

HUMAN AND CIVIL RIGHTS COMMISSION

AGENDA and MINUTES FOR THE MARCH 11, 2026, REGULAR MEETING

Date:	Wednesday, March 11, 2026
Time:	6:00 PM – 8:00 PM
Virtual Meeting Link (TEAMS):	https://teams.microsoft.com/meet/2293409838121?p=45ugsIDX1HxBmh33eW
Meeting ID:	229 340 983 812 1
Password:	Ng73b85Z
On-site location:	Chinook Building, Executive Room (1 st 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: Vice- Chair Betelhem Michael	Position 2: Commissioner Emily Huynh	Position 3: Secretary/Historian Allison Hastings	Position 4: Commissioner Jacob Joens-Poulton	Position 5: VACANT
Position 6: Co-Chair Jennifer Karls	Position 7: Commissioner Mona Jaber	Position 8: Commissioner Steven Sawyer	Position 9: Co-Chair Daisy Wong	Position 10: Commissioner Vanessa Sanchez- Mexicano
Position 11: VACANT				

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

AGENDA

TIME	ITEM	PRESENTER & ACTION
6:00 PM (5 mins)	<p>Call to Order</p> <p>Called to order: 6:05pm</p>	<p>HCRC CO-CHAIRS</p> <p>Administrative</p>
6:05 PM (5 mins)	<p>Public Comments</p> <p>No Public Comment.</p>	<p>HCRC CO-CHAIRS</p> <p>Administrative</p>
6:10 PM (5 mins)	<p>Review and Approval of Meeting Minutes for February 18, 2025, meeting</p> <p>Approval of Meeting Minutes: Yes</p> <p>Votes: 7 (Unanimous)</p>	<p>HCRC CO-CHAIRS</p> <p>Action Item</p>
6:15 PM (5 mins)	<p>HCRC Updates</p> <ul style="list-style-type: none"> - Commission Appointments - HCRC Bios for Webpage - Bylaws for Review – input requested by April 1 <p>We can move forward with the current pool. Senayet is working with the Executive Team and Boards and Commission Liasion to identify staff to review applications. Senayet also spoke with Lalita Uppala, the individual the HCRC supported for appointment at the 11th member, and they are still interested in serving as HCRC.</p> <p>Senayet sent a link to a form for HCRC members to complete, which includes a bio and photo, accommodation requests, etc. Please submit bios by COD Friday, 3/13/2026, if possible.</p> <p>Senayet will send the bylaws for review after this meeting. The request is for input to be provided by April 1st.</p>	<p>STAFF LIASION</p> <p>Action Items: Complete form; Review bylaws once Senayet sends</p> <p>Persons Responsible: Commissioners</p> <p>Deadline: ASAP for form but by COB Friday at the latest; Bylaw feedback by April 1</p>
6:20 PM (5 mins)	<p>Establish Regular Meeting Cadence</p> <p>- 3rd Tuesday or 3rd Wednesday</p> <p>Tentatively, we will plan to start meeting on Tuesdays starting in April. These are the dates:</p> <ul style="list-style-type: none"> • April 21, 2026 • May 19, 2026 • June 16, 202 • July 21, 2026 • August 18, 2026 	<p>STAFF LIASION</p> <p>Action Item: Confirm with Mona and Emily that Tuesdays work</p> <p>Person Responsible: Senayet</p>

	<ul style="list-style-type: none"> • September 15, 2026 • October 20, 2026 • November 17, 2026 • December 15, 2026 	Deadline: This week
6:20 PM (40 mins)	<p>HCRC Annual Report Draft Review</p> <p>Discussion: The items in the work plan seem like they can be divided into the buckets we’ve established for subcommittees: external and internal engagement. We can analyze what we need to do and determine if there are gaps we need to fill.</p> <p>Is there a way we can tap into what already exists in terms of research and policy regarding civil rights in the county? Senayet thinks there are different places where the research and data live, and we could pull from some existing sources. City of Seattle’s program is much more robust. In terms of data collection, King County does have some data they’ve been collecting as a civil rights program over the last year.</p> <p>Maybe the internal group could look at internal policies, protected classes, grievance process to see what we currently have and look at other municipalities to see what they’re doing. This could give us a point of comparison.</p> <p>If we have any questions related to legal issues or ADA/504 compliance, there are various attorneys in the county that we could connect with for information sharing and risk assessment. Senayet says she can provide support from staff as well as request additional resources if the commission determines there is a need.</p> <p>Issue of accessibility of the report — we discussed some design elements that can increase accessibility, and this is on Senayet’s radar.</p> <p>We also discussed the element of the work plan related to partnerships to strengthen civil rights laws and talked about researching/exploring how “cities within the county” lack capacity to enforce civil rights law.</p>	CO-CHAIRS Discussion <p>Action Item: Check to make sure that the list of attendees is complete for the event that Jacob attended; Create a preamble that includes some specific issues we will focus on; Check for accessibility of report.</p> <p>Person(s) Responsible: Senayet, with feedback from Commissioners</p> <p>Deadline: This week</p> <p>*Note that Senayet will move forward with the report based on feedback from leadership team if she doesn’t hear back from everyone, given the Monday deadline for transmitting the report.</p>

	<p>Should housing be explicitly named in the plan? We could use the action plan to set some goals or to call out certain social justice work. Essentially, we'd be saying we recognize that these are some specific issues that we want to focus on. Housing insecurity is an issue embedded in many other issues—e.g., health care access/inequities. Unique opportunity for us to lend our voice to what the Executive wants to do and to contribute to the conversation on affordability. Steven references the “4 Bs,” which are Executive Girmay Zahilay’s core policy priorities:</p> <p>Breaking the cycle of crime/addiction Building for affordability(housing/transit) Be in community (community engagement), and Better government (efficiency/accountability)</p> <p>What are the types of questions we want to ask internal and external stakeholders? Some issues might come up naturally as we’re doing outreach.</p> <p>We can create a preamble to the report that highlights issues we want to focus on related to the 4 Bs. Senayet will add some text to align our work with administration’s priorities. The commission hasn’t had a chance to have substantive conversations about issues yet, so we want to strike the right level with what we say in the action plan but align with the priorities and values of the administration.</p>	
<p>7:00 PM (10 mins)</p>	<p>BREAK</p>	<p>BREAK</p>
<p>7:10 PM (45 mins)</p>	<p>Subcommittee Discussion and Planning</p> <ul style="list-style-type: none"> - Discuss goals of each committee - Establish regular schedule of HCRC meetings <ul style="list-style-type: none"> o Internal Community Engagement o External Community Engagement <p>Subcommittee Time</p> <ul style="list-style-type: none"> - What is the structure? How the work should be done? <p>Discussion</p> <p>There are 5 people interested in external engagement and 2 in internal engagement. We may want to split the external engagement group into 2 groups, so that we don’t have to deal with the quorum issues. Bishop Sawyer offers to move to the internal committee.</p>	<p>CO-CHAIRS Discussion & Work Planning</p> <p>Action Item: Outline relevant information to create task lists for subcommittees</p> <p>Person Responsible: Senayet</p> <p>Commissioners will review the task list and begin</p>

	<p>Entities identified for engagement are in the slide deck Senayet sent.</p> <p>Goals for each committee – there’s guidance in the ordinance and the work plan for both.</p> <ul style="list-style-type: none"> • Internal — civil rights program review, program structure, protected classes, identifying cities within the county that lack capacity to enforce civil rights. • External — community connection/outreach <ul style="list-style-type: none"> ○ Commissions within the City of Seattle Civil Rights Program [Human Rights and Gender] ○ Washington State Human and Civil Rights Commission) ○ Think about including organizations that work with immigrant and refugee communities (NWIRP, REWA) ○ There may be opportunities to engage labor groups around wage justice work ○ Chief Seattle Club ○ Food bank providers—Alimentando al Pueblo, Food Justice Collaborative ○ Urban League/NAACP/Lavendar Rights Project <p>We want to balance time spent between outreach to organized groups and outreach to residents, so we’re moving toward our final goal and keeping this in mind in how we operate.</p> <p>How to divide the work: We could do it by region, by government vs. nonprofit, individual focus vs. organized groups. There’s some support for dividing it by government vs. nonprofit and/or by individual focus vs. organized groups. We could also organize by issue or area of focus. Senayet says to look at what’s required for the report because it can help drive our engagement. VSHSL and Women’s Advisory Board have offered to present to us.</p> <p>Allison asks about logistics/process for subcommittees. Bishop Sawyer says there are different ways to do this—could create groups/roles within the subcommittees to focus on specific issues. Someone could focus on current policies and operations; someone else could look at outside/other groups for comparison. Senayet offers to create a task list for review based on Bishop Sawyer’s experience to help us divide up the work. Commissioners supported this idea.</p>	<p>thinking about how to divide up the work within the subcommittees.</p>
<p>7:55 PM (5 mins)</p>	<p>King County HCRC Commissioner Closing Comments</p>	<p>Administrative</p>

	<ul style="list-style-type: none">- Opportunity to share events, news, opportunities to engage, etc. Nothing shared at this meeting.	
8:00 PM	Adjourn Meeting adjourned: 8:11pm	

King County Human & Civil Rights Committee Meeting

Wednesday, March 11, 2026

6:00 PM – 8:00 PM

Agenda

- Call to Order
- Public Comments
- Review and Approval of Meeting Minutes for February 18, 2026, Meeting
- HCRC Updates
 - HCRC Appointment Process
 - HCRC Bios for webpage
 - Bylaws for Review – Input Requested by April 1st
- Establish cadence for HCRC Monthly Meetings
- HCRC Annual Report Draft Review
- BREAK
- Subcommittee Discussion and Planning
- Commissioner Closing Comments

Proposed Recurring Meeting Schedule

3rd Tuesday of Each Month

- April 21, 2026
- May 19, 2026
- June 16, 2026
- July 21, 2026
- August 18, 2026
- September 15, 2026
- October 20, 2026
- November 17, 2026
- December 15, 2026

3rd Wednesday of each Month

- April 15, 2026
- May 20, 2026
- June 17, 2026
- July 15, 2026
- August 19, 2026
- September 16, 2026
- October 21, 2026
- November 18, 2026
- December 16, 2026

HCRC has been meeting in a hybrid format 6:00 PM – 8:00 PM

Subcommittee Selections for Discussion

Community Engagement (Internal)	Community Engagement (External)	Policy/Research	Other Response
<ol style="list-style-type: none">1. Emily Huynh2. Allison Hastings3. Bishop Steven Sawyer	<ol style="list-style-type: none">1. Vanessa Sanchez-Mexicano2. Jacob Joens-Poulton3. Jennifer Karls4. Betelhem Michael	<ol style="list-style-type: none">1. Mona Jaber <p><i>This committee has not been created.</i></p>	<ol style="list-style-type: none">1. Daisy Wong (To advise)2. Betelhem Michael (To advise)

A Draft Report subcommittee was discussed previously.

Draft Purpose

- **External Engagement:** Created to support community outreach, research, public forums, and educational activities related to human and civil rights issues.
- **Internal Engagement:** Created to facilitate engagement and coordination with relevant County entities to support informed recommendations from the Commission about how to strengthen human and civil rights work in the County.

Internal Engagement Committee

- **Internal Engagement:** Created to facilitate engagement and coordination with relevant County entities to support informed recommendations from the Commission about how to strengthen human and civil rights work in the County.
 - Engagement with **County entities should include, but not be limited to:**
 - The office of law enforcement oversight
 - The community advisory committee for law enforcement oversight,
 - The immigrant and refugee commission
 - The women's advisory board
 - 504/ADA advisory committee (inactive)
 - The veterans, seniors and human services levy advisory board
 - The legislative branch's director of equity and social justice
 - The county auditor, the hearing examiner, the office of public complaints, and the various King County unincorporated area councils;
 - Program Structure and Placement, Protected Status, Civil Rights and lack of civil rights enforcement in other jurisdictions
- **Possible Structure of Subcommittee:** County Current Policies + County External Civil & Human Rights Commission

Entities Identified for Engagement - K.C.C 2.31.030

Conduct and prioritize a robust and ongoing engagement process with community members and county entities to consider their input in implementing and carrying out the purposes and provisions of this chapter. Engagement shall be prioritized for historically disadvantaged communities who have historically lacked power to influence policies for the community.

- **County entities should include, but not be limited to:**
 - The office of law enforcement oversight
 - The community advisory committee for law enforcement oversight,
 - The immigrant and refugee commission
 - The women's advisory board
 - 504/ADA advisory committee (inactive)
 - The veterans, seniors and human services levy advisory board
 - The legislative branch's director of equity and social justice
 - The county auditor, the hearing examiner, the office of public complaints, and the various King County unincorporated area councils;

2026 Ideas for Engagements/Partnerships

External Organizations

- City of Seattle Civil Rights Program
- City of Seattle Commissions (Human Rights Focus/Protected Status/HUS Groups)
- Urban League/NAACP/Lavendar Rights Project
- Washington State Human and Civil Rights Commission
- Refugee/Immigrant Organizations
- Labor/Labor Standard Originations
- Native/Indigenous/Chief Seattle Club
- Food Justice Collaborative/SKC + Alimentando Al Pueblo (look at Burien/SeaTac SKC cities/UKC)

Type of Engagements

- Town Hall
- Listening Sessions
- Events
- Joint Commission Meeting

How to divide the work:

- Regional
- Government v. Nonprofit/advocacy
- Individual focus v. organized groups (type of event)

External Engagement: Created to support community outreach, research, public forums, and educational activities related to human and civil rights issues.