



Minutes

Human Rights Commission

Date: February 16, 2023

Time: 5:30 pm – 7:30 pm

Study Session: 5:30 PM – 6:30 PM

Business Meeting: 6:30 PM – 7:30 PM

Location: Hybrid Tacoma Municipal Building

747 Market Street

Conference Room #243

Tacoma, WA 98402

Zoom (Click the following link to join the meeting):

<https://us06web.zoom.us/j/81908915518>

Meeting ID: 819 0891 5518

STUDY SESSION 5:30 PM – 6:30 PM

Chair Amanda Westbrooke called study session to order at 5:35 PM

Items discussed in Study Session

Vice Chair Robinson:

- Will send a poll to commissioners to find a time that would work for everyone for an offsite retreat. Suggesting a Saturday for 4-hours. Are there any issues with a four-hour time block?
 - Commissioners are ok with 4-hour time block with enough advanced notice.
 - Considering potential schedule conflicts, we should consider a hybrid meeting.

Retreat Ideas

- Activity where commissioners discuss where Human Rights are showing up in our City? Where are they not showing up?
- Ideas for work plan: how can HRC be more involved with human rights issues happening at the Northwest ICE Detention Center, etc.
 - o OEHR Staff mentioned CIRA has a safety Committee meets 3rd Wednesday at 11AM where they work extensively on issues related to NW ICE Processing Center.

Commissioners

Andre Jimenez
Amanda Westbrooke
Artyom Yakimovich
C. Ivan Johnson
Courtney Acoff
Janice Langbehn
Keshreeyaji Oswal

Verda Washington
Laurie Lynch
Mason Culbertson
Melvin JR Nobles
Norman Brickhouse
Robbie Johnston
Verda Washington

Increasing Engagement

- Look into potentially changing the date and time that work better for people. Can we investigate the possibility of a 3rd Monday? Staff Liaison Shattuck will check with CBC calendar.
 - Vice Chair Johnston will include question about changing meeting date in the retreat poll.

Recruitment:

- Vice Chair Johnston found in handbook that there is a space for a Student Position on the HRC.
 - Student term is 2-years; or until age 24; or when they are no longer a student. Age requirements are 16-24.
- Do any commissioners know youth community members that we might know interested youth members?
 - Commissioner Lynch will reach out to Hill Top Artists
 - Commissioner Washington will reach out to Therrin Johnson who does a lot of work with youth.
 - Commissioner Oswal suggests reaching out to Evergreen State College Upward Bound Program

Questions:

- Would having a Student Member increase the number of seats?
- Would the student position be a voting member?
- Is there a sperate application process for a student position?
- What is the likelihood of changing the terms or the rules to lower barriers for youth applicants?
Nonmembers can be a part of a committee

Add youth commissioner recruitment to the retreat agenda.

Commissioner Oswal Idea

Community Engagement Strategy: consider visiting schools as part of community education, to inform and educate about HRC.

- Suggest that we can reach out directly to school administrators and suggest programming.
- PTA Presidents can also be a great touch point.
- Possibly engage with Student Government or Civics classes.
- OEHR Staff, Raeshawna Ware: we can connect you with Jackie Fuller and Tacoma Intern Program to partner and engage youth in commissions.

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BUSINESS MEETING AGENDA
6:30 PM – 7:30 PM

I. Meeting Called to Order at 6:36 by Chair Amanda Westbrooke

II. Record of Attendance and Excusal of Absences Chair Westbrooke

- | | |
|---|---|
| <input type="checkbox"/> Mason Culbertson (Vice-Chair) (excused) | |
| <input checked="" type="checkbox"/> Robbi Johnston (Vice-Chair) | <input type="checkbox"/> Janice Langbehn (late arrival) |
| <input type="checkbox"/> Artyom Yakimovich | <input checked="" type="checkbox"/> Keshreeyaji Oswal |
| <input type="checkbox"/> C. Ivan Johnson (absent) | <input checked="" type="checkbox"/> Laurie Lynch |
| <input type="checkbox"/> Melvin JR Nobles (absent) | <input checked="" type="checkbox"/> Ronita Boullt |
| <input type="checkbox"/> Norman Brickhouse (absent) | <input checked="" type="checkbox"/> Verda Washington |
| <input checked="" type="checkbox"/> Andre Jimenez | |

7 Present; a quorum was present.

III. Approval of Business Meeting Agenda – Chair Westbrooke

Motion made by Commission Lynch to approve the February 16, 2023, Business Meeting Agenda.
Motion was seconded by Commissioner Jimenez;
The Ayes have it and the Business Meeting Agenda was adopted.

IV. Statement of Purpose – Read by Vice Chair Johnston (6:39PM)

V. Land Acknowledgment – Read by Vice Chair Johnston (6:39PM)

VI. Consent Agenda – Chair Westbrooke (6:40PM)

Approval of January 2023 consent agenda (Aye/Nay Votes)

Motion made by Commission Johnston to approve the January 2023, Meeting Minutes
Motion was seconded by Commissioner Lynch;
The Ayes have it and the January 2023, Consent Agenda was approved.

VII. Public Comment (2 minutes per speaker)

Guest in attendance; not public comment was given.

Discussion around community members can be involved in committees even if they are not appointed members.

VIII. Commission Affairs

(a) Committee Updates and Overview of work. Please include the next meeting date and time.

Housing Equity Committee

Vice Chair Johnston: Committee has not met yet in the new year; there are not updates.
Committee part of larger group, including the Home and Tacoma group.

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Part of a task force for Home in Tacoma; phase two of the project is kicking off soon.

Outreach and Education

Committee has not met so there are no updates; committee should meet before March meeting

Policy and Advocacy Committee

Commissioner Oswal will be sending out doodle poll about emerging topics.

Racial Justice and Equity Committee

No Commissioners present to report.

(b) 2023 Commissioner Recruitment

Community Vitality and Safety Meeting Update

Recruits to be interviewed on Thursday, February 23rd at 4:30 PM.

- Recruitment happens once a year. HRC received 15 applications. Seven candidates are being interviewed.
- In the past, candidates were interviewed and appointed in the same meeting. Now, commissioners are going to have a little more say in review process.
- Recommendations on appointments will be made on Thursday, March 9th at 4:30 Pm
- HRC members are encouraged to attend the Council meeting to attend in person or virtually.

Questions:

Commissioner Jimenez: is it possible to get a list of the commissioners terming out so we can assess the skill sets that are departing the commission?

Are the recruits that we are interviewing representative of our community? Can we ensure that direct outreach is done to communities that have not been present.

(c) Retreat Planning

Date/Time – Sending around a poll with date and times.

Agenda - Activity about where Human Rights are showing up in Tacoma

Other potential items to include:

1. HRC – History, Role and Responsibilities
2. Discrimination Investigation Training – OEHR Staff Russ Alarcon will provide training.
3. Strategic Planning

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IX. City Staff Updates – OEHR Staff

Case Closures

1. Pre-Finding Settlement (Sarah Lusk v. Cordant Health Solutions, CoT HRC # 4925, EEOC Case # 38G-2021-0409)

Motion made by Commissioner Johnston approve the Pre-Finding Settlement.

Motion was seconded by Commissioner Jimenez;

The Ayes have it and the Pre-Finding Settlement of Sarah Lusk v. Cordant Health Solutions, CoT was approved

2. No Reasonable Cause (Mi Wellman v. Penney Op Co, CoT HRC #4916, EEOC Case # 386-2021-00357)
Questions and discussions:

Why did the case take so long to investigate?

- Transferred from the State of Washington and there were staff changes in OEHR?

Is the complainant still working for the company? How reliable are witnesses, or is there fear of retaliation?

- There

Can evidence be supplied later?

- Complainant will be given information about reconsideration, and resources on how to file a civil case.

Commissioners do not need to vote in a No Reasonable

- b. Rental Housing Code Outreach Update

Survey about code updates will be going next week. Commissioners are encouraged to spread the

- c. Recruitment for Open Staff Positions

EEOC Investigator starting at the end of February 27th.

Currently recruiting for Human Rights Manager; OEHR would like commissioners to participate in the hiring panel.

- Commissioner Oswal in interested in being on panel.

X. Announcements

XI. Items to Consider for Next Meeting:

XII. Adjourned at 7:33 PM

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