

HUMAN AND CIVIL RIGHTS COMMISSION
MINUTES FOR THE AUGUST 18, 2026 REGULAR MEETING

Date:	Tuesday, August 18 th , 2026
Time:	6:00 PM – 7:00 PM
Virtual Meeting Link (ZOOM):	https://kingcounty.zoom.us/j/82402137397
Meeting ID:	9824 0213 7397
Password:	406692
On site location:	None for this meeting.

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/Scarleth Lever Ortiz, King County Executive's Office

Also present: Isabella Boparai and Sandra Gallagher

Member	Roles	Present/Absent/Excused/Vacant
Position 1: Vacant	Vacant	Vacant
Position 2: Emily Huynh	Commissioner and member of Sub-Committee #1	Present
Position 3: Allison Hastings	Secretary/Historian and member of Sub-Committee #1	Present
Position 4: Vacant	Vacant	Vacant
Position 5: Vacant	Vacant	Vacant
Position 6: Jennifer Karls	Chair and member of Sub-Committee #3	Present
Position 7: Mona Jaber	Commissioner and member of Sub-Committee #2	Present
Position 8: Steven Sawyer	Commissioner and member of Sub-Committee #1	Present
Position 9: Daisy Wong	Co-Chair and member of Sub-Committee #3	Present
Position 10: Vanessa Sanchez-Mexicano	Commissioner and member of Sub-Committee #2	Excused
Position 11: Vacant	Vacant	Vacant

AGENDA

TIME	ITEM	PRESENTER & ACTION
6:00 PM (3 mins)	Call to Order Called to Order: 6:05pm	HCRC Co-Chair Wong Administrative
6:03 PM (3 mins)	Public Comments No one from the public in attendance.	HCRC Co-Chair Wong Administrative
6:06 PM (4 mins)	Review and Approval of Meeting Minutes for July 21st mtg. - Approved condensed bios : Ok for Scarleth to post. - Isabella is working on getting nametags for commissioners. Approval of Meeting Minutes: Yes Votes: 6 (All who are present)	HCRC Co-Chairs Wong Action Items: Commissioners: 1. Share edits to their bio to Scarleth by 8/28. HCRC Liaison: 2. Post bios on website before next public meeting
6:10PM (8 mins)	HCRC Updates - Senayet is leaving her position at the Civil Rights Program. She will be at the County until September 1st. - “Changes to Power & Duties Report” – NEW transmittal deadline of 4/2027 has been approved, which means finalizing it in March. - 9/2/26 Presentation to the “Law and Justice Committee”—this will be to go over the annual report that we’ve already submitted. - SharePoint Demo – MS License discussion – the County is going to change the way it provides access to commissions and boards and grant members licenses. This commission will likely be one of the first to get these licenses, which will make access to materials and collaboration easier. Once each commissioner has a full license, we should be able to sign in once and have access to everything. - Study Sessions – ongoing and recorded; reviewing these will be part of the onboarding process for new members. -	Staff Liaison Scarleth Lever Ortiz Action Items: Commissioners: 1. Review KCIRC Handbook and share initial feedback to Scarleth by 8/28 HCRC Liaison: 1. Draft HCRC Handbook using the KCIRC Handbook as a reference and route to Commissioners for review before next public meeting 2. Confirm appointments

	- Calendar of Events – Scarleth sent this in the email with the meeting materials; it's in the PPT. - Appointments – Recruitment Process Overview – Scarleth provided an overview of the process for recruiting and evaluating for vacancies. The process was similar to how the other commissioners were recruited and evaluated, with the goal of maintaining equity in the process. Positions 4, 5, and 11 should be appointed by September. There will be a targeted outreach for Position 1, which was more recently vacated by Betelhem. Hope it to have all vacancies filled by September or October. Onboarding will likely be in October. - Steven says we should give some thought to how we onboard new commissioners so we can give the new commissioners the knowledge they need to be most effective, so it doesn't slow down the work we're doing. The extension is not as long as we think, given the task and the cadence of our work.	timeline with Rosa Mai before 9/2 L&J Committee Briefing
6:18 PM (25 mins)	Subcommittee Lessons Learned & Next Steps Discussion - Lessons Learned: 1 County Operations (Sawyer, Hastings, Huynh); #2 Community Engagement (Sanchez-Mexicano, Jaber); #3 Governance and Systems (Karls, Wong) - o Group #1: We are learning about inconsistencies in application/implementation of some of the recommendations that other groups have made. What role do we want to play in ensuring better consistency? What recommendations could help to fill some gaps? What oversight role should the commission be playing? How do we get to community? What kind of funding do we need? - o Group #2: Vanessa reached out about how we can use social media. Scarleth did some outreach, and there will be a study session related to communication strategy. - o Group #3: They met with the City of Redmond at the beginning of August. Jennifer is very interested in the issue of interlocal agreements. She and Daisy have had conversations with people who hold the responsibility for receiving complaints/inquiries, but they're not really charged with receiving complaints, so issues that come up often go to Human Services. There seems to be an opportunity here to make recommendations that could create more structure for interlocal agreements between	HCRC Subcommittee Chairs or Representatives Action Items: Commissioners: 1. Co-Chair Karls will share research conducted re: Cities in King County that have a Human and/or Civil Rights Commission or Program to Scarleth by 8/28 HCRC Liaison: 1. Develop a matrix of 39 cities in King County to identify HCR programming gaps before next public meeting 2. Follow-up with EO Communication team to share guidance with HCRC for social

	the municipalities within King County that don't have the capacity to field civil rights complaints WITH the King County Civil Rights Program. - Changes to Powers & Duties Report outline & content development - Fall/Winter Strategy: (We only covered this briefly at the end.) - o HCRC Commissioners engagement with respective District KC Council members - o Onboarding of new HCRC members - o Discuss the scope of sub-committees - o Confirm location and format of monthly meetings	media outreach before next public meeting 3. Follow-up with Dae Shogren to identify District liaison for HCRC members to open line of communication with Councilmembers by 8/28 4. Request Study Session with EO Community Service and Response Team Director by 8/21 5. Plan to participate in 9/26 retreat to deliver a 1st draft of the Changes of Duties Report based on HCRC discussions
6:43 PM (12 min)	Retreat and September Meeting - Extend 9/15 meeting or select a new date. NEW DATE Selected: 9/26/26, 10am-2pm. - o Scarleth says it might be worth thinking about an in-person welcome meeting/reception for the new members. - o Senayet says it might be better to do the retreat in October. The retreat could be in place of our monthly meeting. If we do the retreat in October, it would give us more time to reduce barriers and look into transportation access and childcare for any commissioners that need it. Discussion of dates. New date picked: 9/26/26. - o Scarleth suggests picking a date now to give the staff more time to look into space, resources, and other considerations.	HCRC Co-Chair Wong Administrative Action Items: Commissioners: 1. Review recorded sessions and plan to attend live-sessions (if possible) – ongoing 2. Submit request for retreat to Scarleth (e.g. childcare, note taker, facilitator, etc.) for planning purposes – ongoing 3. Review tentative retreat agenda and submit feedback by established deadline

	- Confirm in-person format. Brainstorm location options. Scarleth will look into options for childcare. County will reimburse for mileage. The form is on Sharepoint. - Agenda design. - o We will extend an invitation to the new commissioners. - o Discussion of focusing on structural issues for the next period of time leading up to the report. - o Commissioners will have staff support from Civil Rights Team to facilitate and help keep track of what we need for the powers and duties report. Co-chairs and secretary will be fully participating and not facilitating or taking minutes, respectively. - o Some potential areas for the agenda/mapping exercise for the retreat. Commissioners seem to agree that it would be helpful to do a mapping exercise: ▪ Internal consistency of applying/implementing what already exists and has been recommended by other boards and commissions. ▪ Oversight role for the commission related to county implementation/compliance activities. ▪ Community outreach strategies. ▪ What budget/resources/staff support does the commission need to do its work? This is an opportunity to dream big. There has been a lot of change since the ordinance was written that created the HCRC. For example, there's about to be an Office of Inspector General for King County: https://kingcounty.gov/en/dept/council/governance-leadership/county-council/newsroom/2026/07-07-council-inspector-general-passage-release ; https://kingcounty.gov/en/dept/council/governance-leadership/county-council/newsroom/2026/07-07-council-inspector-general-passage-release ; https://mkcclegisearch.kingcounty.gov/View.ashx	HCRC Liaison: 1. Share save-the date with HCRC and new members 2. Research locations for retreat and share at least one option with HCRC by 9/4 3. Share tentative retreat agenda based on today's conversation by 9/4 4. Purchase name tags before 9/26 in-person retreat
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	x?M=F&ID=15733793&GUID=CEACDA6B-6922-4AE8-962F-7A108D642311 ▪ Interlocal agreements and how to close gaps across municipalities. ▪ Protected classes—better definition of existing classes and/or expansion.	
6:55 PM (3 mins)	Recap, Action Items, Future Agenda Topics - Action items confirmed.	HCRC Secretary Hastings Administrative
6:58 PM (2 mins)	Closing Comments - Opportunity to share events, news, opportunities to engage, etc. - Steven shares that Pacific NW Black Pride is this weekend, and everyone is invited. Phenomenal event to celebrate Blackness in all its beauty! https://www.nwblackpride.org/events If you can't attend, you can also donate!	HCRC Members Administrative
7:00 PM	Adjourn Meeting adjourned: 8:07pm	HCRC Co-Chair Karls Administrative

Human & Civil Rights Commission (HCRC)

Tuesday, August 18th Virtual Public Meeting
Operational Updates

Staff Liaison: Senayet Negusse (Scarleth Lever Ortiz/Sandra Gallagher)

Last update: 8/17/26



Position 1



E. Huynh



Position 5



A. Hastings, Secretary



Position 4



Position 11



J. Karls, Co-Chair



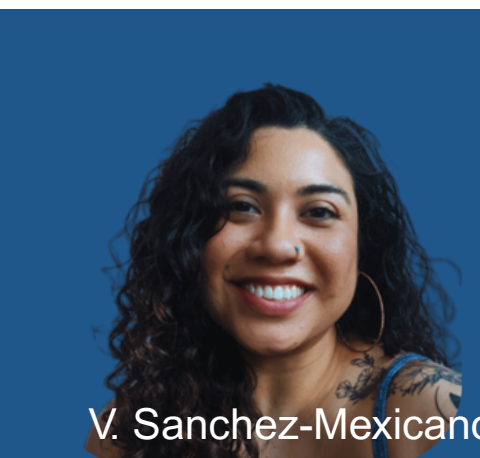
M. Jaber



S. Sawyer



D. Wong, Co-Chair



V. Sanchez-Mexicano

HCRC CPD Report

- Changes to Power & Duties (“CPD”) Report
- Tentative Outline & Timeline

Tentative Timeline

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Review Policies and Recommend Implementation Improvements[Changes to Powers & Duties Report?]	11
Strengthen Local Partnerships to Enhance Civil Rights Law Enforcement [Subcommittee 3]	12

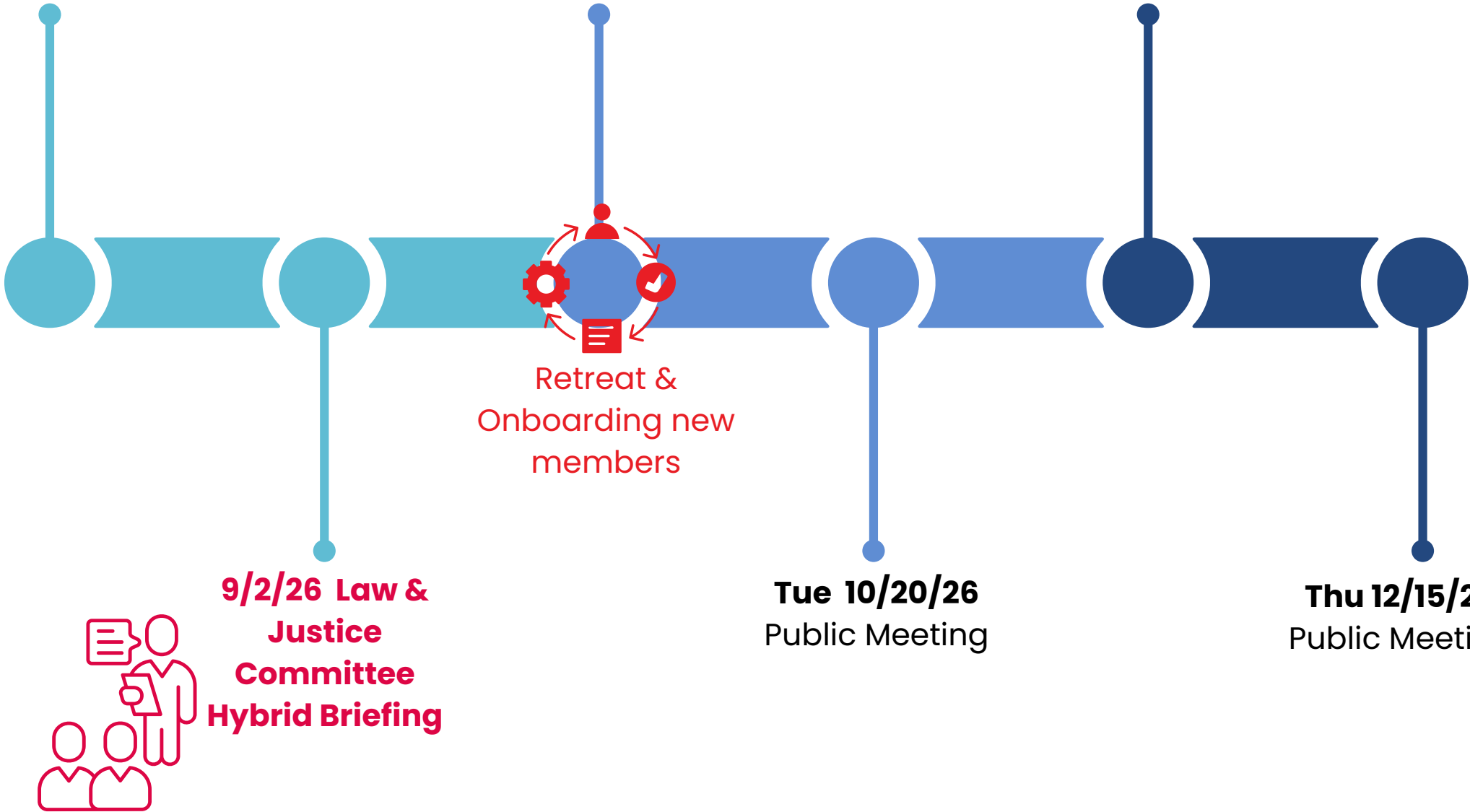
Tue 8/18 HCRC
Public Meeting

Tue 9/22/26
Public
Meeting/Retreat

Tue 11/17/26
Public Meeting

Tue 10/20/26
Public Meeting

Thu 12/15/26
Public Meeting



2027

- **Jan:** Executive Team Briefing
- **Feb:** Incorporate input (if applicable)
- **Mar:** Finalize Report
- **Apr:** Transmit Annual Report, which will include “Changes to the Duties & Powers Recommendations”

Study Sessions

- Recordings shared via email and stored in shared library
- RSVPs and questions for presenters not required but highly encouraged

KC Budget Overview

*Aaron Rubart, Director
July 28th at 7:45 AM*

Building a Theory of Change

*Shannong Harris, CR Investigator
Aug 11th at 12:30 PM*

KC OLEO/CACLEO Overview

*Jamie Tugenberg, Community Engagement Manager & CACLEO Staff Liaison
Aug 25th at 12:30 PM*

KC Executive Branch

*Misha Werschkul, Policy Team
Sep 8th at 12:30 PM*

KC Women's Advisory Board

**Pending*

The Korematsu Report

*Christina Fogg
July 28th at noon*

The Gender Identity & Sexual Orientation Report

*Commissioner Sawyer
Aug 18th at 12:00*

KCIRC Best Practices

*Brian Chu, Language Access Specialist & KCIRC Staff Liaison
Sep 1st at 12:30 PM*

KC Legislative Branch

*Dae Shogren, ESJ Director
Sep 15th at 12:30 PM*

Office of Labor Standards (DLS)

**Pending*

The Disability & Equity Plan

*Darya Farivar, ADA Equity Specialist
Aug 11th at 12:00*

CR Investigators & Data Dive

*Sandra Gallagher, CR Investigator
Aug 25th at 12:00 PM*

HCRC Independence & Objectivity + Intergovernmental Affairs

*Chris Bhang, Metro EEO
Sep 8th at 12:00 PM*

KC Examiners Office

*Devon Shannon, KCC
Sep 22nd at 12:00 PM*

KC Ombudsmen

**Pending*

KC Risk Management

**Pending*

SharePoint Demo

- MS License Update
- Calendar



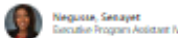
Overview



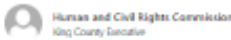
King County| Chinook Building
401 5th Ave, Suite 800
Seattle, WA 98104
(206) 263 2446 (TTY 7-1-1)

Hybrid Monthly Meetings
4th Thursday of the month
Chinook Building
6:00 pm - 8:00pm

Staff Liaison

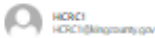


Ningsu, Sanyet
Executive Program Assistant IV

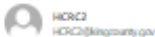


Human and Civil Rights Commission
King County Executive

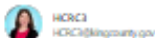
Contact Commissioners



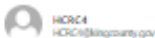
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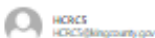
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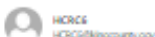
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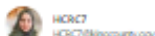
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HCRC5
HCRC5@kingcounty.gov



HCRC6
HCRC6@kingcounty.gov

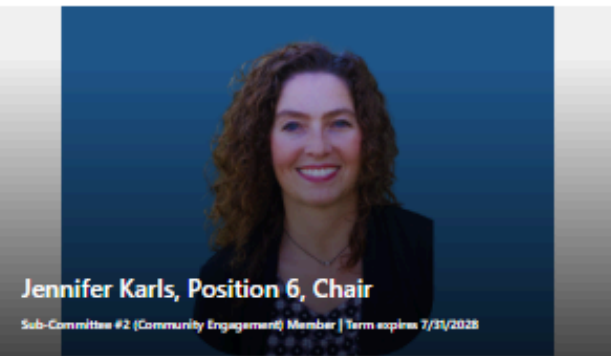


HCRC7
HCRC7@kingcounty.gov

The King County's Human and Civil Rights Commission (HCRC) was established by the King County Council in June 2024 by Ordinance 19770 (codified at [K.C.C. 2.21.020](#)). The HCRC is a continuation of the County's work and dedication to equity and justice, dating back to the King County Affirmative Action Committee established in 1976.

In the summer of 2025, following an open application process, the County selected and appointed the inaugural HCRC members.

2025-2028 HCRC Members



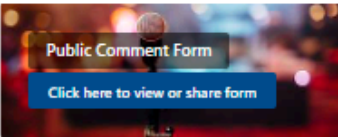
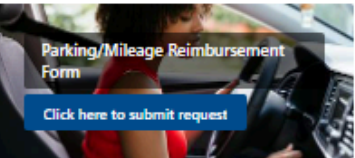
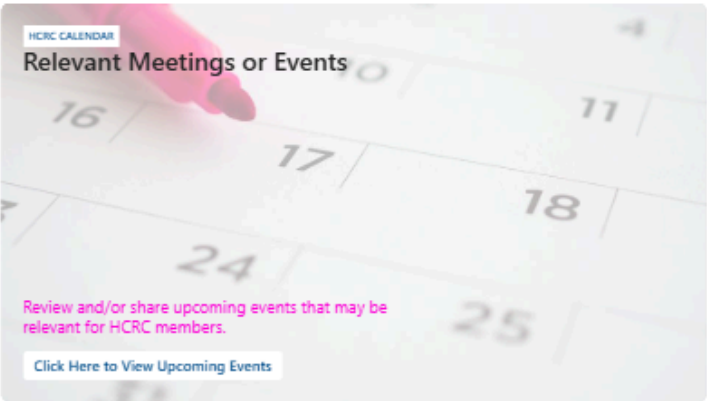
Learn more about HCRC members

[Click here to read brief bios](#)

Mission

Strengthen anti-discrimination ordinances, support equity goals, and ensure that all County residents are treated fairly and justly.

Helpful Materials



Key Documents & Reports

- KC Ordinance 2023-0417
Ordinance related to the establishment of a KC HCRC.
- KC Code 2.31 HCRC
HCRC Duties, Purpose and Independence, Membership, Compensation
- ** 2019 Research Recommendations | Korematsu Report
Requested by (Councilmember Rod Dembowski) and Larry Gossett.
- ** 2021 Disability Equity Plan
Attachment A Motion 15954
- ** 2023 Gender Identity and Sexual Orientation Inclusion Task Force Strategy Report
Attachment A to Motion 16389
- 2022 KC Wage Theft Study
- 2025- Office of Labor Standards Feasibility Report

**** Must be considered in 2026 HCRC Report Recommendations**

HCRC Sub-Committees

INTERNAL

#1 County Operations

[KCC 2.31.030.D]

Monitor and review the procedures and processes of antidiscrimination ordinances and affirmative action policies to determine compliance and effectiveness. We achieve this by analyzing the county's current civil rights program, its structure, and operations to identify its effectiveness and gaps.

EXTERNAL

#2 Community Engagement

[KCC 2.31.030.B]

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 the Commission. Engagement shall be prioritized for historically disadvantaged communities who have been historically excluded.

EXTERNAL

#3 Governance and Systems

[KCC 2.31.030.A.5]

Advise King County leaders to implement and carry out the purposes and provisions of the Commission by reviewing and researching policies, practices, and procedures to assist county decision-makers in fulfilling the county's commitment to address the root causes of inequities and distribute resources equitably to the community.

+ Add event

Show only the events within the following dates, category, or list:

From: Tue, Aug 11, 2026 To: Thu, Sep 10, 2026

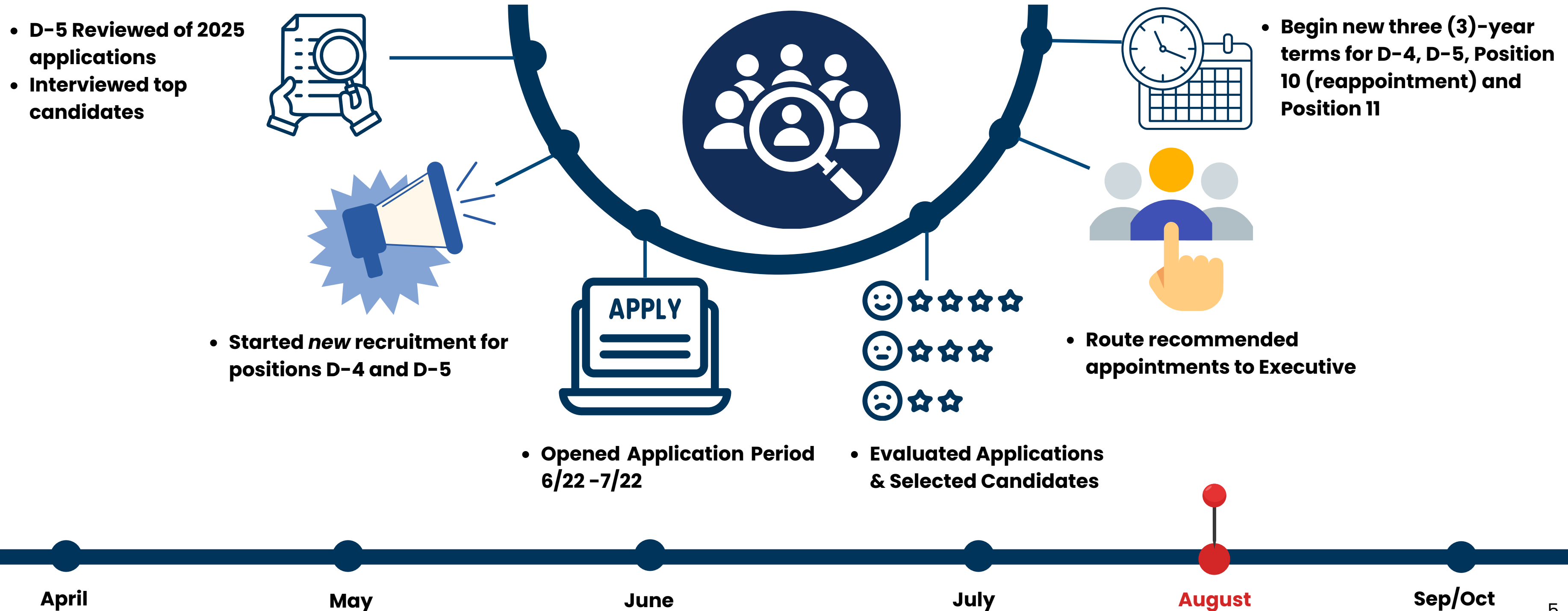
Category: All

Events List: Events

AUG 11 Business HCRC Study Session: Disability & Equity Plan Tue, Aug 11, 12:00 PM https://kingcounty.zoom.us/j/83250669333	AUG 11 Business HCRC Study Session: Building a Theory of Change for the "Changes of Change for the "Changes Tue, Aug 11, 12:30 PM https://kingcounty.zoom.us/j/83420884672	AUG 18 Business HCRC Study Session: Gender Identity and Sexual Orientation Tue, Aug 18, 12:00 PM https://kingcounty.zoom.us/j/88041361609	AUG 18 Business HCRC Monthly Hybrid Public Meeting Tue, Aug 18, 6:00 PM 401 5th Ave, Seattle, WA 98104
AUG 25 Business HCRC Study Session: CR Investigation Process & Data Dive Tue, Aug 25, 12:00 PM https://kingcounty.zoom.us/j/88328520128	AUG 25 Business HCRC Study Session: OLEO/CACLEO Overview Tue, Aug 25, 12:30 PM https://kingcounty.zoom.us/j/85106227452	SEP 1 Business HCRC Study Session: Applying KC Immigrant and Refugee Commission Tue, Sep 1, 12:30 PM https://kingcounty.zoom.us/j/87226401262	SEP 8 Business HCRC Study Session: Policy Team Intro - How Policy Supports Tue, Sep 8, 12:30 PM https://kingcounty.zoom.us/j/88330136228

Open Seats & Reappointments

- Recruitment Process Overview
- Next Steps



Open Seats & Reappointments

- Evaluation Committees
- Applications Received

D-4

Councilmember Barón



1. **Rosa Mai**, Boards & Commissions Specialist
2. **Sandra Gallagher**, Civil Rights Investigator
3. **Dae Shogren**, Equity and Social Justice Director
4. **Clara Manahan**, Chief of Staff (D-4)
5. **Jacob Joens-Poulton**, Former HCRC Commissioner

7 applications

D-5

Councilmember Fain



1. **Rosa Mai**, Boards & Commissions Specialist
2. **Sandra Gallagher**, Civil Rights Investigator
3. **Dae Shogren**, Equity and Social Justice Director
4. **Lilly Hayward**, Chief of Staff (D-5)
5. **Aneeka Ferrell**, Former HCRC Commissioner

8 applications

D-1

Councilm. Dembowski



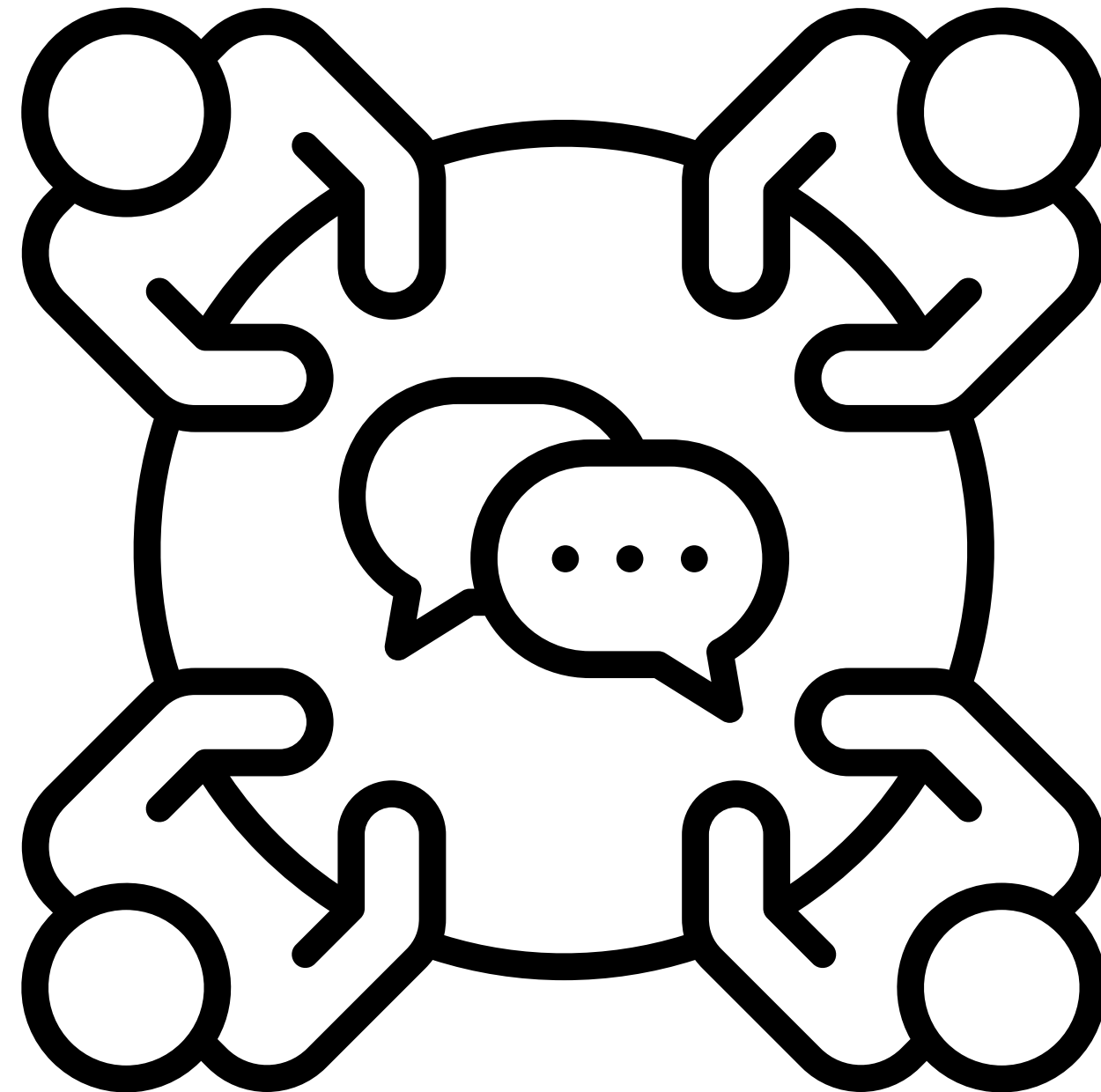
Targeted Appointment

**HCRC
Recommendations:**

- **Position 10
Reappointment**
- **Position 11
Appointment**

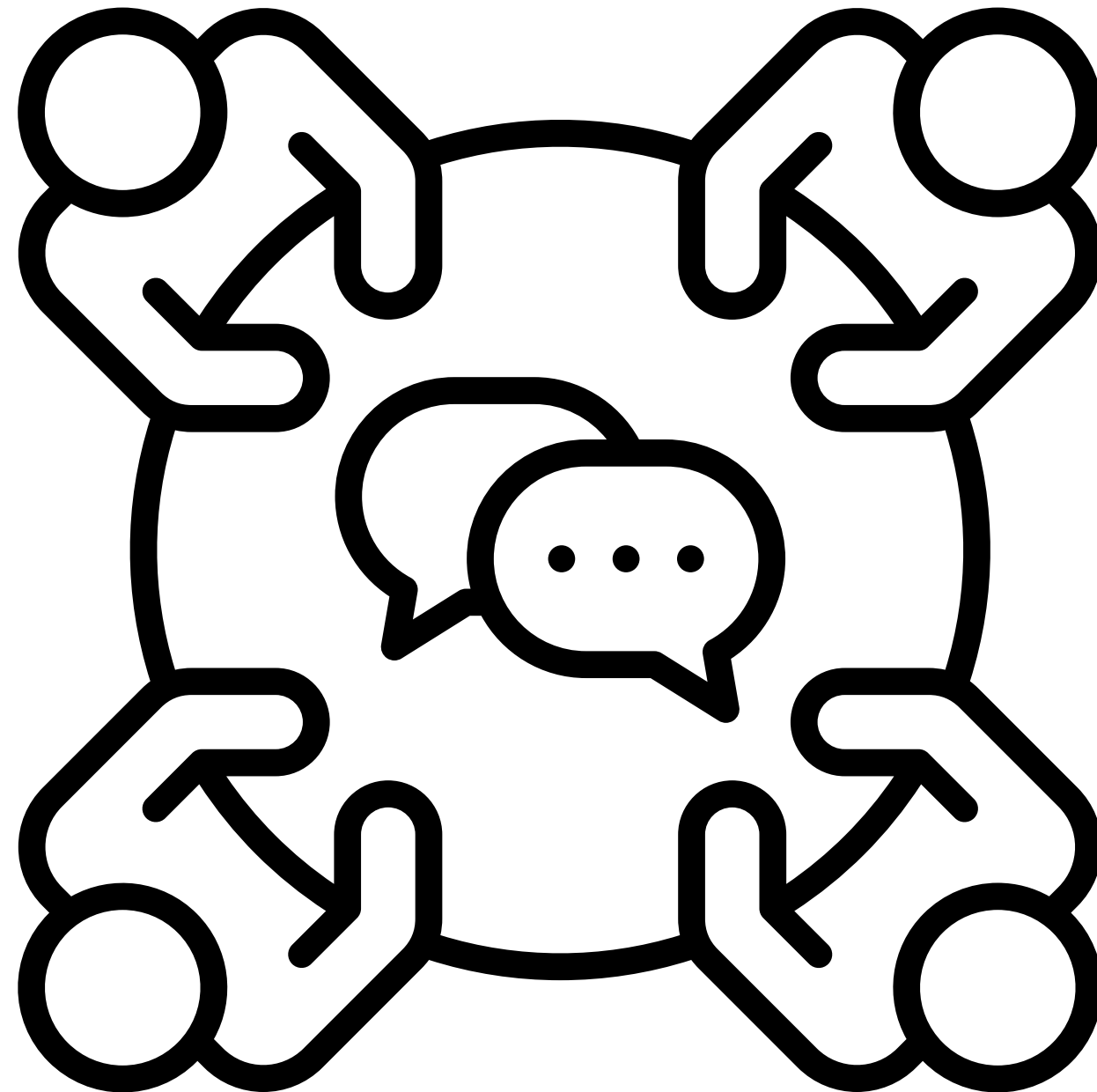
Subcommittee Report Outs

- Lesson Learned
- Next Steps



Retreat

- September Public Meeting
- Agenda Design



Recap, Action Items, Future Agenda Topics

- Confirm Action Items



Closing Comments

- Open Forum

