

**HUMAN AND CIVIL RIGHTS COMMISSION**

**AGENDA FOR THE FEBRUARY 18, 2026, REGULAR MEETING**

<b>Date:</b>	Wednesday, February 18, 2026
<b>Time:</b>	6:00 PM – 8:00 PM
<b>Virtual Meeting Link (TEAMS):</b>	<a href="https://teams.microsoft.com/meet/2293409838121?p=45ugsIDX1HxBmh33eW">https://teams.microsoft.com/meet/2293409838121?p=45ugsIDX1HxBmh33eW</a>
<b>Meeting ID:</b>	229 340 983 812 1
<b>Password:</b>	Ng73b85Z
<b>On site location:</b>	Chinook Building, Executive Room (1 <sup>st</sup> Floor)

*Meetings are open to the public. Meeting minutes will be made available on [King County's HCRC Website](#) once approved.*

**KING COUNTY STAFF LIAISON**

Senayet Negusse, King County Executive's Office

**COMMISSIONERS**

Position 1: <b>Vice- Chair</b> Betelhem Michael	Position 2: <b>Commissioner</b> Emily Huynh	Position 3: <b>Secretary/Historian</b> Allison Hastings	Position 4: <b>Commissioner</b> Jacob Joens-Poulton	Position 5: VACANT
Position 6: <b>Co-Chair</b> Jennifer Karls	Position 7: <b>Commissioner</b> Mona Jaber	Position 8: <b>Commissioner</b> Steven Sawyer	Position 9: <b>Co-Chair</b> Daisy Wong	Position 10: <b>Commissioner</b> Vanessa Sanchez- Mexicano
Position 11: VACANT				

**AGENDA**

<b>TIME</b>	<b>ITEM</b>	<b>PRESENTER &amp; ACTION</b>
6:00 PM (5 mins)	<b>Call to Order</b>	HCRC CO-CHAIRS Administrative
6:05 PM (5 mins)	<b>Public Comments</b>	HCRC CO-CHAIRS Administrative
6:10 PM (5 mins)	<b>Review and Approval of Meeting Minutes for January 22, 2025, meeting</b>	HCRC CO-CHAIRS Action Item
6:15 PM (5 mins)	<b>HCRC Updates</b> - <b>By Laws (later review date)</b> - <b>Community Contact:</b> Inquiry from Mr. Yoshikawa. Co-Chairs will follow up on behalf of the commission.	STAFF LIASION Discussion

6:20 PM (15 mins)	<ul style="list-style-type: none"> <li>- <b>HCRC Appointment Process</b> <ul style="list-style-type: none"> <li>o Review current pool of applicants for potential recommendations and appointment of applicants for position 5 and position 11 (area of need: D5/South King County representation and Civil/Human Rights investigation experience).</li> <li>o Position 5 may be recommended by Executive/Council Staff Committee, provided feedback from HCRC commission.</li> <li>o NOTE: HCRC may do another call for applications w/priority consideration for areas of need, if current pool doesn't meet criteria.</li> </ul> </li> </ul>	<p>STAFF LIASION AND CO-CHAIRS</p> <p>Discussion and Possible Action Item</p>
6:35 PM (10 mins)	<p><b>HCRC Annual Report</b></p> <ul style="list-style-type: none"> <li>- <b>Discuss Timeline:</b> due March 15<sup>th</sup> as it needs to be transmitted to Executive and Council by April 15<sup>th</sup></li> <li>- <b>Examples</b></li> <li>- <a href="#">KCIRC 2023 Annual Report</a></li> <li>- <a href="#">MHRC FY25 Annual Report</a></li> <li>- <a href="#">CCHR 2024 Annual Report</a></li> <li>- <a href="#">2025 Annual CFT Report.pdf</a></li> <li>- <b>Discuss Action Items:</b> <ul style="list-style-type: none"> <li>o Who will take lead in drafting the report?</li> <li>o What support do you require from staff?</li> <li>o Possible ad-hoc committee?</li> </ul> </li> </ul>	<p>STAFF LIASION + CO-CHAIRS</p> <p>Discussion</p>
6:45 PM (10 mins)	<b>BREAK</b>	<b>BREAK</b>
6:55 PM (30 mins)	<p><b>Presentation on King County Civil Rights Program</b></p> <ul style="list-style-type: none"> <li>- 2024 to Now (backlog period to present)</li> <li>- KCCR Authority, Processes/ Procedures</li> <li>- 2025 Data Highlights</li> <li>- Q&amp;A</li> </ul>	<p>STAFF LIASION</p> <p>Presentation</p>
7:25 PM (30 mins)	<p><b>Committee work and Planning (breakouts?)</b></p> <ul style="list-style-type: none"> <li>- Discuss establishing regularly schedule HCRC meetings <ul style="list-style-type: none"> <li>o Community Engagement / Stakeholder Planning</li> <li>o Policy Research</li> <li>o Drafting report</li> </ul> </li> </ul> <p><b>Share Out &amp; Recap Next Steps</b></p>	<p>CO-CHAIRS</p> <p>Discussion &amp; Work Planning</p>
7:55 PM (5 mins)	<b>King County HCRC Commissioner Closing Comments</b>	Administrative
8:00 PM	<b>Adjourn</b>	

Appel Fr. A. Tsimerman TU 60dayTas  
TU F. Hazi antisemitic concie Aug!!!

City of Bellevue  
JUN 20 2025  
Services First Desk

The more difficult part for governing bodies in controlling people's speech during public meetings is ensuring that the control measures imposed are both viewpoint neutral and enforced consistently and equally to all speakers. A measure which "serves purposes unrelated to the content of expression and only incidentally burdens some speakers, messages, or viewpoints" is considered viewpoint neutral.<sup>6</sup> For example, the court has noted that requiring a member of the public to limit their testimony to the topic presently being discussed by the overall governing body is an acceptable viewpoint neutral regulation.

C. Removing Disruptive People from Public Meetings !

Disruptive people can be removed from public meetings (public officials often refer to this removal as "trespassing"). However, the person must actually be disrupting the meeting. The Ninth Circuit has specifically stated, "Actual disruption means actual disruption. It does not mean constructive disruption, technical disruption, virtual disruption, *pun pro time* disruption, or imaginary disruption."<sup>7</sup> *A pun pro time* disruption is one where the speech could cause a disruption after the fact.

To that end, individuals who refuse to sit down when their allotted speaking time has ended can be removed from the public meeting. Persons who interrupt a meeting's proceeding by repeatedly shouting out and yelling can also be removed. Even individuals located in a different room than an actual public meeting who are protesting so loudly that it interferes with the meeting can be removed from the area. On the other hand, a person who rolls his or her eyes, repeatedly sighs, shakes their head or guffaws is probably not actually disrupting the meeting. A person who is merely a distraction is not necessarily an actual disruption, and thus, should be ignored.

Because the requirement is that an actual disruption of the proceedings occur, it is not appropriate to remove a person because of some type of symbolic expression that does not interrupt or halt the meeting itself. For example, the Ninth Circuit found that while a person giving a Nazi salute may be offensive, giving the salute did not interfere with or interrupt the public meeting itself. And because the actual meeting was not interfered with by the salute, the removal of the person giving the salute from the meeting amounted to "viewpoint discrimination" by the governing body. Having a person removed from a public meeting because their view on a matter is offensive to some or all of the other people in attendance at the meeting is not legally permissible.

The Nazi salute case is one to be particularly cognizant of because it is applicable to audience members. The federal courts recognize that audience members in limited public forums (like city council meetings) are "subject to the same constitutional rules that apply to those addressing the chamber."<sup>8</sup> In practice, this means that audience members who wear clothing that may generally be described as offensive, who make what is commonly thought of as crude or

TRUMP America USA!!!

Appel to Naz Aug  
Mayor Roberson  
6/19/25

Standup - America! FME

3/1/25 Alex Tsimerman  
Alpha Delta Chi-Delta Chapter v Reed, 648 F3d 790, 800 (9th Cir 2011) (quoting, in part, Ward v Rock Against Racism, 491 US 781, 791, 109 S Ct 2746 (1989)).  
<sup>7</sup> Norse v City of Santa Cruz, 629 F3d 966, 976 (9th Cir 2010).  
<sup>8</sup> Reza v Pearce, 806 F3d 497, 505 (9th Cir 2015).

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# King County Civil Rights Program

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FEBRUARY 18, 2026

SENAYET NEGUSSE, CIVIL RIGHTS MANAGER

# Purpose & Overview

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## **Overview of the King County Civil Rights Program**

- Historical Overview
- Scope and legal authority
- Core bodies of work
- Placement and team structure

## **Program status and progress**

- Backlog update (Jan 2021 – Sept 2024)
- Current state
- Key accomplishments

## **Systems and infrastructure improvements**

- Enhanced inquiry form
- Internal systems and formalized processes
- Civil Rights Program Manual implementation

## **Path forward**

# Historical Overview

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**1976:** King County Affirmative Action Committee established

**1995:** Ordinance 12058 established the King County Civil Rights Commission

**2001:** Ordinance 14199 created the Office of Civil Rights (OCR) within the Department of Executive Services

**2006:** Ordinance 15548 reduced Commission membership from 16 to 12 to align with Council district changes.

**2015:** Office of Equity and Social Justice (OESJ) established

**2017–2018 Biennial Budget:** Civil Rights function moved from OCR to OESJ. OCR transitioned to a Civil Rights Program.

**2017–2025:** Program operated within the Executive's Office of Equity and Social Justice (later renamed to the Office of Equity and Racial and Social Justice – OERSJ)

**Present:** Program continues to operate within the County Executive's Office. Human and Civil Rights Commission tasked with recommending the program's long-term placement.

# King County Civil Rights Duties

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**King County Code (K.C.C.) 2.16.025(F) outlines the Civil Rights Program is responsible for:**

## **Complaint Investigation & Enforcement**

- Receiving and investigating complaints

## **Enforcing the County's anti-discrimination ordinances, including:**

- K.C.C. 12.17 – Discrimination in Contracting
- K.C.C. 12.18 – Fair Employment Practices
- K.C.C. 12.20 – Open Housing
- K.C.C. 12.22 – Discrimination in Places of Public Accommodation
- K.C.C. 2.15 – Citizen and Immigration Status (filed under K.C.C 12.22)

# King County Civil Rights Program Duties Continued

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## **Federal & ADA Coordination**

- Serving as the County's ADA Title II Coordinator (public access)
- Serving as the County's Civil Rights Act Title VI Coordinator
- Coordinating County responses to Title VI matters
- Investigating Title VI complaints

## **Commission Support**

- Providing staff support to the Human and Civil Rights Commission

## **Triage & Referrals**

# Current Team Structure

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## CIVIL RIGHTS PROGRAM

### Housed in the Executive's Office

- 1 Program Manager
- 1 Operations Specialist
- 2 FTE Civil Rights Investigators

*Note: King County Metro Transit Department (MTD) and Department of Local Services (DLS) have a Title VI program.*

## ADA & DISABILITY EQUITY TEAM

### Housed in the Executive's Office

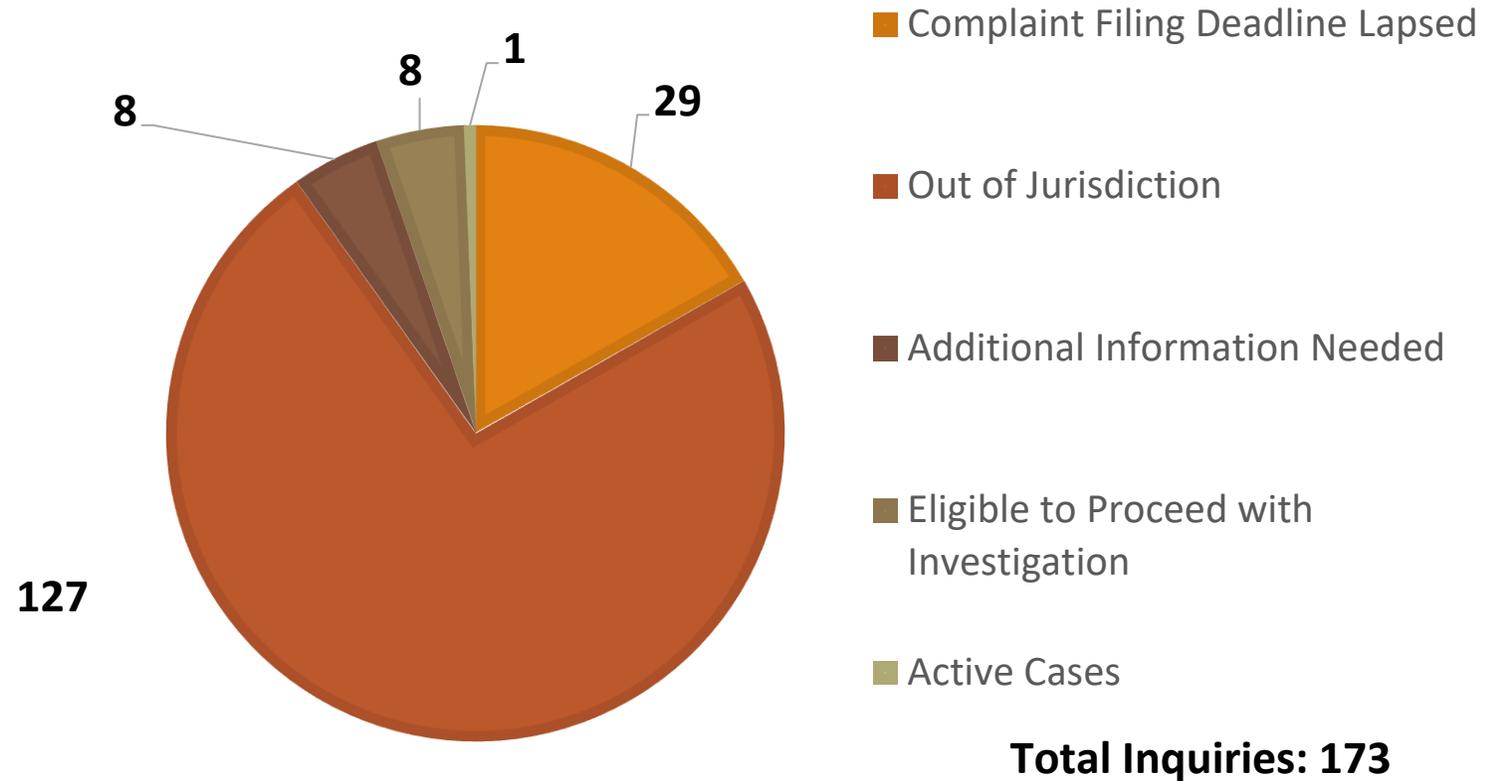
- 3 Full-Time ADA Coordinators

*Note: The three FTEs serve as the County's ADA Coordinators. Some departments have dedicated ADA Coordinators as well such as King County Metro Transit Department and King County Seattle Public Health.*

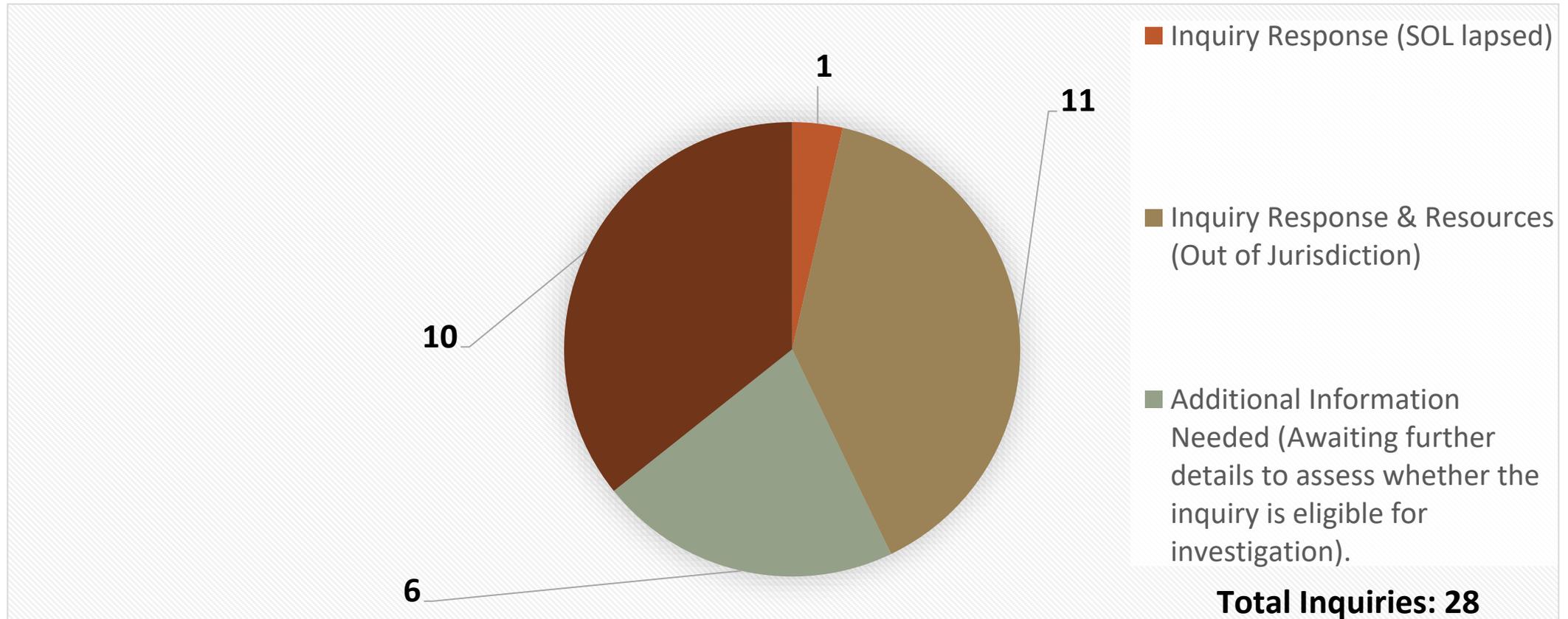
# January 9, 2021 – January 8, 2024

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## BACKLOG



# January 9, 2024 – September 6, 2024



# Summary of Backlog Data

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201 total inquiries received between January 2021 – September 6, 2024

- January 1, 2021 - January 8, 2024 (173 inquiries)
- January 9, 2024 – September 9, 2024 (28 inquiries)

# Current State

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2026

# Enforcement Authority

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As outlined in the King County Code (K.C.C.), the Executive's Civil Rights Program has the unique responsibility to conduct independent and impartial investigations related to discrimination under five County anti-discrimination ordinances, including:

- [K.C.C. 12.17 – Discrimination in Contracting](#)
- [K.C.C. 12.18 – Fair Employment Practices](#)
- [K.C.C. 12.20 – Open Housing](#)
- [K.C.C. 12.22 – Discrimination in Places of Public Accommodation](#)
- [K.C.C. 2.15 – Citizenship Status Ordinance \(filed under K.C.C. 12.22\)](#)

# Jurisdictional Scope

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The Civil Rights program is authorized to investigate complaints strictly in accordance with King County Code. OERSJ has jurisdiction only in cases where a complaint involves:

- King County Government, including all programs, facilities, and services operated by the County.
- Employers, housing providers, businesses in unincorporated areas of King County (UKC).
- Any other areas of King County where the County is acting as an employer or contractor or operating a place of public accommodation.

*Note: Investigators do not have jurisdiction over matters in incorporated King County, including the following cities: Algona, Auburn, Bellevue, Black Diamond, Bothell, Burien, Carnation, Clyde Hill, Covington, Des Moines, Duvall, Enumclaw, Federal Way, Issaquah, Kenmore, Kent, Kirkland, Lake Forest Park, Maple Valley, Medina, Mercer Island, Milton, New Castle, Normandy Park, North Bend, Pacific, Redmond, Renton, Sammamish, Sea Tac, Seattle, Shoreline, Snoqualmie, Tukwila, Woodinville. If there are questions or ambiguity in jurisdiction, consult the County's [GIS Map](#).*

*OERSJ Investigators authority is also limited by strict deadlines based on the date the alleged discrimination happened or the date a person, through exercise of due diligence, should have become aware of the facts that amount to discrimination.*

# Fair Employment Practices

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**Authority:** *K.C.C. 12.18 – Fair Employment Practices*

**Applicability:**

- **King County Government:** This includes when the County is acting as an employer.
- **UKC Employer:** This includes an employer, labor organizations, and employment agencies acting in the interest of an employer, directly or indirectly, that employs eight or more persons in unincorporated King County. This category excludes religious or sectarian organizations not organized for private profit and any governmental body other than King County.

**Complaint filing deadline:** 2 Years.

# Discrimination in Contracting

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**Authority:** *K.C.C. 12.17 – Discrimination in Contracting*

**Applicability:**

- This chapter applies to King County when King County is acting as a contractor or is awarding a contract; business enterprises having an agreement with King County; and other contractors, subcontractors, suppliers, materialmen, bonding agencies, trade associations, contracting agencies and other business enterprises and persons doing business in unincorporated King County.
  
- **Complaint filing deadline:** 180 days.

# Open Housing

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**Authority:** *K.C.C. 12.20 – Open Housing*

**Applicability:**

- **UKC Housing Providers:** This applies to actions occurring in and to property located in unincorporated King County. Housing providers include one or more individuals, partnerships, associations, organizations, corporations, cooperatives, legal representatives, trustees, receivers, or any group of persons, including any owner, lessee, proprietor, housing manager, agent, or employee, as well as political or civil subdivisions of the state and any agency or instrumentality of the state or such subdivisions.

**Complaint filing deadline:** 365 days/One Year.

# Discrimination in Places of Public Accommodation

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**Authority:** *K.C.C. 12.22 – Discrimination in Places of Public Accommodation*

**Applicability:**

- **King County Government:** This applies to places of public accommodation operated by King County.
- **UKC Establishments:** This applies to actions involving places of public accommodation located in unincorporated King County. This includes, but is not limited to: Hotels and lodging establishments, Restaurants and food service facilities, Entertainment venues, such as theaters and concert halls, Retail stores and transportation carriers, Beauty and barber shops, Bars and taverns, Social service organizations, such as food banks and senior centers, Public facilities operated by King County, Burial sites managed by cemetery corporations, etc.

**Complaint filing deadline:** 180 Days.

*Complaints filed under **K.C.C. 2.15** follow the procedures and timelines of **K.C.C. 12.22**.*

# Title II of ADA: Investigation and Coordination

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King County is a public entity with more than 50 employees; therefore, the County is required to designate at least one ADA Coordinator.

The Civil Rights Program serves as the County's ADA Title II Coordinator for public access. Responsibilities include but are not limited to coordinating efforts to comply with Title II and investigating ADA complaints that are submitted to our office..

- Current ADA Coordinators: Darya Farivar, Nate Olsen and Cecilia Black
- ADA Notice: [2025.07.12 - NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT.docx](#)
- ADA Complaint Procedure: [Title II ADA Grievance Procedure \(PDF\)](#)

ADA Coordinators primarily provide support to departments get into compliance, supporting with transition plan, Facility accessibility and program accessibility, self-evaluation and notices.

Training and Resources, Facilitating a monthly ADA and Disability Equity Community of Practice

# Title VI of the Civil Rights Act Investigation and Coordination

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## Title VI of Civil Rights Act Coordination

The Civil Rights Program is also responsible for coordinating the County's response to issues related to Title VI of the Civil Rights Act.

The Civil Rights program also investigates complaints filed under Title VI. The program does not have enforcement authority.

# King County Human and Civil Rights Commission

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The Human and Civil Rights Commission was established by King County in June 2024 by Ordinance 19770 (codified at [K.C.C. 2.31.020](#)). This Commission is a continuation of the County's work and dedication to equity and justice, evolving from King County Affirmative Action Committee that was established in 1976 to the King County Civil Rights Commission in 1995.

The Human and Civil Rights Commission plays a pivotal role in advising the King County Executive, King County Council, and the public on implementing policies that advance human and civil rights. Their mission is to strengthen antidiscrimination ordinances, support equity goals, and ensure that all county residents are treated fairly and justly.

# Protected Classes and Protected Activities

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1. Age except by minimum age and retirement provisions
2. Gender Identity and/or Expression
3. Citizen or Immigration Status
4. Color
5. Disability
6. Ethnicity
7. English Proficiency
8. Family Caregiver Status
9. Marital Status
10. National Origin
11. Parental Status
12. Participation in Section 8 or other housing subsidy program
13. Race
14. Religious Affiliation
15. Sex
16. Sexual Orientation
17. Status as a family caregiver
18. Military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, and citizenship or immigration status
19. K.C.C 2.15, Citizen and Immigration Status Ordinance includes additional protected classes.

*K.C.C 3.12D.005 (H)*

# Key Stages of Investigation Process

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- 1. Inquiry Submission and Acknowledgment:** Once an inquiry is submitted, the inquirer receives an email confirming receipt and indicating that a member of the Civil Rights team will respond within two to three business days.
- 2. Preliminary Jurisdiction Review** - The submission is reviewed by an investigator to determine whether the matter falls within the program's jurisdiction. During this preliminary review, the investigator collects critical information to identify the type of alleged violation and the complainant's protected class. If the matter is determined to be outside OERSJ's jurisdiction, the complainant is notified in writing and referred to other appropriate resources.
- 3. Intake Stage:** For inquiries that fall within the program's jurisdiction, investigators gather detailed information. The complainant receives an information packet outlining the steps of the investigation and internal procedures prior to filing a formal complaint, a case file is opened, an investigation plan is initiated, and a draft complaint is prepared. Investigators have assessed whether the program is the most appropriate venue for reviewing the complaint or whether it should be addressed by another agency or department.
- 4. Complaint Filing:** At this stage, the complainant signs and files the complaint with the program. The responding party is then served with the complaint and provided with information about the program, what to expect during the investigation, their responsibilities, and our role. The investigation begins once the responding party submits a response to the allegations.
- 5. Investigation and/or Alternative Dispute Resolution (ADR):** At this stage, the program aims to resolve the complaint at the lowest possible level by exploring ways for the parties to reach a mutually satisfactory resolution. In some cases, mediation or other alternative dispute resolution methods may be used to resolve the matter before completing a full investigation. If the parties do not agree to a pre-settlement, a formal investigation proceeds. Investigators may interview the complainant, the responding party, and any relevant witnesses; collect and review documents, emails, or other evidence; and conduct site visits if necessary. If another agency is investigating the matter, OERSJ may place its investigation on hold until the results of that investigation are available.
- 6. Concluding the Investigation and Findings:** A case can be closed for several reasons, including resolution through pre-settlement, completion of another agency's investigation, withdrawal of the complaint by the complainant, or non-responsiveness by the complainant. If the investigation proceeds to conclusion, it may result in a No Reasonable Cause finding or a Reasonable Cause finding, which could include post-settlement agreements and/or an official Order from OERSJ.

# 2025 Review

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Launched enhanced Civil Rights Inquiry Form: [Civil Rights Inquiry Form](#)

Established call center for public inquiries

**Standardized response time:**  
within 48 hours of initial contact

**Stronger Case Management & Tracking**

Leveraged internal systems to track inquiries and formal cases

## **Year-End Results:**

- 302 total engagements
- 264 inquiries received
- 38 cases formally managed by the team

Developed internal procedures and documented workflows

Created onboarding manual for new investigators

Produced monthly reports tracking inquiries and cases by:

- Violation type

- Protected status
- Demographics (voluntary)

## **Data Modernization**

Piloting the transition from static reports to an interactive dashboard for real-time insights

**Improved collaboration and awareness of program across the County**

**Increased collaboration with community providers and agencies**

# 2026 Priorities

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**Building on 2025 foundation to refine systems and expand impact and to Align with Executive Zahilay's Policy Priorities:**

## **Strengthen Case Management**

Improve complaint handling for timeliness, consistency, accountability, and follow-up.

## **Expand Education & Outreach**

- Community engagement (e.g., drop-in events, education/know your rights, partner events)
- Internal training (ERGs, EIB Network, staff education).

## **Proactive Compliance & Audits**

Use data to identify trends, address gaps, and promote equitable policies and practices.

## **Community & Commission Engagement**

Collaborate with residents, businesses, community partners and departments; incorporate Human & Civil Rights Commission feedback into program operations.

## **Ordinance 19977 Compliance**

Update forms and processes; provide targeted education to ensure understanding of revised nondiscrimination protections.

# **Thank you!**

**King County Civil Rights Program**  
**[civilrights@kingcounty.gov](mailto:civilrights@kingcounty.gov)**

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**HUMAN AND CIVIL RIGHTS COMMISSION**

**AGENDA and MINUTES FOR THE FEBRUARY 18, 2026, REGULAR MEETING**

<b>Date:</b>	Wednesday, February 18, 2026
<b>Time:</b>	6:00 PM – 8:00 PM
<b>Virtual Meeting Link (TEAMS):</b>	<a href="https://teams.microsoft.com/meet/2293409838121?p=45ugslDXIHxBmh33eW">https://teams.microsoft.com/meet/2293409838121?p=45ugslDXIHxBmh33eW</a>
<b>Meeting ID:</b>	229 340 983 812 1
<b>Password :</b>	Ng73b85Z
<b>On site location:</b>	Chinook Building, Executive Room (1 <sup>st</sup> Floor)

*Meetings are open to the public. Meeting minutes will be made available on [King County's HCRC Website](#) once approved.*

**KING COUNTY STAFF LIAISON**

Senayet Negusse, King County Executive's Office

**COMMISSIONERS**

Position 1: <b>Vice- Chair</b> Betelhem Michael	Position 2: <b>Commissioner</b> Emily Huynh	Position 3: <b>Secretary/Historian</b> Allison Hastings	Position 4: <b>Commissioner</b> Jacob Joens-Poulton	Position 5: VACANT
Position 6: <b>Co-Chair</b> Jennifer Karls	Position 7: <b>Commissioner</b> Mona Jaber	Position 8: <b>Commissioner</b> Steven Sawyer	Position 9: <b>Co-Chair</b> Daisy Wong	Position 10: <b>Commissioner</b> Vanessa Sanchez-Mexicano
Position 11: VACANT				



**King County  
Office of the  
Executive**

<b>Member</b>	<b>Present/Excused/Absent/Vacant</b>
Position 1: Betelhem Michael	Absent
Position 2: Emily Huynh	Present
Position 3: Allison Hastings	Present
Position 4: Jacob Joens-Poulton	Present
Position 5: Vacant	Vacant
Position 6: Jennifer Karls	Present
Position 7: Mona Jaber	Present
Position 8: Steven Sawyer	Absent
Position 9: Daisy Wong	Present
Position 10: Vanessa Sanchez-Mexicano	Present
Position 11: Vacant	Vacant

**AGENDA**

<b>TIME</b>	<b>ITEM</b>	<b>PRESENTER &amp; ACTION</b>
6:00 PM (5 mins)	<b>Call to Order</b> Called to order: 6:02pm	HCRC CO-CHAIRS Administrative By: Jennifer Karls
6:05 PM (5 mins)	<b>Public Comments</b> Alex Zimmerman: He would like more information on the commission's website and has complaints about trespasses. Spoke about the importance of freedom of speech (see attachment provided). Provided suggestions on how to improve Human and Civil Rights webpage such as including commissioner bios.	HCRC CO-CHAIRS Administrative
6:10 PM (5 mins)	<b>Review and Approval of Meeting Minutes for January 22, 2025, meeting</b> Approval of Meeting Minutes: Yes Votes: 7 (unanimous)	HCRC CO-CHAIRS Action Item



<p>6:15 PM (5 mins)</p>	<p><b>Agenda Item 1: HCRC Updates</b></p> <ul style="list-style-type: none"> <li>- <b>By-Laws (later review date)</b></li> <li>- <b>Community Contact:</b> Email from Mr. Yoshikawa would like HCRC to write a letter to King County Prosecutor Leesa Manion requesting she direct AG Brown to open an investigation into his claims. Alleging Housing discrimination, potential crimes including hate crime from Gated Community in Shoreline. Co-Chairs will follow up on behalf of the commission.</li> </ul> <p><b>Discussion:</b> There has been a review of the by-laws, and Senayet will send comments for review. Senayet responded to Mr. Yoshikawa and directed him to some resources as the inquiry falls out of Civil Rights Program jurisdiction. She also sent his email to the commission.</p> <p><b>Action Items:</b> Jennifer will reach out to Daisy and draft a response on behalf of the commission. Daisy will review. Co-chairs will send a response.</p>	<p>STAFF LIASION Discussion <b>Person(s)</b> <b>Responsible:</b> Jennifer and Daisy <b>Deadline:</b> End of this week</p>
<p>6:20 PM (15 mins)</p>	<p><b>Agenda Item 2: HCRC Appointment Process</b></p> <ul style="list-style-type: none"> <li>- Review current pool of applicants for potential recommendations and appointment of applicants for position 5 and position 11 (area of need: D5/South King County representation and Civil/Human Rights investigation experience).</li> <li>- Position 5 may be recommended by Executive/Council Staff Committee, provided feedback from HCRC commission.</li> </ul>	<p>STAFF LIASION AND CO-CHAIRS <b>Person(s)</b> <b>Responsible:</b> Senayet  <b>Deadline:</b> Senayet will begin outreach this week.</p>



NOTE: HCRC may do another call for applications w/priority consideration for areas of need, if current pool doesn't meet criteria.

**Discussion:**

Senayet provided an overview of the process that was used last year and the vacancies that the commission currently has. The person the commission recommended for the 11<sup>th</sup> position hasn't been reviewed yet, given the administration transition. Because of the recency of the vacancies and the original application process, we can revisit the current pool. We can also do targeted research for Position 5 and Position 11.

We have 2 people that meet the D5/South King County representation, and we have 11 with investigation experience (Senayet showed a slide with the list that Allison emailed to the commission). Not all the people who indicated experience with investigations likely have what's required by the ordinance. Senayet shared some information about 2 of the top potential candidates for the 11<sup>th</sup> position. Jennifer shared some thoughts and asked if the group is ready to make a decision tonight. Mona supports making a decision tonight. Emily and Jacob agree.

Emily makes a motion to decide on a candidate for the 11<sup>th</sup> member (Lalita Uppala), and Mona seconds. 6 vote yes. Daisy Wong abstains noting possible conflict of interest.

Senayet is considering opening up rolling applications, in the event we have additional openings. There is interest.

**Action Items:**

Senayet will check with the two people from D5, and if they are still interested, she will put forth the two from



	<p>D5 for consideration of the Executive and Council staff. Executive has to appoint, transmit to Council, and then the Council confirms.</p> <p>She will also put forth Lalita Uppala for the 11<sup>th</sup> member to the Executive, who transmits to the Council for approval.</p>	
<p>6:35 PM (10 mins)</p>	<p><b>Agenda Item 3: HCRC Annual Report</b></p> <ul style="list-style-type: none"> <li>- <b>Discuss Timeline:</b> due March 15<sup>th</sup> as it needs to be transmitted to Executive and Council by April 15<sup>th</sup></li> <li>- <b>Examples</b></li> <li>- <a href="#">KCIRC 2023 Annual Report</a></li> <li>- <a href="#">MHRC FY25 Annual Report</a></li> <li>- <a href="#">CCHR 2024 Annual Report</a></li> <li>- <a href="#">2025 Annual CFT Report.pdf</a></li> </ul> <p><b>Discussion:</b></p> <ul style="list-style-type: none"> <li>- Who will take lead in drafting the report?</li> <li>- What support do you require from staff?</li> <li>- Possible ad-hoc committee?</li> </ul> <p>The KCIRC report offers a strong template for our commission report. The HCRC report will only cover 2025, or we could include the first few months of 2026 as well. We can indicate that we were getting started during a time of transition in the county.</p> <p>Summary of Accomplishments (to date):</p> <ul style="list-style-type: none"> <li>- Formation of commission</li> <li>- By-laws</li> <li>- Election of officers</li> <li>- Selection of the 11<sup>th</sup> position</li> <li>- Identification of subcommittees</li> <li>- Attended gathering of IRC and MLK event (Jacob)</li> </ul>	<p>STAFF LIASION + CO-CHAIRS Discussion <b>Person(s) Responsible:</b> Jennifer, Allison, Emily, and Jacob (to send descriptions of events)</p> <p><b>Deadline:</b> March 2, 2026 for bullet points  March 6, 2026 for formatted draft  Our goal is to have the report finalized by March 13, 2026.</p>



	<p>The draft goes to the Executive first, and Senayet will work to prepare any additional documents that need to go with it. She is happy to do the formatting too.</p> <p><b>Action Items:</b></p> <p>Jennifer will draft bullet points. Allison and Emily will review. Jacob will send bullet points describing events he attended. Senayet will format and send a draft out by March 6.</p>	
<p><b>6:45 PM (10 mins)</b></p>	<p><b>BREAK</b></p>	<p><b>BREAK</b></p>
<p>6:55 PM (30 mins)</p>	<p><b>Agenda Item 4: Presentation on King County Civil Rights Program</b></p> <ul style="list-style-type: none"> <li>- 2024 to Now (backlog period to present)</li> <li>- KCCR Authority, Processes/ Procedures</li> <li>- 2025 Data Highlights</li> <li>- Q&amp;A</li> </ul> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>- Senayet created a PowerPoint that has an historical overview from 1976 to today.</li> <li>- King County -&gt; All of the departments -&gt; Office of the Executive -&gt; Various offices (business; climate; equity, racial, and social justice; others).</li> <li>- New Executive’s philosophy is to have the Office of the Executive work more as “one team.” He believes in boots on the ground and has hosted a number of listening sessions in the community already regarding immigration. There is also an emphasis on performance and accountability. There is less emphasis on offices and more emphasis on teams. How do we embed equity and social justice within all bodies of work in the county? Senayet can</li> </ul>	<p>STAFF LIASION Presentation</p>



	<p>invite the Executive to share his vision with us at some point.</p> <ul style="list-style-type: none"><li>- The team is continuing to operate as the Office of Equity and Racial and Social Justice (OERSJ) and receive complaints until code change takes place (by Council).</li><li>- Senayet provided an overview of King County Civil Rights Program Duties and the current team structure (summarized in the slide deck). Civil rights program and the ADA/disability equity program were separated last year. There are 7 individuals supporting civil rights and/or ADA/disability rights.</li><li>- Backlog: Between 2021 and 2024, there were transitions happening in the county, and many county employees were directed to focus on COVID response. This resulted in a backlog of inquiries. They addressed the backlog by sorting inquiries into different buckets (complaint deadline passed, out of jurisdiction, need more information, etc.). Only 8 were eligible to proceed with an investigation. (Complete summary of backlog data is in the slide deck).</li><li>- Current State: Enforcement authority is outlined under 5 anti-discrimination ordinances (Links are in the slide deck).</li><li>- Jurisdictional Scope: Complaints have to involve King County Government or contractors performing work on behalf of the county. Complaint filing deadline is generally 180 days to 2 years from the alleged discrimination, but it varies from code to code (refer to slide deck for details). State has a 6-month deadline, so if someone makes a complaint in a King County</li></ul>	
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	<p>City that is incorporated outside of Seattle or King County jurisdiction for something that happened a year ago, the person has very little recourse.</p> <ul style="list-style-type: none"> <li>- Potential remedies vary by code. They are contained in the specific codes. Since 2024, they have been able to resolve cases in pre-settlement or through a “no reasonable cause” finding. They are always aiming to remedy the situation at the lowest level possible. For ADA and Title II complaints, those can be escalated to DOJ.</li> <li>- Protected classes and protected activities and key stages of investigation process are listed in the slide deck.</li> <li>- High level review of 2025 (including a 1-pager) and priorities for 2026 are included in the slide deck.</li> </ul>	
<p>7:25 PM (30 mins)</p>	<p><b>Agenda Item 5: Committee work and Planning (breakouts?)</b></p> <ul style="list-style-type: none"> <li>- Discuss establishing regularly scheduled HCRC meetings <ul style="list-style-type: none"> <li>o Community Engagement / Stakeholder Planning</li> <li>o Policy Research</li> <li>o Drafting report</li> </ul> </li> </ul> <p>*We ran out of time and didn’t get to this agenda item.</p> <p><b>Action Item:</b> Jennifer will reach out to Mona to see if she’s interested in external or internal engagement. We will prioritize fleshing out the subcommittees at the next meeting.</p>	<p>CO-CHAIRS Discussion &amp; Work Planning <b>Person Responsible:</b> Jennifer <b>Deadline:</b> Before the next meeting</p>
<p>7:55 PM (5 mins)</p>	<p><b>King County HCRC Commissioner Closing Comments</b></p>	<p>Administrative</p>



King County  
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Executive

	<b>Action Item:</b> Schedule next meeting for Wednesday, March 11 to allow for full commission review and discussion of annual report before the March 13 <sup>th</sup> deadline.	<b>Person Responsible:</b> Senayet will schedule
8:00 PM	<b>Adjournment:</b> Time: 8:08 pm	