



City of Tacoma Human Rights Commission

August 12, 2024

6:00 pm

In Person and Virtual Meeting Minutes

In Person Instructions for Public

747 Market Street
Conference Room #243
Tacoma, WA 98402

Virtual Meeting Instruction for the Public

<https://us06web.zoom.us/j/81908915518>

Meeting ID: 819 0891 5518

Members: First Vice Chair Verda Washington, C. Ivan Johnson, Lily Nop, Scott Schubert, Mona Baghdadi, Lisa Hamlin, Lohitvenkatesh Oswal, Kelly Oshiro, Mary Ann Lara, Lillian Norris

Business Meeting

I. Call to Order/Roll Call

6:00 – 6:03 pm

Vice Chair Washington

Meeting called to order at 6:07 pm.

Commissioners present: First Vice chair Verda Washington, Scott Schubert, Mona Baghdadi, Lisa Hamlin, Lohitvenkatesh Oswal, Mary Ann Lara, C. Ivan Johnson (late arrival)

II. Statement of Purpose

6:03 – 6:05 pm

Commissioner Lara

We convene this meeting to study and investigate problems of prejudice, bigotry, and discrimination and to encourage and coordinate the implementation of programs consistent with the needs and rights of all residents of the City of Tacoma.

III. Land Acknowledgment

6:05 – 6:10 pm

Commissioner Schubert

The Commission acknowledges that the meeting is being conducted on Indigenous lands of the Puyallup People, who cared for their ancestral lands before the Medicine Creek Treaty of 1854 removed native peoples to clear way for colonial settlement. It is important to this Commission as settlers here, aspiring to care for immigrants and refugees in this place and to call it home, that we acknowledge and send gratitude to the Puyallup Tribe of Indians who continue to be leaders for justice in our community today.

IV. Consent Agenda

6:10 – 6:15 pm

Vice Chair Washington

- a. Approval of August 12, 2024, Agenda (Aye/Nay Votes)

- *Motion to accept August Agenda made by Commissioner Schubert, Seconded by Commissioner Lara, Approved.*
- b. Approval of July 8, 2024, Meeting Minutes (Aye/Nay Votes)
 - *Motion to accept the July Meeting Minutes made by Commissioner Baghdadi, Seconded by Commissioner Schubert, Approved.*

V. Public Comment

6:15 – 6:20 pm

All written public comment must be submitted in writing at least 24 hours in advance of the meeting.

No public comments made.

VI. Commission Affairs

6:20 pm – 7:15 pm

A. Nominations of Officers

Vice Chair Washington

- Nominations of Chair, Second Vice Chair
 - Nominations made on the floor:
 - Chair – Verda Washington nominated by Commissioner Oswal
 - First Chair Nomination: Mona Baghdadi by Commissioner Schubert
 - Second Chair Nomination: Scott Schubert by Mona Baghdadi

B. Nomination for Secretary

Vice Chair Washington

- *Discussion to have the role of secretary be rotating between the First and Second Vice Chair Positions.*

C. Retreat Review

Vice Chair Washington

- Logistics
 - Date: Saturday, September 14, 2024, at 10 am – 4 pm
 - Location: To be confirmed
 - Agenda:
 - Relationship Building, Work Plan Development, Lunch, Work Plan Development, Committee Breakouts.
 - *Discussions around what to include at the retreat: What community forums can be hosted? Accomplishments/Challenges from the past 3 years – understanding around what is the Commission allowed to do. Recruitment? Want direction on how to move forward.*

D. Committee Updates

Updates from Committee Chairs

- Policy, Advocacy and Accountability Committee
 - *PAA Chair Oswal reported the Committee met and discussed homelessness policies and practices, began to look at by-laws and updates that need to be made.*
- Racial Equity and Justice Committee – *no meeting held*
- Education and Outreach Committee – *no meeting held*

Commissioners

C. Ivan Johnson
Mona Baghdadi
Lisa Hamlin
Lillian Norris

Verda Washington
Mary Ann Lara
Lily Nop
Lohitvenkatesh Oswal
Kelly Oshiro
Scott Schubert

E. Case Closure Report

City Staff

- HRC # 4951, Employment Discrimination based on Disability, No Reasonable Cause
- HRC # 4948, Employment Discrimination based on Retaliation, No Reasonable Cause
- HRC # 4969, Employment Discrimination based on Retaliation, No Reasonable Cause
- HRC # 4970, Employment Discrimination based on Disability, Retaliation, and Sexual Orientation, Administrative Closure based on lack of Jurisdiction

Reported to the Commission with discussion.

VII. City Staff Updates

7:05 pm – 7:20 pm

City Staff

a. Upcoming Engagement Opportunities

1. Hilltop Street Fair, Saturday, August 24th

VIII. Items to Consider for Next Meeting & Announcements

7:20 pm – 7:30 pm

Vice Chair Washington

IX. Adjourn

7:30 pm

Motion to adjourn at 7:25 pm made by Commissioner Schubert, seconded by Commissioner Baghdadi, Approved.

Next In Person and Virtual Meeting – September 9, 2024

Commissioners
C. Ivan Johnson
Mona Baghdadi
Lisa Hamlin
Lillian Norris

Verda Washington
Mary Ann Lara
Lily Nop
Lohitvenkatesh Oswal
Kelly Oshiro
Scott Schubert

Why do we recognize the land?

To recognize the land is an expression of gratitude and appreciation to those whose territory you reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial. It is important to understand the long-standing history that has brought you to reside on the land, and to seek to understand your place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation. It is also worth noting that acknowledging the land is Indigenous protocol.

–<http://www.lspirg.org/knowtheland>



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