



Hate Crimes and Bias Incidents Hotline Advisory Committee

MEETING MINUTES

WEDNESDAY 5/13/2025

10:00 AM- 12:00 PM

Welcome

The Advisory Committee did introductions, reviewed the purpose of the day's meeting, and received a reminder from AGO staff on the Open Public Meetings Act and the Public Records Act. The Advisory Committee also received a reminder of the purpose of the committee.

Public Comment Period

There was 1 registered written public comment made at this meeting that was distributed to members prior to the start of the meeting via email.

Approve Minutes and Agenda

- Adopt agenda
 - First: Ariel Novick
 - Second: Gabriel Neuman
- Vote to approve minutes from February
 - First: Ariel Novick
 - Second: Pa Ousman-Joof

Presentation from PRR (Marketing Firm) on Hotline Videos & Vote

PRR Presentation of Video Options

The PRR team provided a summary of their background and shared two versions of each video mood board.

- Mood Board #1 was "We're All in This," which featured colored silhouettes of different faces, representing different individuals and cultures through head wear, jewelry and hair.
- Mood Board #2 was "Helping Hands," which featured colored illustrations of different hands, whose gestures and coloring represented different emotional states and responses through gestures and color.

After reviewing PRR's presentation, the group discussed how each design aligned with the hotline's mission and goals.

The design options were presented together for discussion, and advisory members were given a few minutes to reflect before sharing their feedback.

Discussion Highlights:

PRR Asked members for feedback on which mood board best fits the hotline's mission.

- Committee members decided that faces show more disabilities than hands and recommended that the script be more warm for “We’re All in This”
- Recommend inclusion of a disclaimer that reads “immigration status will not be used against you” in the video – as this causes vulnerable individuals to be hesitant to call
- Discussed that people feel that power has been taken away from them and so enjoys the overall empowering vibe of “We’re All in This,” and suggested incorporating the choice of the caller in reporting to police
- Committee members liked the “hate can make you feel alone” messaging
- Added that “services are offered regardless of immigration status” should be mentioned in materials
- Some committee members mentioned they liked the use of more natural/skin tones/colors in the materials for the “Hands” script
- Some members felt that the “Hands” script is more approachable than “We’re all In This” and felt that elements of the former should be included in the latter, including saying “if you have experienced hate” rather than “if you’ve experienced a hate crime or a bias incident”
- Added that showing incident emotions via hand movements may be triggering for victims
- Recommended that the 2 scripts be blended to explain that the caller/reporter is “in control”

Voting Results:

Number of Advisory Committee members present: 14

Advisory Committee members voted via poll:

- **12 votes** for “We’re All in This” (faces/silhouettes)
- **2 votes** for “Helping Hands” (hands)

Conclusion:

The group reached a strong consensus around “We’re All in This” as the preferred video mood board option.

Hotline Updates: Intakes

- Phone call reports/Webform reports
- Hotline launched July 1, 2025 with 24/7 voicemail and online reporting.
- As of 5/7/2026:
 - 661 reports total
 - 49% in King County
 - 12% from Spokane County
 - 4.5% from Clark County
 - 34.5% from outside the pilot counties
 - 36.2% phone call reports
 - 63.8% webform reports
 - 47% requesting follow-up
- Interpretation available in 240+ languages through Language Link.

Emphasis on anonymous reporting and 2–3 business day follow-up if contact info is left. <i>Note: It is too early in the program’s pilot phase to conduct a meaningful data analysis of the reports received to the hotline thus far. A report is due to the governor and state legislature on July 1, 2027, and will be made publicly available on the hotline’s website.</i>
Next Steps & Closing Next meeting: August 12 2026, 10:00 AM – 12:00 PM PT.

Advisory Committee Member Attendance and Vote

Name	Organization	Attendance
Alex Buijs	Criminal Justice Training Commission	Yes
Sabrene Odeh	Council on American Islamic Relations (CAIR)	Yes
Alan Flores – proxying for Catalina Velasquez	Washington Immigrant Solidarity Network	Yes
Ed Prince	Commission on African American Affairs (CAAA)	No
Emily Irwin	Refugee and Immigrant Connections Spokane	No
Floribert Mubalama	Congolese Integration Network	Yes
Gabriel Neuman	GSBA, Washington’s LGBTQ+ Chamber of Commerce	Yes
Gabriela Ewing	Pasitos Gigantes (Hispanic Disability Support SSWA)	Yes
Hannah Stearn	Spokane County PAO	Yes
Safaa Aldib – proxying for Hend Alhinnawi	Humanitarian Tracker	No
Hershel Meyer Zellman	Human Rights Spokane	Yes
Jasmit Singh	Khalsa Gurmat Center	Yes
Jeremiah Miller	Fair Work Center	No
Keola – proxying for Kiana McKenna	Pacific Islander Community Association of Washington (PICA)	Yes
Tulika Dugar (proxy for Lalita Uppala)	Indian American Community Services WA	No
Marcos Martinez	El Centro de la Raza	No

Maxima Patashnik	Jewish Federation of Greater Seattle	No
Ariel Novick	Anti-Defamation League Pacific Northwest (ADL)	Yes
Nina Martinez	Latino Civic Alliance	No
Pa Ousman Joof	Washington West African Center	Yes
Patricia D. Castaneda	Manzanita House	Yes
Shomya Tripathy	Asian Counseling and Referral Service (ACRS)	No
KJ January	Spectrum Center	Yes
Scott Pinkham	The United Indians of All Tribes Foundation	No
Soumyo Lahiri-Gupta	OneAmerica	No
Evelyn Tuiaana	Hawaiians, Asians, & Pacific Islanders Promoting an Empowerment Network (HAPPEN)	Yes