

10/5/24 HRC Retreat Notes:

Ice Breaker: what has the HRC done well in the past?

- Initiative to fund portable toilets for individuals experiencing homelessness and/or folks without access (didn't go through, look for grant funding to support initiatives like this)
 - Public Health Initiative
- Has passion and advocates for those without a voice
 - Getting resources to folks during the pandemic and informing the community
 - Be visible, hands on, direct service
- Heart, skills, and ability drew individuals to joining the HRC
 - HRC needs to be empowered and needs resources to do the work
 - Would like resources to do direct service to support the community and build repair and trust
- Increase access to the HRC for community members
- I am all about the community have seen a lot of change in Tacoma (both good and bad)
 - If people know better they do better- increase knowledge and access for community members
 - Being aware of spaces we are in and how to connect with the community
 - Prevention is just as/more important than response
 - Empower and equip community/build agency to share resources and information
- Culture of poverty impacts individuals' human rights
 - Community forums would have large impact
- Cycle of trauma- take advocacy to another level to support community members- consider the emotional side of Human Rights
 - Need education for families and individuals
- Individuals are disproportionately impacted in the community
 - Acknowledge that 1) people of color are in crisis now more than ever and hate is public and is prevalent at a high level, 2) emphasis on low-income individuals 3) consider the special needs of children being impacted by current climate and the fact that they are more impacted than anyone else as they are developing.
- Mental health community was highly impacted by the pandemic
 - How to help individuals integrate into society and reduce isolation
- Poverty and youth involvement in the justice system
 - Black/brown youth/young boys/men are disproportionately represented in justice system
- What is the priority (target population(s), human rights violation(s), how to effectively impact this propriety)?
- What is within the grasp of the HRC? Does not have to be focused on housing and employment.
 - Guiding documents are handbook and code ([TMC 1.29](#))

Discussion: What would the HRC like to do?

- Hold off on filling vacant positions until clear mission, vision, and functions are determined

- Review/familiarize selves with the [equity index](#), [City Council Priorities](#), [Resolution 40622](#), and [budget \(2025-2026 budget information found here\)](#)
- Homelessness, affordable housing, food/water security, social workers in schools to reduce cycles of trauma, crisis social workers to be on TPD teams (focus on support not enforcement when applicable), domestic violence support, free school lunch for all students (already happening in Tacoma), community awareness of resources
 - Basic needs met (i.e., food, health services, housing, etc.)
 - Support youth
 - Alternative responses in Tacoma: HOPE Team, DCRs, HEAL, CSOs, CTRT, Park Guides, restorative Justice
 - Everyday community members should know about these resources- need to improve marketing/communication
 - Would like to see data and outcomes of these alternative responses (i.e., number of staff engages, amount funded, number of community members engaged, outcomes, etc.)
 - Request City staff to present quarterly updates to HRC after Study Session presentation on alternative response (HEAL, HOPE, CSOs)
 - [Access/Review the Homeless Engagement Alternative Liaisons \(HEAL\) Dashboard](#)
- Food deserts: would like mobile food van- if this is happening already, how do we help to inform the community of this resource?
- Domestic Violence: would like mobile service for community members to file protection order since transportation services can be a barrier
 - Partner with community agencies
 - [Growing Resilience In Tacoma \(GRIT\) Program](#)
- Youth and young adult homelessness- prevention, support at home and support in schools
- Youth and young adults not accessing services/programs
 - Need for youth centered programming and programs designed by youth
 - [Youth Action Board](#)- request that they attend and/or present at a HRC meeting
- **Note:** discussed moving HRC meetings to a different time and discussed meeting in person/hybrid
 - Add to HRC's November Meeting agenda to discuss/motion to change.

Themes from Conversation:

- Informing community about services/resources available
- Advocacy for accessibility to protect individuals' rights
- Youth and young adult support (prevention and response)- sustainable solutions
- Being hands on in the community
- HRC continued learning and receiving updates and information from the City

HRC Vision Statement: consensus that statement needs revision

“The City of Tacoma will be recognized as a bias free city, known for its appreciation and respect for its diverse population and free of prejudice, bigotry, and discrimination.”

HRC Mission Statement: consensus that statement needs revision

“In association with other organizations and individuals, we will provide leadership and support in eliminating discrimination and prejudice through enforcement of anti-discrimination laws and education programs.”

Function of HRC and duties (workplan):

- **Increase community engagement**— In the next year we will build trust with community members by increasing our presence and visibility in the community and meeting community where they are (*how many events/places*)?
 - Attend/participate in cultural events/opportunities in Tacoma
 - *Have t-shirts/name tags/etc. to help community members physically identify HRC members when out in the community*
 - *Create a channel of communication that is more accessible*
 - *Digital communication- surveys, recordings of meetings, available resources, adding a 311 request in for HRC- what is the SLA we would want- ensuring community members feel heard and have follow up— how is something like this staffed? Who is responsible?*
 - Quarterly Community Forums (bringing the community together to discuss a specific topic for resolution)
 - Connection to/partnership with Neighborhood Councils and other established community groups
 - Increase community members’ civic engagement
 - Encourage HRC members to attend meetings in person and allow space for all to participate
- **Study community discriminatory challenges**
 - Review data/information, interpret, and make sure that city is considering all populations in programming/resources/services
- **Stay informed to City policies, services, resources, programming etc.**
 - Alternative response (HEAL, HOPE, CSOs, etc.)
 - Quarterly updates on homelessness response and data (update on strategy and implementation, data, additional systems data (i.e., county, HIMS, etc.)
 - TPD updates- victims of domestic violence, crime plan/strategy, crime dashboard
 - Strategy- Community Safety Action Strategy
 - HRC to put a rule together regarding when organizations can come to HRC to present and what topics the organization can cover in the presentation
- **Encourage and advise implementation and development of programs that meet the needs of Tacoma residents ensuring that voices are heard, incorporated, and properly represented**

Reference (websites linked throughout this document):

- https://www.cityoftacoma.org/government/city_council_strategic_direction
- www.cityoftacoma.org/equityindex
- www.cityoftacoma.org/transform
- www.cityoftacoma.org/budget
- www.cityoftacoma.org/budgetdevelopment
- www.cityoftacoma.org/neighborhoodcouncils
- <https://data.cityoftacoma.org/datasets/heal-team-engagement-dashboard>
- https://www.cityoftacoma.org/government/committees_boards_commissions/human_rights_commission
- <https://www.uwpc.org/growing-resilience-tacoma-grit-guaranteed-income-demonstration>
- <https://www.reachtacoma.org/programs/advocacy/>
- <https://cms.cityoftacoma.org/cityclerk/files/municipalcode/title01-administrationandpersonnel.pdf>