



King County | Office of the Executive

Executive Girmay Zahilay

Chinook Building, CNK-EX-0800
401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

April 15, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
COURTHOUSE

Dear Councilmember Perry:

This letter transmits the annual report of the King County Human and Civil Rights Commission (HCRC), as required by Ordinance 19770, Section 4, codified as King County Code (KCC) 2.31.030(G).

Established in June 2024, the HCRC advances and protects the human and civil rights of County residents and promotes alignment of County policies with the United Nations Universal Declaration of Human Rights (Ord. 19770). This annual report provides an update on the Commission's progress since its inaugural meeting on September 29, 2025, including quantitative and qualitative summaries of completed and ongoing activities, progress on the prior year's work program, and the work plan for the upcoming calendar year.

The enclosed report highlights the progress the HCRC has made in implementing the requirements of KCC 2.31.030 and in establishing a strong foundation for the Commission's work. The HCRC will continue partnering with County agencies and community groups to advance the work plan, strengthen anti-discrimination policies, and engage the County's diverse communities.

Thank you for your consideration of this report. If your staff have questions, please contact Senayet Negusse, Civil Rights Manager, Executive's Office of Equity and Racial and Social Justice, at 206-263-1047.

The Honorable Sarah Perry

April 15, 2025

Page 2

Sincerely,

A handwritten signature in black ink, appearing to read "Karan Gill". The signature is stylized with a large, sweeping initial "K" and "G".

for

Girmay Zahilay

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council

Melani Hay, Clerk of the Council

Karan Gill, Deputy Executive, Office of the Executive

Jasmin Weaver, Chief of Staff, Office of the Executive

Hyeok Kim, Chief Operating Officer, Office of the Executive

Sierra Howlett Browne, Director of Government Relations, Office of the Executive

Garrett Holbrook, Council Relations Manager, Office of the Executive

Megan Pederson, Chief People Officer, Office of the Executive