MINUTES
HUMAN RIGHTS COMMISSION
June 18, 2019 6:00 p.m.
4th Floor Conference Room, City Hall

Name                              Members’ Term Attendance (mtgs attended-mtgs absent)          End of Current Term of Office
Dr. Kay Siebler                   (06-01)                                                    10/08/19
Michael Jasper                    (07-00)                                                    10/08/19
Claire Clark                      (04-03)                                                    10/08/20
Hamilton Henderson                (03-01)                                                    10/08/21
Terri Lowdon                      (04-03)                                                    10/08/20
Sharon Luce                       (06-01)                                                    10/08/19
Rusty Summers                     (06-01)                                                    10/08/21
Bridget Supple                    (05-02)                                                    10/08/21

MEMBERS ABSENT:
Rev. Brian Kirk                   (06-01)                                                    10/08/20

STAFF PRESENT:
Bryan Carter, City Attorney
Laurie Thompson, Recording Secretary

Item #1 Call to Order
Siebler called the meeting to order at 6:00 p.m.


Item #2 Approval of Minutes
Jasper made a motion to approve May meeting minutes. Henderson seconded. All in favor, none opposed.

Item #3 Old Business
Item #3a Public Information Planning
Item #3a. i. Juneteenth Planning
The event took place last weekend. The event organizers gave Supple an incorrect date. Supple did attend the festival and related that is had a fair turnout. Supple will register for next year. Henderson indicated that Rahmadan Washington is the contact for the event.

Carter will calendar Juneteenth planning for February 2020 agenda.
Item #3a. ii. Non-Discrimination Training/Tim Crowley

Supple introduced Tim Crowley. Crowley had questions regarding the Commission’s goals and outcomes. Siebler stated that the Commission focuses on raising awareness and giving people vocabulary and language to assist them to view things from different perspectives. Henderson shared his time teaching students at Central High School discussing real versus perception. Commission members shared personal experiences and the goal to learn and educate the community. Crowley discussed the need for connections and deeper relationships.

Crowley asked who the Commission’s target audience would be. Siebler indicated the landlords, business owners, and management as the target audience with everyone being welcome.

Audience member, Patt Lilly (Chamber of Commerce), recommended webinars as a positive venue for educational distribution. Lowden discussed the possibility of a live event and creating a webinar from that live stream.

Crowley discussed his training model and the ten-teaching points flyer he utilizes in his trainings. Crowley relayed that he is comfortable with small or large groups. He noted an hour and a half is a quick event and those that attend are invested and want to be there to learn. Lilly indicated he could coordinate an audience of 50-100, depending on topic, date, time of day, and how it is promoted. Luce asked whether the training events could be repeated later. Crowley stated it could easily be repeated. Henderson asked if current issues could be integrated into Crowley’s trainings, and Crowley indicated they could.

Siebler inquired about cost. Crowley stated he has a negotiable fee schedule and is willing to discuss later once he knows what exactly is expected. Audience member, Kenneth Reeder, asked about a cost range. Crowley stated he will send his fee schedule to the group.

Supple asked how much time is needed to put an event together. Crowley assured them it does not take long. Siebler discussed putting the topic on next meeting’s agenda and members were encouraged to contact Crowley if there are questions or comments. Crowley indicated he has a website and email. He will keep in contact with Supple. Lilly was asked to assist with timing and promotion assistance. He agreed.

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

Jasper indicated he had no new information. Dates were discussed, and Jasper recommended focusing on Friday evening or Saturday afternoon table set-ups rather than do it all. He envisions a 3-4 hour time slots. He recommended daytime hours, so people are not as distracted by the evening entertainment. Summers recommended having shirts made. Jasper also recommended having shirts for sale and/or give-a-ways. Luce agreed and mentioned using for any events. Summers stated bracelets are also a cheaper option. Lowden and Jasper will research T-shirt options and costs.
Jasper indicated there should be time for a Commission member to speak up about the Commission’s function for 3-5 minutes. The group committed to passing around a sign-up sheet to sign in for a 30-minute block of time from 1-5 p.m. on Saturday, September 14. The individual would simply inform people what the Commission does. Carter agreed to put together talking points and guidelines.

Jasper mentioned participating in the downtown church service and recommended having someone share information during this event around 7 p.m., September 12 at First Presbyterian Church.

**Item #3b  Other Related Old Business**

No additional old business discussed.

**Item #4  New Business**

**Item #4a  Coordination of educational efforts with St. Joseph Chamber of Commerce**

Siebler indicated Crowley will be a part of the educational efforts. The Commission discussed other possibilities to coordinate with the Chamber of Commerce. Lilly remarked that anything that can be done to promote education to the community and is open for discussion. He mentioned the poster and the fact that they are open to ideas. He also mentioned lunch and learn that fall on the third Tuesday of every month and should be planned for in advance. Lilly explained they are available to assist with the webinar and other pieces. Lowden inquired if any of his members were asking for help that the Commission could assist with and stated that the Commission should be seen as a resource to businesses. Lilly indicated only the small business owners have reached out at this time. Lilly also discussed putting information in the newsletter, inserts that go out monthly, and other media that could be helpful to share the goals of the Commission. Lilly introduced Kristi Bailey and offered to assist the Commission with communication needs. Jasper discussed working with Dr. Jackson at MWSU this fall on some PR items. Bailey will research dates and venues and keep in contact with Jasper.

Summers exited meeting at 7:01 p.m.

**Item #4b  MWSU Subcommittee Report**

Siebler indicated there is no report and Jennifer Jackson will touch base in the next week to discuss scope. Lowdon inquired if the Commission has a logo, and Siebler stated it would be researched.

**Item #4c  Discuss recommendation to amend Non-Discrimination Ordinance to make mediation assistance available for discrimination in public accommodation**

Siebler indicated the current ordinance did not provide mediation assistance for public accommodation and initiated discussion about forwarding a proposal to amend the Non-Discrimination Ordinance to the City Council to include that language. Carter described the process for amending the ordinance and recommended providing Council Members advanced notice rather than filing an ordinance without the City Council’s advanced
knowledge. The committee discussed defining public accommodation. Carter provided the ordinance language.

Siebler will contact Council Sponsor Blessing, Lowden will talk to the Mayor, and Jasper will discuss with Council Sponsor Myers. Carter stated he would mention the possible amendment to Council Members as he has an opportunity. Commission Members will report back with responses at the next meeting.

Clark exited meeting at 7:21pm.

Item #4d Other related new business

Item #5 City Staff Update

Carter reported he contacted Dr. Brian Kraus, Director of HR for School district and he will be at the July meeting to speak. Carter indicated the Commission has a $3,000 budget appropriation, effective July 1. He also stated he will be absent the July meeting and Ted Elo will be attending in his place. Carter also indicated the PSA’s are on the website now. Jasper contacted KQ2 inquiring if they could give schedule dates and times, as no one has mentioned seeing it. Jasper has not received response. Carter will ask Mary Robertson if she could periodically put the PSA’s on the Facebook page.

Carter reviewed items for the next agenda. Non-discrimination training finalization, Pride Festival, Subcommittee item, recommendation to amend the non-discrimination ordinance, and the speaker, will be on the next agenda.

Dr. Sibler mentioned she will also be absent during the July meeting. The Commission discussed an alternative date. Carter will send a Doodle poll to determine if an alternative meeting would be more feasible.

Item #6 Public comment

No public comments.

Item #7 Adjourn

Supple made a motion to adjourn, Henderson seconded. All in favor, none opposed the motion.

The meeting adjourned at 6:49p.m.

Minutes respectfully submitted,

Laurie Thompson, Recording Secretary (Risk Manager)