MINUTES  
HUMAN RIGHTS COMMISSION  
May 21, 2019 6:00 p.m.  
4th Floor Conference Room, City Hall

<table>
<thead>
<tr>
<th>Name</th>
<th>Members' Term Attendance (mtgs attended-mtgs absent)</th>
<th>End of Current Term of Office</th>
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<tbody>
<tr>
<td><strong>MEMBERS PRESENT:</strong></td>
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<tr>
<td>Dr. Kay Siebler</td>
<td>(05-01)</td>
<td>10/08/19</td>
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<tr>
<td>Michael Jasper</td>
<td>(06-00)</td>
<td>10/08/19</td>
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<tr>
<td>Sharon Luce</td>
<td>(05-01)</td>
<td>10/08/19</td>
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<tr>
<td>Rev. Brian Kirk</td>
<td>(06-00)</td>
<td>10/08/20</td>
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<tr>
<td>Rusty Summers</td>
<td>(05-01)</td>
<td>10/08/21</td>
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<tr>
<td><strong>MEMBERS ABSENT:</strong></td>
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<tr>
<td>Hamilton Henderson</td>
<td>(02-01)</td>
<td>10/08/21</td>
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<tr>
<td>Claire Clark</td>
<td>(03-03)</td>
<td>10/08/20</td>
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<tr>
<td>Terri Lowdon</td>
<td>(03-03)</td>
<td>10/08/20</td>
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<tr>
<td>Bridget Supple</td>
<td>(04-02)</td>
<td>10/08/21</td>
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<td><strong>STAFF PRESENT:</strong></td>
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<tr>
<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 the meeting to order at 6:05 p.m.


Item #2 Approval of Minutes

Jasper made a motion to approve minutes. Rev. Kirk seconded. All in favor, none opposed.

Item #3 Old Business

Item #3a Public Information Planning

Item #3a.1 Public Service Announcement

Jasper updated the Commission that the PSAs are complete. They used Bridget’s script. PSAs were filmed in Mayor’s office. Brian Myers, Brenda Blessing, and the Mayor contributed. The PSAs could start showing on KQ2 as soon as tomorrow. Jasper asked for permission to provide copies to the City’s Communication Department so the PSAs can be on City website. Jasper will forward KQ2’s schedule for airing the PSAs and Carter will distribute.
Item #3a. ii. Identify subcommittee members to work with Dr. Jackson’s MWSU class

Dr. Siebler thanked the Commission for approving the activity. The Commission agreed on naming two or three members as a subcommittee. Rev. Kirk, Jasper, and Summers expressed interest. Dr. Siebler indicated the group would probably meet around September to define parameters of the group and meet the students working on the project. Dr. Siebler will contact Dr. Jackson regarding subcommittee members information.

Item #3a. iii. Juneteenth

Carter indicated there was a resource table at no cost; the Commission needs to confirm participation. The event is June 21-22 at John Lucas Park. Jasper indicated a sign and a stack of information should be available. The Commission discussed the need for someone to staff the table. Collaborating with another group to staff the table is an option that was also discussed. Dr. Siebler will contact Supple to see if she is working the table. Summers and Luce volunteered to help, pending no other commitments. Rev. Kirk recommended inviting the Mayor, Brian Myers, and Brenda Blessing. Carter indicated the City will print a sign and flyers for the event.

Item #3a. iv. Non-Discrimination Training

Carter indicated that Supple spoke to Tim Crowley and he stated he plans to attend the June meeting.

Item #3a. v. Pride Festival (September 12, 2019)

Jasper indicated dates for the Pride Worship service is September 12 and the festival is September 13 and 14 at Coleman Hawkins Park. Rev. Kirk stated we could get a free table at this event. Time of event is typically around noon to 5:00 on Saturday. Parade is also on Saturday. The Commission will use the Juneteenth experience to make improvements for this event.

Item #3a. vi. Budget request

Dr. Siebler described her previously-submitted outline of budget proposal to City for funds. The proposal was based on color copies for flyers, posters, bulk mailing, billboards, and money for paid slots for PSAs (prime spots). Carter updated the Commission, stating that City Manager put a $3,000.00 appropriation recommendation in the proposed budget that is set for approval on June 17. Carter indicated the funds do not have to be spent specifically on the items listed above. Funding decisions will ultimately remain within the City Council’s discretion. Carter indicated he will be in attendance and can answer any questions if they arise.
Item #3a. vii. HRC Rights poster and cover letter approval

Carter sent request to distribute the HRC Rights poster to the Chamber of Commerce and received response from President and CEO, Patt Lilly requesting a cover letter. Carter provided a proposed letter; the Commission reviewed. Jasper made motion to approve letter as drafted, Rev. Kirk seconded. All in favor, no opposition. Motion carries. Carter reported that he would provide the letter to the Chamber of Commerce and clarified that the Chamber also indicated it would pay the expense of distribution, but deduct it from the commitment the Chamber of Commerce made to provide funds for the Commission’s use.

Jasper discussed a phone call with Kristy Bailey at the Chamber of Commerce. She indicated she would talk to Patt Lilly about how he envisioned partnering with the Commission. The Commission discussed inviting Bailey to the June meeting and agreed to give her ten minutes to speak. Carter will notify Bailey and place the topic on the June agenda.

Item #3b Other Related Old Business

No additional old business discussed

Item #4 New Business

Item #4a Identification of Future Outside Speakers

Luce discussed inviting Human Resource professionals from larger employers. Carter will extend speaking invite for the July meeting to the Director of Human Resources for the St. Joseph School District, requesting that he or she discuss discrimination and how the Commission can assist. The Commission discussed potentially including Hillyard, Mosaic, Boehringer, MWSU, Housing, YWCA, Bartlett Center, and Board of Realtors.

Item #4b Other Related New Business

Carter indicated there was one inquiry about filing a claim based on the Non-Discrimination Ordinance. The inquiry regarded an employee who voluntarily resigned after the employer alleged refused service to someone with a disability. Carter provided information to the individual and has had no response except a thank you.

Luce indicated she was asked about mediation and inquired about the result of mediation. Carter explained mediation process and the non-binding nature of mediation; if the parties cannot reach a resolution, not decision is binding unless the situation is covered under state or federal law, in which case the individual can pursue a claim through those means. Jasper indicated that a council person and himself were surprised to find that mediation is not available for discrimination in public accommodation; the Commission discussed that the Council Members would be the ones to amend the Non-Discrimination Ordinance. Summers discussed a hike and bike
trail project and an individual affected by the project. She stated a feeling it was a human rights concern. Carter indicated there is a work session planned on Wednesday, May 22 to discuss a grant application associated with the project.

Jasper discussed the PSAs that were created and stated that contact information appearing on television screens should also be read for the blind as well. Dr. Siebler recommended adding an amendment for public accommodation to the agenda for the next meeting.

Item #5 City Staff Update

Carter reported that Brandi Judah committed to mediation training in September.

Item #6 Public comment

No public comment presented.

Item #7 Adjourn

The next meeting of the Human Rights Commission will be held on June 18, 2019 at 6:00 p.m. in the 4th Floor Conference Room, City Hall.

Carter reviewed items for the next agenda. Guests for next meeting will Tim Crowley and possibly Kristie Bailey and someone from the St. Joseph School District.

Rev. Kirk made a motion to adjourn, Summers seconded. All in favor, none opposed the motion.

The meeting adjourned at 6:49 p.m.

Minutes respectfully submitted,

Laurie Thompson, Recording Secretary (Risk Manager)