



City of Seattle

Gregory J. Nickels, Mayor

Seattle Commission for Sexual Minorities

Minutes for August 21, 2003

Present: Night An'Fey, Ingrid Swenson, Marsha Botzer, Mary Hennesy, Sam Castic, Katie Kolan

Guests: Elliott Bronstein, Seattle Office for Civil Rights

Visitors: Ken Schulman

Present for the Seattle Office for Civil Rights: (SOCR): Julee Pate

- I. Additions/Minutes: **No additions were made to the agenda. The July minutes were approved.**
- II. **Elliott Bronstein, Seattle Office for Civil Rights:** Katie introduced Elliott Bronstein, Public Information Officer, SOCR. Elliott gave an overview of his presentation. He will discuss, SOCR's role as enforcement agency, define illegal discrimination, discuss potential discrimination scenarios and talk about what to do if you feel you've been discriminated against.

SOCR is a department of the City of Seattle and enforces City's anti-discrimination laws in housing, employment, public accommodations and contracting. SOCR investigates people's allegations of illegal discrimination. Individuals come to us, file charges; we investigate, seek to negotiate resolutions. SOCR also:

- Researches and develops policy recommendations for Mayor, Council
- Offers outreach and education to the public
- Provides staff support to 3 Commissions

Illegal discrimination has three elements that must be met before a charge can be filed with SOCR.

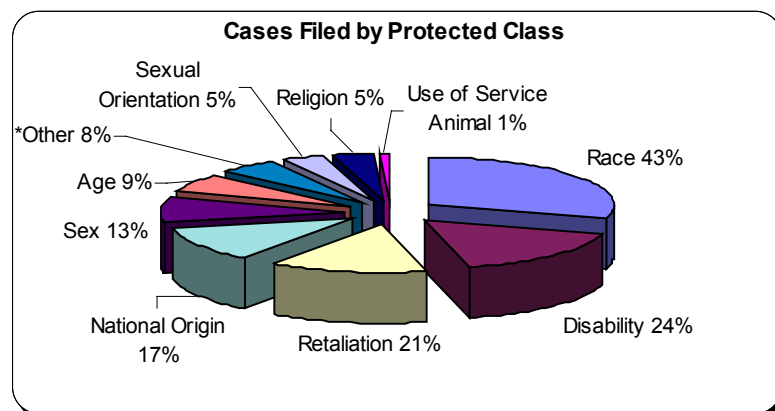
1. Treated differently in a similar situation
2. The action had to cause harm
3. You're a member of a protected class

Protected class groups in Seattle includes:

- | | |
|--------------|----------------------------|
| 1. Age (40+) | 8. Disability |
| 2. Sex | 9. Use of a service animal |
| 3. Race | 10. Marital status |

- 4. Color
- 5. Creed
- 6. Religion
- 7. Ancestry
- 11. National origin
- 12. Sexual orientation
- 13. Gender Identity
- 14. Political Ideology

Protected class groups in other jurisdictions will vary. For example sexual orientation is not covered in Woodinville but it is protected in Seattle. Elliott talked about the 2002 case statistics. 213 total cases filed with SOCR in 2003. See chart below.



Elliott said that in order to file a case the act of discrimination must have occurred within 180 days. A case gets filed when a charging part calls the intake office and the intake investigator determines that all the “prima facia” (on the face) elements have been met. SOCR will then assign an investigator to look into the case. At the conclusion of the investigation, the investigator will find “cause” (discrimination happened) or no cause (discrimination did not happen). If cause is found remedies will be ordered. Remedies can include money, moving costs, getting a job back or training etc. If no cause is found a charging party may appeal the decision to the Human Rights Commission. The Commissioners thanked Elliott for coming and talking about the work of the SOCR.

- III. **SOCR Report:** Julee apologized for Dale not attending. He had personal needs to take care of. Julee referred the commissioners to the written SOCR report. Julee asked the commissioners if the SCSM wanted to participate in Seattle University Law School’s Pro-Bono Fair. The fair, held annually, attracts law students looking for internships. After some discussion, SCSM decide the will have a table at the September 18th fair. Julee and Night will staff the table.

Julee also reported she has sent the 5 names to Mayor for appointment consideration. The 5 candidates are:

1. Matt Browning: Mr. Browning is the "Get Engaged" candidate and is currently employed at Sharebuilder Securities Corporation as a Customer Care Supervisor. Originally from Southern Oregon, Mr. Browning served on the Executive Council for the Crater Lake chapter of the Boy Scouts of America (BSA) and the Distribution Committee for the United Way of Klamath Falls. Mr. Browning's management and organizational skills will serve the Commission well.
2. Michelle Malkin: Ms. Malkin has more than a decade of experience working with the Lesbian, Gay, Bisexual, Transgendered (LGBT) community. She co-founded and co-directs Camp Ten Trees, a Seattle based nonprofit summer camp featuring one week for LGBT teens and one week for children with LGBT parents. Ms. Malkin's experience includes working on the Board of the Lesbian Resource Center, and on the Greater Seattle Business Association (GSBA) scholarship selection committee. Ms. Malkin is an attorney and partner at MoShi Strategies.
3. Avilynn Pwyll: Ms. Pwyll is a Clinical Psychologist with over 30 years of experience. For more than 15 years she has had private practice that specializes in LGBT issues. Ms. Pwyll published "The Status of Alcohol/Drug Abuse Education and Prevention in the Entertainment Industry" and conducted trainings and wrote publications for the entertainment industry on HIV/AIDS. Ms. Pwyll is an ordained minister and currently works for as a hospice nurse for Group Health Cooperative. She holds a Master in Clinical Psychology.
4. Jeffrey A. Wasson: Mr. Wasson is a member of Out Front Labor, a national organization affiliated with the AFL-CIO (American Federation of Labor & Congress of Industrial Organizations). Pride at Work works to mobilize mutual support between the Labor Movement and the LGBT community around social and economic justice issues. Mr. Wasson co-founded the Cal Anderson lecture series at Evergreen State College and serve is a delegate to the King County Labor Council for I.U.O.E. #609. Currently, Mr. Wasson works as a Senior Gardener for Seattle Public Schools. He holds a BA in Liberal Studies from Evergreen State College.
5. Jake Zukowski: Mr. Zukowski is a Program Manager for Microsoft and a holds a B.S. in Computer Science from the University of Illinois. He served as a volunteer for the Seattle Monorail Campaign, working 10 hours a week to secure a "yes" vote on the Monorail. Currently, Mr. Zukowski is creating a website for the Capitol Hill Arts Coalition and is working with local artist to develop an art venue-matching program.

- IV. Safe Schools Video:** Because Mary wasn't at the meeting, (Mary has the video) SCSM will hold the video for another meeting.
- V. Outreach Committee:**
- Recruitment: Night is pleased that we could 5 new commissioners soon. The outreach committee continues to look for other candidates.
 - Logo Contest: Night will work with Julee to prepare an ad for the SGN for SCSM's, logo contest.
- VI. Domestic Partnership/Marriage Policy Paper:** A motion was made for SCSM to produce a Domestic Partnership/Marriage Policy Paper for the Mayor and City Council. The motion passed. Ingrid will head the committee to write this paper.
- VII. Verbena Update:** Julee is working to schedule meeting with the Director of the Human Services Department, Patricia McInturff and Mayor Nickels to discuss funding of the Verbena. Julee will let all commissioners know of the dates, via email.
- VIII. Next Workgroup Meeting: August 25th at Nights home.**
- IX. Adjourn.**