



# 2019-2020 Work Plan

3.7.19

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## SEATTLE HUMAN RIGHTS COMMISSION

### ABOUT US

The Seattle Human Rights Commission was established in 1963 to advocate for justice and equal opportunity, to advise the City of Seattle on human rights issues and to collaborate with public and private sectors in order to educate them on methods to prevent and eliminate discrimination city-wide.

Our goals are to elevate community voices to our elected leaders, ensure there is greater public awareness for human rights concerns, and create actionable objectives for local officials.

### Mission

To increase visibility of human rights concerns and to dismantle systems within the city to ensure Seattle delivers on its commitment to human rights.

## Vision

Develop an understanding of community needs, bring the SHRC platform to those communities, and determine how a human rights city should be accountable to its people.

- Partner with community organizations
- Create cross-commission coalitions
- Educate the public about human rights concerns
- Promote civic engagement among communities
- Meet in our communities
- Collaborate with other cities that share our city's human rights vision

## Values

**Communities:** We center the communities impacted by human rights concerns in all the work we do.

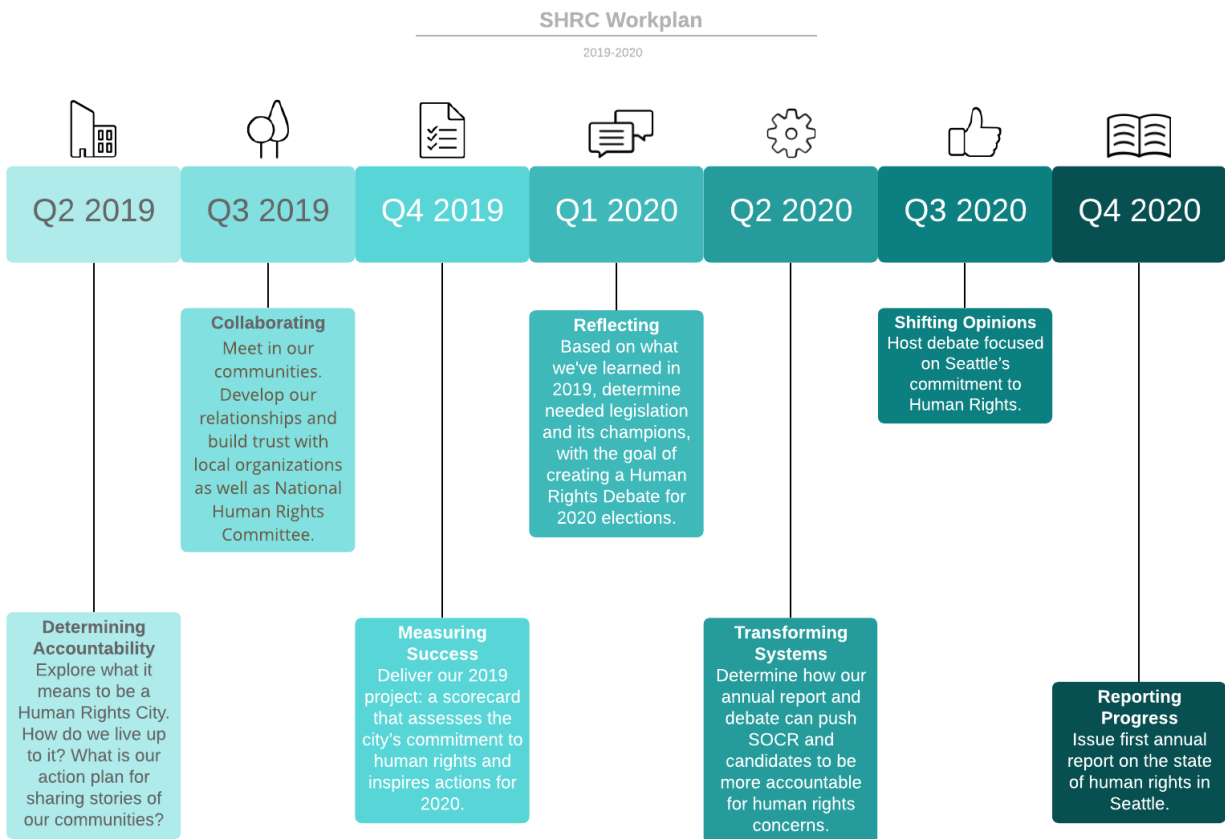
**Race & Social Justice:** The commission supports the city's Race and Social Justice Initiative (RSJI) — an effort to end institutionalized racism and race-based disparities in City government. The commission incorporates RSJI's long-term approach in its plans, by working to change the underlying system that creates race-based disparities in our communities to achieve racial equity.

## Guiding Principles

1. **Accessibility:** The commission will structure its work in 2019 to share its platform with communities experiencing human rights concerns, with a focus on these populations:
  - a. Homeless
  - b. Immigrant & Refugees
  - c. Human Trafficking
2. **Accountability:** The commission will restructure its leadership to increase speed, accountability, and transparency. This will include the formation of executive committees:
  - a. Appeals
  - b. Operations
    - i. Partnership with Seattle Office of Civil Rights
    - ii. Communications
    - iii. Commissioner onboarding & engagement

- iv. Logistics
- c. Events
  - i. Human Rights Day
  - ii. Collaborations with other Human Rights Cities
  - iii. 2020 election activities

## Timeline



## January-March 2019: Restructuring

- In order to focus on community engagement, we need to tell the human rights story of Seattle and the human rights challenges facing people who live and work here, with an emphasis on work. The commission will be exploring corporate influence in 2019 and its impact on human rights across our communities. The 2019 project will be a scorecard, assessing the city's commitment to human rights.
- Our executive committees will:

- Interview candidates and fill remaining commission openings (5)
- Develop FAQ and create clarity for new commissioners
- Build new website
- Establish communications plan
- Present bylaw recommendations and update bylaws
- Meet with SOCR representatives
- Update meeting agenda to include time for task force updates
- Continue hearing appeals
- Schedule a specialist to attend meeting to educate commissioners on city's budget process
- Begin planning Human Rights Day
- Continue discussions with National Human Rights Committee for fall event
- Coordinate sending commissioner to Atlanta event on Human Rights
- Each task force will:
  - Explore how they can put a RSJI lens on their work
  - Develop relationships with their respective communities, attend related meetings, and share with commission monthly core concerns
  - Determine one in-community opportunity for commissioners in 2019 (can be strictly listening or public meeting) with the objective of learning about the community's needs
    - Remove access barriers for community engagement with city (ADA, translation)
    - Begin brainstorming how we might measure city, council members, corporations' commitment to human rights

### April-June 2019: Accountability

- Hold our first in-community meeting, hosted by the Immigrant & Refugee Rights task force
- Our executive committees will:
  - Interview candidates and fill any commission openings
  - Update website
  - Continue hearing appeals
  - Continue communications plan
    - Determine how to incorporate SHRC budget recommendations into plan
  - Continue planning Human Rights Day
  - Continue discussions with National Human Rights Committee
- Each task force will:

- Determine budget recommendation
- Continue developing relationships with their respective communities, attend related meetings, and share with commission monthly core concerns
- To create accountability for city, council members, and corporations that want to state a public commitment to human rights, each task force will begin developing a set of targets (3-5) to include in a scorecard to track their progress

### July-September 2019: Collaborations

- Reassess commission progress, structure and make immediate modifications
- Hold our second in-community meeting, hosted by either the Trafficking or Homelessness task force
- Our executive committees will:
  - Interview candidates and fill any commission openings
  - Update website
  - Continue hearing appeals
  - Continue communications plan
  - Continue planning Human Rights Day
  - Finalize plans for National Human Rights Committee Meeting
- Each task force will:
  - Revisit RSJI and its inclusion in the task force's work
  - Continue developing relationships with their respective communities, attend related meetings, and share with commission monthly core concerns
  - Continue refining a set of targets (3-5) to include in a scorecard
  - Provide to full commission 2020 budget needs based on community feedback
  - Determine one in-community opportunity for commissioners in 2020 (can be strictly listening or public meeting) with the objective of learning about the community's needs

### October-December 2019: Measuring Success

- Hold our third in-community meeting, hosted by either the Trafficking or Homelessness task force
- Host National Human Rights Committee Meeting
- Host Human Rights Day at Town Hall focused on corporate influence
- Our executive committees will:

- Review scorecard submissions from each task force and begin drafting scorecard. If ready, publish for delivery at Human Rights Day. If not, review at annual retreat.
- Interview candidates and fill any commission openings
- Plan January retreat
- Update website
- Continue hearing appeals
- Continue communications plan
  - Share any public action needed for human rights budget line items for November city council votes
- Finalize planning Human Rights Day
- Finalize discussions with National Human Rights Committee
- Each task force will:
  - Revisit RSJI and its inclusion in the task force's work
  - Submit scorecard ideas to executive committee for inclusion at January retreat for full-commission review
  - Continue developing relationships with their respective communities, attend related meetings, and share with commission monthly core concerns

### January-March 2020: Looking Back & Forward

- The commission will be exploring in 2020 what legislation would advance human rights in our city and who will be most accountable to communities for accelerating it. This year SHRC will build on its 2019 relationships and knowledge gathered from communities to create a Human Rights Debate for elections. Another 2020 project will be an annual report, sharing the commission's findings on its community engagement when it comes to human rights.
- Hold our fourth in-community meeting, hosted by one of the task forces
- Host Annual Retreat
  - Reassess commission structure
  - Discuss scorecard and begin planning annual report
  - Determine theme for Human Rights Day
  - Discuss any bylaw updates
  - Define outcomes needed for debate
- Our executive committees will:
  - Interview candidates and fill any commission openings
  - Update website
  - Continue hearing appeals

- Continue communications plan
  - Develop budget-sharing strategy
- Continue planning Human Rights Day
- Continue discussions with National Human Rights Committee
- Begin planning debate
- Each task force will:
  - Revisit RSJI and its inclusion in the task force's work
  - Continue developing relationships with their respective communities, attend related meetings, and share with commission monthly core concerns
  - Review scorecard draft and provide a one-page overview

### April-June 2020 Transforming Systems

- Hold our fifth in-community meeting, hosted by one of the task forces
- Our executive committees will:
  - Share SHRC budget recommendations
  - Interview candidates and fill any commission openings
  - Update website
  - Continue hearing appeals
  - Continue communications plan
  - Continue planning Human Rights Day
  - Continue discussions with National Human Rights Committee
  - Finalize debate planning
- Each task force will:
  - Revisit RSJI and its inclusion in the task force's work
  - Provide policy recommendations to commission based on learnings from community involvement (how might we eliminate ICE, etc.) and determine how this could be woven into debate planning
  - Continue developing relationships with their respective communities, attend related meetings, and share with commission monthly core concerns
  - Review scorecard draft and provide a one-page draft to commission of how the task force concerns should be represented in the annual report
  - Provide budget recommendation based on community feedback to full commission for review

### July-September 2020: Shifting Public Opinion

- Hold our sixth in-community meeting, hosted by one of the task forces

- Host debate on Seattle's commitment to Human Rights
- Our executive committees will:
  - Interview candidates and fill any commission openings
  - Update website
  - Draft annual report for full-commission review
  - Continue hearing appeals
  - Continue communications plan
  - Continue planning Human Rights Day
  - Continue discussions with National Human Rights Committee
- Each task force will:
  - Revisit RSJI and its inclusion in the task force's work
  - Collaborate with events committee to get communities involved in debate
  - Continue developing relationships with their respective communities, attend related meetings, and share with commission monthly core concerns

### October-December 2020: Reporting Progress

Hold our seventh in-community meeting, hosted by one of the task forces

- Host Human Rights Day at Town Hall
- Publish annual report and deliver scorecard and/or one-page summary of report at Human Rights Day
- Our executive committees will:
  - Interview candidates and fill any commission openings
  - Update website
  - Finalize annual report draft for full-commission review and share publicly
  - Continue hearing appeals
  - Continue communications plan
    - Emphasize any public action needed for human rights budget line items for November city council votes
  - Continue planning Human Rights Day
  - Continue discussions with National Human Rights Committee
- Each task force will:
  - Revisit RSJI and its inclusion in the task force's work
  - Continue developing relationships with their respective communities, attend related meetings, and share with commission monthly core concerns



## Overarching Issues

1. Race
2. Social Justice
3. Gender
4. Legal support
5. Housing
  - a. Housing discrimination
  - b. Affordable housing

## Roles & Responsibilities

Each commissioner will attend our monthly meetings and is also required to select one leadership role: task force chair, task force member, or serve on an executive team committee.

- Executive team **committees** carry out will of the commission
  - Appeals (3)
    - Provide updates on cases at monthly meetings
    - Ensure anyone new has appeals training
    - Represent commission on calls with SOCR appeals team
  - Operations (3-5)
    - Development
      - Build transition for next set of leaders
      - Fill openings
      - Track commissioner engagement
    - Communication plans
      - Create awareness for task force activities and engagements
    - Work with SOCR
    - Liaison to council staff
    - Get our community voices slotted on council agenda
    - Budget requests
    - Recordkeeping
    - Monthly meeting logistics
    - Retreat planning
  - Events (5)
    - Human Rights Day (2019, 2020)
    - National Human Rights Committee gathering (2019)

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- Supporting task forces' community engagement
  - 2020 debate coordination
  - Anything new
  - **Task force chairs** (2-3)
    - Report monthly progress
    - Add community or cross-commission meetings to our commissioner- and public-facing calendars
    - Organize meeting logistics
    - Present ideas to full commission for how we show up at upcoming council meeting (how we get those community stories in front of them)
    - Represent commission at city council meetings supporting that storytelling
    - Develop public communications (community voices, experiences, stories) for operations team to share on various channels
  - **Task force members** (unlimited)
    - Represent commission at meetings
    - Build trust with community
    - Take notes to report back to task force
    - Assess opportunity for how community can be represented in Human Rights Day, given the theme