that this Welcoming City will live up to its values, not only for 2SLGBTQIA+ residents, but for all.

Advise

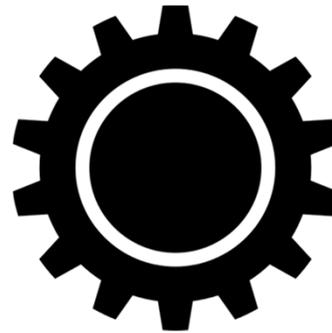
Advocate

Amplify

Standing Committees



Community
Outreach &
Social Media



Commission
Operations



Racial Justice &
Intersectionality

Advise

Advocate

Amplify

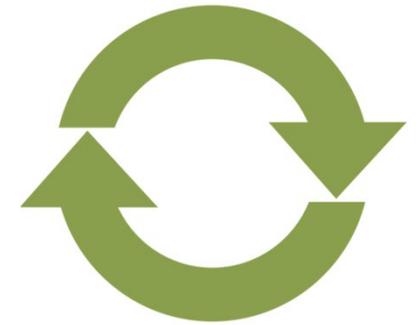
2026-2027 Work Plan Pillars



Intersectional
Advocacy



Community
Empowerment



Commission
Sustainability



Advise

Advocate

Amplify

Intersectional Advocacy

Advocate for institutional structures that address and support community needs

- Champion the establishment of an Office for Trans & Queer Affairs
- Community Rapid Response priorities on federal actions, and collaboration on housing, employment, and mutual aid.
- Amplify Welcoming City initiatives.

Cultivate, maintain, and leverage strategic partnerships and relationships with City entities

- Increase Commission presence at City Council and committee meetings.
- Establish shared goals and strategic partnerships with City entities based on 2026-2027 work plan.
- Connect community needs to public resources and City decision-makers.

Advise

Advocate

Amplify

Community Empowerment

Serve as a point of connection between City entities and the community

- Community Advocacy Meetings to serve as a forum for public concerns and a point for mobilizing community action.
- Strengthen strategic partnerships with community organizations.
- Facilitate networking with City entities.

Center community voices through timely, intentional, and targeted community events

- Partner with other city commissions to host community forums and storytelling events.
- Increase Commission visibility in the community by attending and supporting outside events.
- Collaborate with partner organizations to address emerging needs and concerns.

Advise

Advocate

Amplify

Commission Sustainability

Increasing, diversifying, and retaining membership

- Advocate for an increased Commission budget.
- Develop a plan for Commissioner stipends or a policy for cost reimbursement.
- Establish a Membership committee to manage onboarding and mentorship.

Establishing clear, consistent practices and processes

- Improve and standardize collaboration tools, document storage and access permissions.
- Develop a new Commission handbook & revise bylaws to address the needs of hybrid work.
- Support Commissioner growth and knowledge transfer through a mentorship program.



Advise

Advocate

Amplify

2025 Accomplishments

- Maintained continuous engagement with Seattle City Council, the Mayor's Office, and other City entities advocating for the needs and concerns of the 2SLGBTQIA+ community.
- Collaborated on drafting and educating the community on the City's Shield Law.
- Partnered with community orgs and City departments to divert a repeated anti-queer rally at Cal Anderson Park.
- Collaborated with Seattle City Light, the Parks Department, and other City departments to update language and ensure 2SLGBTQIA+ perspectives were reflected in city operations.
- Engaged with the FIFA Council to advocate for 2SLGBTQIA+ inclusion and visibility during planning and discussions.
- Established a formal mentorship program to support onboarding, leadership development, and retention of new commissioners.
- Began a "Know Your Rights" social media campaign to educate community on their legal protections in Washington State, and significantly expanded the Commission's social media reach.
- Hosted the City's Pride flag raising, and sponsored, supported, and participated in numerous community events throughout the calendar year.
- Launched quarterly Community Advocacy Meetings to increase community engagement and mobilization.
- A Commission Co-Chair was recognized by the City with the Emerging Civic Leader Award.
- Collaborated with the state LGBTQ Commission and CM Rinck's office on a Trans Day of Remembrance proclamation.
- Commissioners volunteered approximately 400 hours collectively in their regular duties, and an additional 375+ hours in community work at events outside regular meetings.



Advise Advocate Amplify



THANK YOU!



Seattle Disability Commission

Excerpts of 2025-2026 Impact and the Year Ahead



Seattle
Disability Commission

What is the Seattle Disability

Commission?

- *“The Seattle Disability Commission advises the **Mayor, City Council, and City departments** about issues of importance to **people with disabilities**, **recommends policies, practices, and legislation** to the **City** in matters affecting the concerns of people with disabilities, and **encourages understanding** among people with various disabilities as well as between people with disabilities and the larger Seattle community.”*

Blue = Partners, Allies

Orange = Actions, Purposes

Green = Stakeholders, Audience, Constituency



Seattle
Disability Commission

2025-2026 Impact and Accomplishments

- Boom in Capacity: 14 Confirmations of Commissioners in the Year 2025
 - Recruitment flyers in 76 separate public and non-profit organizations located within 37 of Seattle's Neighborhoods/Community Reporting Areas.
 - Expansion to 3 co-chair structure due to increased membership.
- Co-sponsored a candidate forum around Disability issues for local elected officials alongside WACDA.
- Advised and consulted FIFA SeattleFWC26 (Local Organizing Committee) on matters related to Disability and Tourism for the FIFA Men's World Cup 2026 in Seattle.
- Continuation of Power Wheelchair Charging Station Rollout: Spurred investment in 5 from FAS, 2 at Parks and Recreation and a station at the Central Branch Library.
- Advocated via letter of support to the Washington State legislature for the continuation of funding for the Washington Talking Book & Braille Library (WTBBL) after announced cuts.



Spotlight Partners (2025-2026)



WTBBL has advised us in the past of the fantastic work that they do supporting all of Washington in equitably accessing information and reading materials. Its services are vital for any Washington Resident who has difficulty with standard print material for any Disability.



The Friends of Waterfront Park have, since 2024, had an Accessibility Advisory Committee that provides experiential feedback to the newest developments at Waterfront Park. They invited the Disability Commission to join them on opening day to tour accessibility features of the park.



Seattle
Disability Commission

All Partners (2025-2026)



2026 and Beyond

New Standing Committees for the SDC will be the vehicles for moving work forward in 2026.

Advocacy & Representation: *Ensuring that the Seattle Disability Commission (SDC) is a bridge between the community and representatives, the commission will prioritize intentionally listening and seeking out voices that exist in the margins.*

Security & Access: *Ensuring that every person's basic necessities are met is another priority for the Seattle Disability Commission (SDC).*

Internal Growth & Development: *Ensuring that the Seattle Disability Commission (SDC) stays connected to its work, the community, and fellow commissioners.*



Seattle
Disability Commission



Questions?

