



City of Tacoma Human Rights Commission

December 9th 2024
530 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: Chair Verda Washington, First Vice Chair Mona Baghdadi, Second Vice Scott Schubert, C. Ivan Johnson, Lily Nop, Lisa Hamlin, Lohitvenkatesh Oswal, Mary Ann Lara

Study Session

I. Workers Bill of Rights Michael Whalen 5:30 pm – 5:45 pm Asked for support of their union support

II. Tacoma Psychedelic Society Lukas Barfield 5:45 pm – 6:12PM

Business Meeting

I. Call to Order/Roll Call

Chair Washington

- *Meeting called to order at 6:12 pm.*

Commissioners present: Chair Verda Washington, Second Chair Scott Schubert, First Chair Mona Baghdadi, Lily Nop, C. Ivan Johnson, Lohitvenkatesh Oswal,

II. Statement of Purpose

Chair Washington

- 6:13-6:14
- 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

First Chair Baghdadi

- 6:14-
;15
- *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

Vice Chair Washington

- 6:15-6:17
- Approval of December 9th, 2024, Agenda (Aye/Nay Votes)
 - *Motion to accept November Agenda made by Commissioner Schubert, Seconded by Commissioner Nopp, Approved.*
- Approval of November 4th, 2024, Meeting Minutes (Aye/Nay Votes)
 - *Motion to accept the September Meeting Minutes made by Commissioner Schubert, Seconded by Commissioner Baghdadi, Approved.*

V. Public Comment

6:17-6:20

- *All written public comment must be submitted in writing at least 24 hours in advance of the meeting.*
- *Public Comment: Sarah Rasor- Support for the Psychedelic Society*

VI Finalize 2025 Work Plan/Update Vision Statement/Update Mission Statement

City Staff

6:20-6:32

- **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.”

Recommendation is the workplan is sent to Executive Steering Committee and come back with recommendations around timeline for the workplan.

Recommendation of sending the Vision and Mission statement to Executive Steering Committee for review. January meeting we will be reviewing this. The committee will be presenting to the CVS committee

VI. Commission Affairs

Updates from Committee Chairs

6:32-7:00

Policy, Advocacy and Accountability Committee-

Was recommended that we speak with NCS division to speak at our next meeting to ensure that we have all of the information prior to sending letter to city council.

Motion: To adjust the committee meeting and hold them during study session prior to the meeting: Moved by Baghdadi and seconded by Commissioner Schubert- motion was approved.

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

VII. City Staff Updates

7:00-7:05

City Staff

- Business Cards and Name Tags are ordered
- Youth Violence (BRAVE) might be a good presentation
- CVS scheduled to meet in February- about 1 minute presentation
- Recruitment on hold- 2nd quarter adding people
- Someone else from the NCS team will help to facilitate the tech side

VIII. Items to Consider for Next Meeting & Announcements

Vice Chair Washington

I. Adjourn


Motion to adjourn at 7:05 pm made by Commissioner Baghdadi, seconded by Commissioner Schubert Approved.

Next In Person and Virtual Meeting- January 10th

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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Commissioners
C. Ivan Johnson
Mona Baghdadi
Lisa Hamlin
Lillian Norris

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