



City of Seattle

Ed Murray, Mayor

Seattle Women's Commission

MINUTES

Seattle Women's Commission
Boards and Commissions Conference Room L280
600 Fourth Avenue, City Hall
Monday, January 23, 2017, 5:30 – 7:30 p.m.

Commissioners Present: Idabelle Fosse, Erica Soelling, Nicki Olivier-Hellenkamp, Morgan Beach, Tracey Hutchinson-Whitten, Loida C. Erhard, Mergitu Argo, Jacquee Kurdas, Rokea Jones,

Commissioners Calling In: Teresa Springer

Commissioners Absent/Excused/Leave: Xochitl Maykovich, Michele Frix, Allison Mondri, Keisha Jackson, Allyson Palmer, Ruchika Tushiyani, Jaron Reed Goddard, Honey Jo Herman, Elsa Batres-Boni

Start time: 5:32PM

Announcements:

- SOCR working on anti-bias campaign.
- Approval of minutes: Minutes approved (100%)

Reflections from Women's March and Areas to Highlight in 2017

All Commissioners

- Tracey: Attended Seattle march. Astounded by large turnout. Disappointed in lack of black voices at march.
- Idabelle: Seattle march. Good turnout, great energy. Really, really white. Noted difference between cops at Women's March wearing pussy hats while wearing full riot gear the day before at the Black Lives Matter march. Action step: SWC to help in organizing future women's marches and advocating for intersectionality being much more visible and central.
- Morgan: DC march. Reproductive justice not the only issue highlighted, also racial, climate, and immigration justice, and disability rights. There is a "100 Days of Action" plan from the DC organizers; federally focused. Action step: use more multiple language
- Mergitu: Seattle. Action step: have more social events so Commissioners can get to know each other better
- Teresa: Action step: follow up with action steps from march organizers
- Loida: Action step: Increase intersectionality in actions post-march. Also localize "100 Days of Action" plan from the DC organizers
- Nicki: Action step: How to partner more with diverse community organizations serving women

Paid Family Leave (PFL) for City Employees Update

Guest: David Mendoza

Senior Policy Advisor in Mayor Murray's Office of Policy and Innovation

- Workforce Equity Strategic Action Plan for accountability and reducing barriers to PFL
- Developed after review of area employers leading workforce equity, listening sessions with employees, leadership review, etc.

- Workforce Equity definition developed, including representation
- Paid parental leave for new parents (after birth or adoption) and paid family care leave (care for spouse/domestic partner, parent)
- Currently: 10 weeks of paid leave (includes vacation and sick leave). However, women, particularly women of color, are more likely to have accrued less time (related to tenure and tendency of WOC to be in job classifications with less time).
- May only use the full paid parental leave or paid care leave benefit once per 12-month period
- 2 weeks of sick and 1 week of vacation = additional 4 weeks of paid parental leave. Use any vacation and sick time over 2 weeks sick & 1 week vacation until you reach these rates before additional 4 weeks is kicked in.
- City employees will now get 12 weeks of paid parental leave (8 weeks of paid parental leave for birth or adoption of a child, then an additional 4 weeks if you have no more than 2 weeks of sick and 1 week of vacation)
- Paid family care leave is draw down only to earn 4 weeks of care leave
- Next step: looking to introduce legislation in the next couple of weeks. Would be retroactive to January 1, 2017.

Paid Family Leave Campaign Update

Morgan Beach

- Working with Councilmember Gonzalez. Councilmember Sawant's office also looking into developing policy. Timeline likely moved back now that legislation is being introduced for City Employees
- Ideal to be done at the State level to cover the families who would need it the most

Affordable Childcare Update

Tracey Hutchinson-Whitten

- Ruchika and Tracey wrote op-ed together, published in Seattle Times
- Had meeting with Karen Hart, SEIU Local 9215 president, representing family-child providers
- Companies want to do more up-zoning in the U District, looking to introduce policies that would include child care spaces within up-zoning of these companies. Karen Hart met with Lisa Herbold about doing this. Potentially getting employers to subsidize childcare.
- Low income families often utilize family child care providers that operate out of homes, this becomes difficult in settings of up-zoning
- Tracey is emailing Lisa Herbold's office to discuss further
- Email Tracey with contacts knowledgeable about best practices for childcare
- Not enough childcare providers, long wait lists, increased cost

Budget Discussion

All Commissioners

- Yearly budget doubled this year (now \$2000)
- Co-chair ideas:
 - Snacks for meetings!: \$100
 - Retreat (e.g. snacks, space, facilitator): \$350
 - Commissioner attendance at community events (e.g. fundraiser events for community groups, educational days, etc.):
 - Outreach (e.g. listening sessions around policy priorities including food, space): \$500
 - Commission Events (e.g. forums, awards): \$800

Communications/Social Media

Loida Erhard

- Twitter, Facebook presence. Looking to develop: objectives, target audiences, main messages
- Interested in working with Loida to brainstorm social media presence: Tracey, Teresa, Ruchika, Jacquee

Jeanette Williams Award

All Commissioners

- Created as part of 2003 women's summit. Significant Leadership in advancing women's issues
- Need subcommittee to draft nominations form, outreach, and group of folks who're excited about event planning
 - March meeting: SWC will discuss outreach strategy and further planning logistics
- Send out call for nominations for awardees, commission votes on who gets it (can include multiple people, individuals, and companies)
- To honor people doing good work for women in Seattle (also frequently tied to Commission goals)

Five Meetings Letter

All Commissioners

- Five meetings include the Women's Commission, LGBT Commission, Commission on Refugees and Immigrants, Commission of People with Disabilities, Human Rights Commission
- Increasing size of Commissions
- Decreasing time it takes to get approved for commission
- Asking if we will sign onto letter
- Motion to move on the signing of the letter: No discussion. Unanimous passage!

SOCR Update

Loren Othon

- Anti-bias campaign
 - Current and expected increases in bias incidents and discriminatory harassment
 - Community led initiative, website, and special hotline, and visual campaign more anti-bias focused to tie into hotline
 - Convening community based organizations to learn their intake processes (e.g. Casa Latina) to get a feel for the experiences of their members
 - Developed new way to document and anonymize this to tally and document what is happening
 - Collaborating with regional partners: working with SPD (anti-bias info will also include SPD phone numbers for malicious harassment). Malicious harassment doesn't fall under SOCR's jurisdiction (employment, housing, public spaces in Seattle), it falls under SPD's. On buses, it's King County. On light rail, it's Sound Transit.
 - Focused on documenting, people can still talk to SOCR even if they don't want to open case
 - Can be completely anonymous if caller wants it to be
 - SOCR and SPD will not ask about immigration status
 - Bias-related incidences called into SPD go to Detective Waring of the Bias and Harassment department
 - Ask: by Friday January 27th: community based groups who should be invited to come, sit and talk with SOCR
 - Email Loren Othon or Brenda Anibarro
- Loren will email Commissioners individually to discuss term limits being enforced soon

7:30 PM

Adjourn