

## Kitsap County Council for Human Rights MINUTES

Tuesday, October 17, 6:30-8 PM Meeting  
At Eagle’s Nest at Bremerton Fairgrounds and via Zoom

The **Mission of the Kitsap County Council for Human Rights** is twofold:

1. To advise county government and Kitsap County community on issues related to discrimination, violence and harassment based on race or national origin, religion, age, gender, gender expression, sexual orientation, disability, or economic status, and
2. To promote equitable treatment of all people and reduce prejudice through education, resource referrals, and advocacy.

	Name	Position*		Name	Position*
P	Dionne Deschenne, <i>Chair</i>	D1 – P1	P	Elizabeth Holmes	D3 – P1
T	Erin Lanum, <i>Secretary</i>	D1 – P2	P	Cris Amburgey	D3 – P2
T	Judy Friesem	D1 – P3	P	Kirsten Dahlquist	D3 – P3
P	Melisa Wight	D1 – P4	E	Shannae Peters	D3 – P4
E	Christina Barone	D2 – P1	T	Augustine Lujan, <i>Vice Chair</i>	At-large
T	Rochelle Karlsen	D2 – P2		Vacant	At-large
P	Jim Manlove	D2 – P3	P	Nicola D’Anella	At-large
P	Erika Anderson	D2 – P4	P	Rebecca Pirtle	County Admin.

**\*Note on Positions:** Commissioner for District 1 Christine Rolfes; District 2 Charlotte Garrido; District Katie Walters.

**Attendance:** P – present T – present by technology E – absent excused U – absent unexcused

1. Called to Order at 6:31 PM.
2. Approve Agenda
  - a. Date corrected to October 17. Cris A motioned to approve, Melissa second. Unanimously approved.
3. Group Agreements
  - a. Read through
4. Centering moment
  - a. Chris Barone out ill, unable to provide the Centering Moment for this month.
  - b. Next Centering Moment is scheduled to be Cris Amburgey at the January Retreat.
5. New Member introductions
  - a. Erika Anderson, newest member and a resident of Port Orchard. Erika felt motivated to join the Council to bring her lived and professional experiences to the table. Erika is a local yoga instructor. She has worked with the County on food access and scarcity issues in the past. She has previously been on the Food and Farm Policy Council with the County. She has previous experience doing this in Minneapolis as well. She further has experience working with underserved and historically oppressed youth, as well as

individuals who engaged with domestic violence shelters.

6. Guest introductions, comments, or announcements
  - a. Council Members provided introductions to Erika.
  - b. A moment of silence was provided to acknowledge the conflict between Israel and Palestine and the associated humanitarian and human rights issues.
  - c. A Diversity, Equity, and Inclusion Manager has been hired for the County, with a start date in November.
7. Approval of Minutes from previous meeting – September 19, 2023
  - a. Jim moved, Elizabeth seconded. Unanimously approved.
8. Old Business
  - a. Committee Reports
    - i. Communications
      1. Focused on Linda Gabriel Award nomination announcement. Next meeting will include a review of the nominations, as well as a review of the new online human rights violations reporting form.
      2. Next meeting is November 7<sup>th</sup> at 6:00pm via Zoom.
    - b. Events
      - i. Event Reports
        1. Forum on October 4<sup>th</sup> regarding Constructive Conflict: Approximately 40 people were in attendance, ~10 registered did not attend. The discussion was rich and relatively intimate, though it is noted that the attendees were primarily White and female-presenting.
          - a. There was some feedback from an attendee where an individual was wondering “what comes next?” after the discussion about “courageous conversations.” This individual appeared frustrated to a degree with the way the conversation ended without a robust discussion about “the way forward” when opportunities for constructive conflicts present themselves.
          - b. In terms of thoughts for moving forward, one of the suggested ideas is having shorter-term positions for youth to sit on the Human Rights Council and to have their voices heard.
          - c. Differences in accessibility – attendance limits based on venue but also included invites and advanced registration.
        2. Next Youth Forum is on 03/19/2024 at Olympic College!
          - a. Possibly 8:00 – 13:30
      - ii. Linda Gabriel Awards Event planning
        1. Presentation will be on December 9<sup>th</sup> sometime – planning venue
      - iii. 2024 Retreat planning
        1. Sunday, January 21<sup>st</sup> as a tentative date. This is the third Sunday in January. Tentative timeframe from 9 AM – 4 PM.
        2. Discussions
          - a. Review of Forums in comparison to a single Conference.
          - b. Review and update the Work Plan.
          - c. Reflect on 2023.

- c. Ad hoc committee reports
  - i. School District Issues
    - 1. North Kitsap School District
      - a. OSPI has stated they will not investigate further as the NKSD internal investigation found that there were no egregious violations within the District, per the review they accepted.
      - b. One of the primary concerned parties has had a complaint filed on their professional license by a government official within the District's area.
      - c. The Latiné Community now is without legal representation, as the NKSD has hired the firm where an attorney was supporting them pro bono. The NKSD hired this legal firm through a different attorney, thereby rendering the firm unable to support both parties due to conflict of interest.
    - 2. Discussions regarding discrimination in school districts across the County in a variety of contexts, specifically when it comes to Latiné communities and LGBTQ+ communities. Information provided was to make individuals aware of possible funding streams related to school district candidates, as well as information regarding what organizations support some candidates that may result in further division within the County and the school districts.
  - ii. Comprehensive Plan Input
    - 1. Meeting was cancelled last week, but more information to come.
- d. Nominating and Voting
  - i. Officer elections
    - 1. Chair nomination: Augie Lujan
    - 2. Vice-Chair nomination: Nicola D'Anella
    - 3. Secretary nomination: Elizabeth Holmes
  - ii. Votes
    - 1. Jim motioned all be elected. Cris A. second. Unanimously elected – all nominees approved for roles starting January 1, 2024.

9. New Business

- a. New reports from community
  - i. Bainbridge Island School District
    - 1. Moms For Liberty is “taking control” of the School Board meetings to slander LGBTQ+ individuals and the community overall. Individuals are appearing to sign up to speak are not members of local School District and do not have children in Kitsap County. These individuals are taking up space and comment times, removing School District families from conversations about their own District.
    - 2. Experiences with racism within the region wherein anti-Japanese speech and behavior is on the rise. Two separate situations have been identified as including discriminatory speech in public spaces. One of these experiences was perpetrated against an individual whose family

were Bainbridge residents who had lived through the Japanese Internment Camps during the Second World War. Another was a youth who, as a result of this discrimination, changed her appearance.

10. Next meetings: Linda Gabriel Awards on December 9, 2023 (time and location TBD)

a. January 21, 2024 Annual Retreat (time and location TBD)

11. Adjourned at 19:49.

Submitted by Elizabeth Holmes, filling in for Secretary Erin Lanum.