

HUMAN AND CIVIL RIGHTS COMMISSION

AGENDA FOR THE APRIL 21ST 2026 REGULAR MEETING

Date:	Tuesday, April 21 st
Time:	6:00 PM – 8:00 PM
Virtual Meeting Link (TEAMS):	https://teams.microsoft.com/meet/27351786571119?p=JHK9tT59u2W4YaX0UA
Meeting ID:	273 517 865 711 19
Password:	YU7Ha3uv
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				

AGENDA

TIME	ITEM	PRESENTER & ACTION
6:00 PM (5 mins)	Call to Order	HCRC CO-CHAIRS Administrative
6:05 PM (5 mins)	Public Comments	HCRC CO-CHAIRS Administrative
6:10 PM (5 mins)	Review and Approval of Meeting Minutes for March 11, 2026, meeting	HCRC CO-CHAIRS Action Item
6:15 PM (10 mins)	HCRC Updates - Commission Appointments Update	STAFF LIASION

	<ul style="list-style-type: none"> - HCRC Bios for Webpage - OLEO Survey – Immigration Practices - Internal HCRC SharePoint - Annual Report - Submitted April 15, 2026 	
6:25 PM (5 mins)	Adopt Updated Bylaws - ACTION ITEM <ul style="list-style-type: none"> - No feedback received 	HCRC CO-CHAIRS ACTION ITEM
6:30 PM (30 mins)	Subcommittee Appointments <ul style="list-style-type: none"> - Consider third committee or subcommittee within Internal/External Engagement/Policy & Research - Finalize committee appointments - Identify a lead for each committee 	ACTION ITEMS HCRC CO-CHAIRS
7:00 PM (10 mins)	BREAK	BREAK
7:10 PM (45 mins)	Subcommittee Break Out Sessions <ul style="list-style-type: none"> o Internal Community Engagement o External Community Engagement Goals: Establish cadence for HCRC committee meetings or schedule first meeting before next HCRC meeting	WORK PLANNING CO-CHAIRS
7:55 PM (5 mins)	King County HCRC Commissioner Closing Comments <ul style="list-style-type: none"> - Opportunity to share events, news, opportunities to engage, etc. 	Administrative
8:00 PM	Adjourn	

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Position 11: VACANT				

Member	Present/Excused/Absent/Vacant
Position 1: Betelhem Michael	Present
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	Present
Position 9: Daisy Wong	Present
Position 10: Vanessa Sanchez-Mexicano	Excused
Position 11: Vacant	Vacant

AGENDA

TIME	ITEM	PRESENTER & ACTION
6:00 PM (5 mins)	Call to Order Called to order: 6:05 pm	HCRC CO-CHAIRS Administrative
6:05 PM (5 mins)	Public Comments No public comments.	HCRC CO-CHAIRS Administrative
6:10 PM (5 mins)	Review and Approval of Meeting Minutes for March 11, 2026, meeting Approval of Meeting Minutes: Yes Votes: 8	HCRC CO-CHAIRS Action Item
6:15 PM (10 mins)	HCRC Updates <ul style="list-style-type: none"> - Commission Appointments Update: <ul style="list-style-type: none"> o 11 applicants for District 5 position. There will be a review panel. Senayet will not serve on it. The review will be conducted by two Executive Staff and Legislative staff members. Hopefully, there will be some recommendations by the next meeting so we can work to transmit the materials for appointment of the vacancy and - HCRC Bios for Webpage <ul style="list-style-type: none"> o Those will go on webpage for visibility. Senayet will post those to the webpage and seek feedback from commissioners if we need to shorten any bios. - OLEO Survey – Immigration Practices <ul style="list-style-type: none"> o Complete survey. Share with networks. - Internal HCRC SharePoint <ul style="list-style-type: none"> o Senayet is working on putting this together. Her goal is to have it created by mid-May. - Annual Report - Submitted April 15, 2026 	STAFF LIASION Action Item: Complete OLEO survey Person(s) Responsible: Commissioners Deadline: 4/30/26
6:25 PM (5 mins)	Adopt Updated Bylaws - ACTION ITEM <ul style="list-style-type: none"> - No feedback received 	HCRC CO-CHAIRS

	<p>Motion to adopt. Seconded. Adopted: Yes Votes: 8</p>	
<p>6:30 PM (30 mins)</p>	<p>Subcommittee Appointments</p> <ul style="list-style-type: none"> - Consider third committee or subcommittee within Internal/External Engagement/Policy & Research - Finalize committee appointments - Identify a lead for each committee <p>Discussion: Overview of document that Allison drafted re: the powers and duties report. It was sent to the HCRC today (4/21) and contains notes.</p> <p>*High level questions: What work overlaps with community engagement subcommittee? Should we create a 3rd subcommittee on policy?</p> <p>Overview of document that Senayet created related to HCRC Report Requirements. It was distributed at the meeting.</p> <p>*Most of the work for the powers and duties report needs to happen between now and July.</p> <p>Bishop Sawyer: Dedicated staff and representation are key. He believes the Civil Rights Commission and Program placement in the Executive Office is key.</p> <p>Allison: “Commission” vs. “program”—how are these terms being used?</p> <p>Senayet: “Program” usually denotes staff. “Commission” denotes assessment of work and ensuring it meets the needs of the community. Senayet asked former staffer from Dembowski’s office who is now an Executive Office staffer, for clarification on the use of these terms and legislative intent. Their perspective was that there’s flexibility. Senayet will invite Councilmembers and Executive staff to future HCRC meetings per HCRC’s direction.</p> <p>Bishop Sawyer: Important that we understand the balance between the commission and the program. Commission is</p>	<p>ACTION ITEMS HCRC CO-CHAIRS</p> <p>Action Items:</p> <p>Person(s) Responsible:</p> <p>Deadline:</p>

	<p>helping to make sure that the staff/program is doing its due diligence, and we can represent community. They have to work in tandem. He thinks the model that's most successful lives in the Executive's Office, so that the experience, efforts, and energy of the commission are directly connected to the Executive and the program.</p> <p>Senayet: Program is currently housed in the Executive's Office, in the compliance unit, under the performance and accountability team. In code, the program lives in the Executive's Office.</p> <p>Ombudsman, County Auditor—these are examples of structures/offices that are not housed in the Executive's Office. These are folks we can talk to. We will also consider anti-discrimination ordinances.</p> <p>The commission will get more materials that give us greater insight into the county and how it functions.</p> <p>*Has the civil rights work ever lived anywhere other than the Executive's Office?</p> <p>Yes: It was once housed under the Department of Executive Services. At that time, there was a well-resourced, full office that managed it. It moved in 2017-2018 to the Executive Office and went from an "office" to a "program"—it shrunk significantly.</p> <p>Why did that shift occur? With the incorporation of cities, there was a less of a need, but it's a little unclear. Once it became housed in the Executive Office, there was tension about where the work should live—should it go to HR, e.g.? Should it still have investigative authority? There was not consensus about where the body of work should live, so it remained under resourced, and then COVID happened. It was revived about 18 months ago when Senayet came on board. Team of 5 individuals now.</p> <p>ADA and civil rights program work closely but are distinct programs. Civil rights does more investigations, and ADA does more work related to compliance and may support with implementation of settlement agreements. ADA team</p>	
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	<p>also focuses more on supporting departments with their ADA transition plans and ensuring compliance.</p> <p>*Potential for 3 sub-committee structure comprised of internal (county), external community committee, and external government and systems committee. See document distributed by Senayet.</p> <p>Bishop Sawyer asks if community members can be invited to participate in subcommittees. Senayet says nothing that prohibits this; community members could be invited as advisors. Commission is in support of the idea generally, but perhaps at a later date after the commission has gotten its footing.</p>	
<p>7:05 PM (10 mins)</p>	<p style="text-align: center;">BREAK</p>	<p style="text-align: center;">BREAK</p>
<p>7:15 PM (45 mins)</p>	<p>Agenda item: Subcommittee Break Out Sessions</p> <ul style="list-style-type: none"> o Internal County Committee o External Community Committee o External – Government & Systems Committee <p>Goals: Establish cadence for HCRC subcommittee meetings or schedule first meeting before next HCRC meeting</p> <p>Discussion: Proposed 3 Subcommittee Structure (Refer to Senayet’s document on HCRC Report Requirements: includes subcommittee descriptions, SOWs, engagements, and outputs)</p> <ul style="list-style-type: none"> - Subcommittee #1: Internal County Committee—primary role would be analysis of the County’s current system. A lot of the information is readily available, and we could set up time to talk to individuals/groups listed in Senayet’s document. - Subcommittee #2: External Community Committee—primary role would be to understand how residents, especially historically underserved communities, experience civil rights protections, barriers, and gaps. - Subcommittee #3: External Government and Systems Committee—primary role would be to 	<p>WORK PLANNING CO-CHAIRS</p> <p>Action Items: Establish a cadence for subcommittee meetings.</p> <p>Person(s) Responsible: Commissioners</p> <p>Deadline: Before next full commission meeting</p>

	<p>understand how other jurisdictions structure and enforce civil rights protections and what models are feasible for the County.</p> <p>How the Pieces Fit Together</p> <ul style="list-style-type: none"> - Internal Committee reviews what exists today - Community Committee considers what people experience and need - Government & Systems Committee review what models exist and share what’s possible <p>Establishing a 3rd Subcommittee Motion to establish a 3rd subcommittee. Seconded. Vote of yes or no: Yes Votes: 8</p> <p>Commissioner Assignments Internal County: Allison, Emily, Bishop Sawyer Chair: Bishop Sawyer</p> <p>External Community Committee: Vanessa, Mona, Betelhem Chair: Betelhem or Vanessa</p> <p>External Government and Systems Committee: Jacob, Daisy, and Jennifer Chair: Jacob</p> <p>Short Breakout Sessions Discussion of meeting cadence/next steps. Subcommittee virtual meetings can be set up by Senayet, or we can do it through our HCRC Outlook accounts.</p>	
<p>7:55 PM (5 mins)</p>	<p>King County HCRC Commissioner Closing Comments</p> <ul style="list-style-type: none"> - Opportunity to share events, news, opportunities to engage, etc. 	<p>Administrative</p>
<p>8:00 PM</p>	<p>Adjourn Meeting adjourned at 8pm.</p>	

