

**WASHINGTON STATE HUMAN RIGHTS COMMISSION
COMMISSION MEETING MINUTES
SEPTEMBER 22, 2022, AT 9:30AM
CONFERENCE CALL**

ATTENDANCE

Commissioners: Deborah Cook, Guadalupe Gamboa, Jeff Sbaih, and Han Tran.

Staff: Cheryl Strobert, Interim Executive Director; Kristin Lamson, Assistant Attorney General; Jerry Lee, Operations Manager; Selene Garcia, Customer Service Specialist; and Alison Riffer, Commission Clerk.

OPENING AND WELCOME

Chair Cook chaired the meeting and called the meeting to order at 9:31AM.

New staff introductions: Alison Riffer, Commission Clerk.

MEETING MINUTES

Commissioner Gamboa moved to approve the August 18th minutes as submitted.

Commissioner Sbaih seconded the motion. There was no discussion.

There were no objections made and the motion was carried.

CASE CLOSURES

Pulled cases: No cases were pulled.

Commissioner Sbaih moved to accept the case closures.

Commissioner Gamboa seconded the motion. There was no discussion.

There were no objections made and the motion was carried.

EXECUTIVE DIRECTOR'S REPORTING

The Commission fulfilled its contract for 324 case submissions to the EEOC.

WSHRC also submitted an engagement proposal to EEOC. It was proposed that WSHRC collaborate with the EEOC District Office in the identification and participation of joint outreach activities involving the LGBTQ+ community.

Decision packages have been submitted to OFM. The packages propose funding to complete the work for the new agency database, additional staffing, and additional legal services funding.

There was one conciliation failure finding submitted: Wetherell v. Alaska Airlines. A reasonable cause finding was issued in this case. Complainant was subjected to adverse employment action of being required to dress and groom in a manner that is not consistent with their gender identity and gender expression. The case will be submitted to the Attorney General's Office for litigation.

Policy Analyst, Laura Lindstrand has accepted a new position in another agency.

The Commission has received its annual HUD Performance Assessment Review (PAR). While the agency completed 152 cases during this fiscal year, HUD cited areas for improvement, which we will be addressing in the coming months.

COMMISSIONER REPORTING

Chair Cook stated that once a new Executive Director is hired, the Commission will be working to develop a new strategic plan.

AAG UPDATE

Nothing to report at this time.

Commissioner Gamboa requested a copy of the complaint and press release for the Ostrom Mushroom Farms case. AAG Lamson will forward materials on to the Commissioners and Interim Director Strobert.

PUBLIC COMMENT

None made.

EXECUTIVE SESSION

The Commission moved into Executive Session, to continue discussion of candidates for the Executive Director position, pursuant to RCW 42.30.1101(g). It was anticipated that the session would last until 10:05AM, and that the meeting would reconvene to report out on Executive Session.

Executive Session started at 9:55AM and ended at 10:18AM.

COMMISSION ACTIONS

1. Commissioner Tran moved to offer the Executive Director position to candidate Andreta Armstrong and to authorize Chair Cook and Interim Director Strobert to negotiate salary, start date and other conditions of employment and come back to the commission for ratification.

Commissioner Sbaih seconded the motion. Chair Cook remarked that the Commission was really looking forward to filling this position. There was no further discussion.

There were no objections made and the motion was carried.

2. Commissioner Sbaih moved to retain Interim Director Strobert in present role and to double fill the Executive Director position through end of year, on an as needed basis.

Commissioner Tran seconded the motion. There was no discussion.

There were no objections made and the motion was carried.

3. The October & November meetings will be scheduled for the third Thursday of the month. Commissioners will review their calendars and will work to identify a December meeting date at the October meeting.

2022 COMMISSION MEETING SCHEDULE

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|-------------------------------|---------------------|
| October 20, 2022, at 9:30AM: | Via Conference Call |
| November 17, 2022, at 9:30AM: | Via Conference Call |
| December 2022: | TBD |

ADJOURN

There being no further business, the meeting adjourned at 10:27AM.

Respectfully submitted by,

Alison Riffer
Commission Clerk