MINUTES
HUMAN RIGHTS COMMISSION
January 15, 2019 6:00 p.m.
4th Floor Conference Room, City Hall

<table>
<thead>
<tr>
<th>Name</th>
<th>Members’ Term Attendance (mtgs attended-mtggs absent)</th>
<th>End of Current Term of Office</th>
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<tbody>
<tr>
<td>MEMBERS PRESENT:</td>
<td>Dr. Kay Siebler (03-00)</td>
<td>10/08/19</td>
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<td></td>
<td>Michael Jasper (03-00)</td>
<td>10/08/19</td>
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<td></td>
<td>Sharon Luce (02-01)</td>
<td>10/08/19</td>
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<td>Terri Lowdon (03-00)</td>
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<td>Rev. Brian Kirk (03-00)</td>
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<td></td>
<td>Bridget Supple (03-00)</td>
<td>10/08/21</td>
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<td>Rusty Summers (03-00)</td>
<td>10/08/21</td>
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<tr>
<td>MEMBERS ABSENT:</td>
<td>Claire Clark (02-01)</td>
<td>10/08/20</td>
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<td>STAFF PRESENT:</td>
<td>Bryan Carter, City Attorney</td>
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<td>Laurie Thompson, Recording Secretary</td>
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Item #1  Call to Order

Dr. Siebler called meeting to order at 6:01 p.m.

Item #2  Approval of Minutes

Rev. Brian Kirk made a motion to approve minutes. Bridget Supple seconded.


Item #3a  Identification of potential mediators

Members discussed potential mediators.

Carter indicated there was an additional application for Brandi Judah that was not included in the members packets that were delivered prior to the meeting. Bryan stated there were a few that did not respond, but he did send out a reminder.

Dr. Siebler asked the members if there were any comments or concerns regarding applications received.

Lowden stated she was impressed with all the candidates. Rev. Kirk inquired if any were already trained mediators. Members discussed and agreed that training would be offered to those who were not trained. Lowden recommended Brandi Judah for mediation situations with no conflicts with regard to property ownership. Various members also recommended Doug Tschauer. Lowden
indicated Tschauder was active in various community activities. Supple stated she had worked with him in a mediation setting and was pleased with his performance.

Supple inquired whether Judah’s municipal court substitute judge position would be a conflict. Bryan Carter stated he did not find any basis of conflict.

Lowden also recommended Jim Nadolski and Doug Tschauder, as they are well known and are top criminal defense attorneys. She felt they both would be fair and open-minded.

Members also discussed Tim Warren and Kathy Wood and that Ms. Wood does primarily domestic law and had a good background.

Supple inquired as to whether it was required for them to go through mediation training. Carter stated the Code of Ordinance does not require it, but there is a Missouri Bar Association rule that likely does.

Dr. Siebler indicated that diversity should be considered. Members agreed and felt a man and woman should be considered to start.

Jasper made a motion to accept Gary Myers as active mediator since he already has mediation training and extending offer mediation training Ms. Judah and Mr. Tschauder as well. Summers seconded.

Vote on motion re: mediators:


Ayes - 7, Nays – 0, Abstain – 0. Motion passed.

Carter recommended extending opportunity to others that have been trained in mediation.

Luce inquired if there would be 4-6 mediators, and Dr. Siebler stated they would add more. Supple inquired if there should be an alternate. Members agreed it would be a good idea and discussed funding. Carter stated that he believed the City Manager had mediation training funds appropriated for this.

Carter indicated training dates will be Feb 27, Mar 1, Mar 14, or Mar 16th.

**Item #3b  Discussion of information disseminated to the public**

Dr. Siebler asked Jasper to report on his research regarding information to put on a website. Jasper did not have information at this time, therefore committee will table.

Summers indicated she would also conduct research. Dr. Siebler asked the members to share any information collected with Clark and Jasper.
Item #3c  Sources of funding

Supple stated they should be clear on exactly what the plans are before moving forward with fundraising. Dr. Siebler suggested funding to train the mediators as well as educational sessions. Dr. Siebler asked members how they would like to approach fundraising. Carter discussed the City Council’s appropriations and approval process when funds are held by the City.

Audience member, Patt Lilly, President and CEO of the St. Joseph Chamber of Commerce, discussed the $5,000.00 offered by the Chamber to support the Commission’s mission and to assist in advocacy and education. He expressed concern for the smaller businesses. He stated the hope to work with the Commission through educational seminars, training, etc. He offered to partner with the Commission to support the efforts of the group. He mentioned his Communications Manager, Kristy Bailey, as a contact at the Chamber.

Item #3d  Discussion of organizations to work with in exercising the Commission’s powers and duties

Lowden stated she felt it was important to inform the public that the Commission exists and the law behind it. She also felt the Commission needs to find a way to communicate to the landlords. Luce asked about the new landlord committee and asked if inspections are planned for the rental properties. Luce indicated the inspectors may have brochures that they could utilize. Carter mentioned a short-term rental inspection program evaluation committee that they may be able to reach out. Carter also suggested the Administrative Violation Review Board that often works with landlords. Property managers were also mentioned. Rev. Kirk felt it would be good to project the committee positively through a brochure, so they are not perceived as adversaries. Rev. Kirk mentioned education on “why there is a HRC” should be highlighted.

Jasper discussed Public Service Announcements (PSAs). He stated he felt they were quite effective on local television. Lowden mentioned talking about media coordination or specialist at the news stations. Supple stated she felt it would be better to buy the PSA to air so it would be more cost-effective. Luce mentioned Robidoux Resident Theatre for the children aspect. Jasper stated he felt the Mayor or City Council members presenting would be more effective.

Dr. Siebler asked Jasper to reach out to his contacts that would be interested in doing the video productions. Lowden mentioned having a list of businesses that have adopted the non-discrimination policies. Members brainstormed ideas, including billboard on Belt Highway, well-known CEOs of companies with a workplace non-discrimination policy in place supporting the cause and having a PSA with multiple people or with just the Mayor, were ideas discussed.

Lowden asked about a voluntary poster for businesses.

Jasper will work with the Chamber and Kristy Bailey on marketing pieces. Supple will also check with the City’s Public Information Officer, Mary Robertson, on City branding standards. Supple recommended inviting Bailey to the next meeting.

Members discussed other options for funding, including applying for grants.
Dr. Siebler will check on billboard costs. Jasper will research people that will donate time for production. Rev. Kirk will check with local radio stations.

Jasper recommended a Facebook page or other internet visibility. Dr. Siebler reminded members the money would have to go to the City and then appropriated by the City Council. Members discussed possibly partnering with other organization. Carter described the ‘Friends of the Park’ organization as an organization that raises funds to support public needs and suggested that model as a potential manner of obtaining financial support and expending funds. Carter will work with Finance department on how that process would take place.

Robertson joined the meeting and indicated there may be challenges if City staff is administering a Facebook page. Robertson recommended no more than 2 or 3 administrators and suggested dissemination of the Commission’s message may be more effective if messages were posted to the City’s main Facebook page. She stated she would be happy to help with that once their messaging is complete. The City Facebook page does allow comments. Mary stated her staff does monitor social media and she does allow two engagements to a comment, then the City is non-responsive. Members agreed to use the City Facebook page and will develop a graphic for the Human Rights Commission and content to be posted on the page. Robertson requested that the Commission administer and respond to their own posts. Dr. Siebler asked the members to pull together possible posts.

Dr. Siebler indicated she would contact Robertson on Facebook postings.

Summers mentioned partnering with MWSU, the schools, and/or Community Alliance for funding.

Supple mentioned utilizing Chamber funds to hire a presenter/speaker to come talk and invite small businesses free of charge and ask the larger organizations to sponsor. Supple recommended Tim Crowley as a possible presenter. Supple will attempt to contact Crowley and inquire of his fees for a possible lunch and/or evening workshop.

Supple will work up mock poster to be made available to employers that would notify employees of the HRC’s role. A possible invitation of Bailey to the meeting after next was also discussed.

Jasper had been approached asking if they could put a letter together supporting MONA. Members discussed. Carter indicated letter can be written if it was within the powers of duty of the commission. Audience member, Daniel Ramming had suggested the letter to Jasper, but had not yet developed the letter. Carter recommended citing the Code provision under which the letter was written—18-104 (a)(1).

Summers recommended the vision and mission statement.

Lowden left the meeting at 7:00 p.m.

Item #3e Discussion of potential new Commission member

Dr. Siebler announced the nomination of Hamilton Henderson as a new member. Carter stated the nomination will be considered by the City Council during the Council’s January 28th meeting. Dr. Siebler encouraged members to contact Council members to show their support.
Item #4a  Discussion of information obtained from third parties related to the Commission’s purposes and duties

Members discussed having speakers/presenters at Commission meetings.

Dr. Siebler presented a workshop, “Building Alliances” that is now entitled “Inclusivity Training” that is ninety minutes long. She recently presented to teachers in a middle school.

Supple mentioned sponsoring a diversity training that works closely with law enforcement and churches; there are currently two offered this year. The Commission being co-sponsor was discussed. Supple will investigate this and get dates and times for the members of the Commission to participate.

Jasper mentioned Glisten and a training program for schools (Welcoming Schools). He mentioned a speaker in Overland Park that is approximately $1,200.00 for a one-day training. Dr. Siebler stated the group would need a date commitment.

Rev. Kirk discussed inviting NAACP, MEEC, etcetera, without having overlap, to Commission meetings for ten-minute spots. Dr. Siebler will invite NAACP in February and Daniel Ramming agreed to come and speak on behalf of MEEC in April.

Item #4b  Discussion of survey models

Dr. Siebler contacted a member of Columbia’s Human Rights Commission but has not received a response. She left phone messages requesting their survey model. Ramming mentioned it may be on their website.

Item #4c  Other related new business

Dr. Siebler reminded members of agenda items for next meeting:
- Report on PSA assignments
- Discuss survey models
- Speaker from NAACP, if available
- Facebook topics to post (to be emailed to Carter)

Item #5  Adjourn

The next meeting of the Human Rights Commission will be held on February 19, 2019 at 6:00 p.m. in the 4th Floor Conference Room, City Hall.

Supple made a motion to adjourn, Luce seconded.

No members opposed the motions.

The meeting adjourned at 7:35 p.m.

Minutes respectfully submitted,

Laurie Thompson, Substitute Recording Secretary (City Risk Manager)