

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

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Kyle Tibbs

Secretary



Amy Bailey



Bryennah Quander



Phil Lewis



Beverly Smith

Vice Chair



Avery Hultgren

Treasurer



Brandon Monson



Katie Gonser



Trevor Dustin



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 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*



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Seattle
Human Rights Commission



City of Seattle



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:

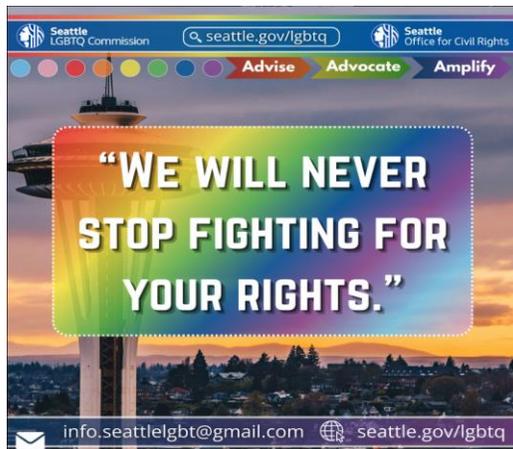
- **Women's History Month** (March proclamation)
- **Sexual Assault Awareness Month** (April proclamation)
- **Jeanette Williams Award** Presentation & Community Celebration (TBA, stay tuned!)
- **Domestic Violence Awareness Month** (October proclamation & events)





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

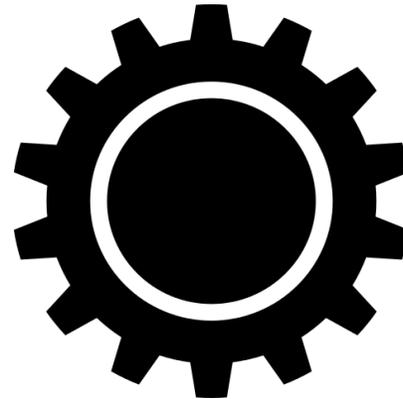
Advocate

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Standing Committees



Community
Outreach &
Social Media



Commission
Operations



Racial Justice &
Intersectionality

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Advocate

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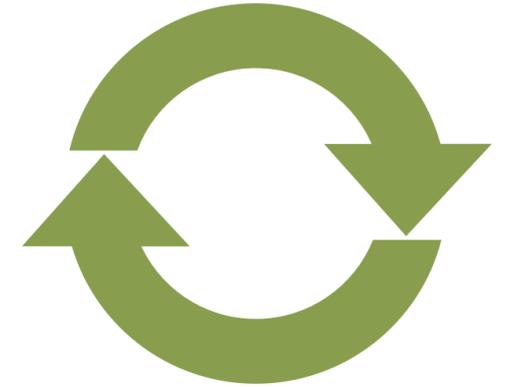
2026-2027 Work Plan Pillars



Intersectional
Advocacy



Community
Empowerment



Commission
Sustainability



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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.

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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.



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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.



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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.



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.*





Questions?

