

Human Relations Commission Zoom Meeting Minutes

March 17, 2021

- I. Call to Order
Meeting was called at 6:30 by Cheryl Ragland
- II. Roll Call
Members Present: Karyl Baker, Robert VanSumeren, James Johnson, Maurice Imhoff, Cheryl Ragland, Shalanda Hunt
Absent: Miriam Brown Dorsey
Staff: John Willis
City Council Liaison: Arlene Robinson
- III. Adoption of the Agenda: Motion by Shalanda H. 2nd by James J. Motion carried.
- IV. Approval of Minutes (February): Motion by Maurice I. to accept amended minutes. 2nd by Karyl B. Motion carried.
- V. Citizen Comments: None
- VI. Guest Speakers: None
- VII. Community Liaison Police Officer: Director Elmer Hitt
 - i. Working with HR to develop a job posting
 - ii. Police recruit- looking to hire individuals and send directly to the Police Academy
 - iii. Recruiting is becoming more of a challenge. Currently looking for people who are interested in going to the Police Academy. Accepting applications now until end of April. The Academy is approximately 4 months.
 - iv. Excited that this will bring a pool of applicants different than in the past
- VIII. Committee Reports: None-
- IX. Old Business
 - A. Virtual Town Hall Meeting Update
 - i. Cheryl had provided multiple emails with updated information to all commissioners. The final meeting was held today with (John W, Michelle W, Dr. Johnson, Dr. Keyteyian Cheryl R, Shalanda H.
 - ii. The event is comprised of five parts: Intro by Cheryl R, recognizing the community partners, Cheryl will introduce the moderator (Shalanda H), the introduction of doctors/brief bio will be read by Shalanda H, doctors will provide a power point presentation, Q & A session, then conclusion.
 - iii. The objective of the event is to get pertinent information to our community and provide honest answers from local doctors.
 - iv. The event is scheduled from 6:00pm-7:30pm.
 - v. John's technical group will monitor the slide show and chat area. The event is being recorded. The recording will be distributed to local churches. They will have the freedom to choose the day and time to have a private viewing with their congregations.
 - B. MEI Project Update
 - i. Cheryl R shared screen of working list that was created by Karyl B. to allow everyone the opportunity to go through each section for updates.
 - ii. Items provided on the list were color coded based on status of task (red, green, blue)

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- iii. Section 1 is complete
 - iv. Cheryl R. and John W. expressed interest in the conversion therapy. Karyl emailed them both a copy of the Anti-Conversion Therapy Packet
 - v. HRC will need to come up with an ordinance and present it to the Mayor and City Manager. Karyl will provide a draft of the ordinance with the agenda packet to be discussed at the meeting in April.
 - vi. John W. is not the LGBT Liaison for the City Police Dept. His contact information needs to be put on the CPD website.
 - vii. Karyl recently updated her email and would like the changes to also be updated on the City Police Dept websites at the time John's information is provided.
 - viii. The City will provide unisex signs on the 2nd floor bathrooms as previously discussed. This will give the index 2pts for this area.
 - ix. Section 2 #4- Inclusive Workplace- We have documentation. Karyl will assess and provide final pts.
 - x. Hate Crimes- Director Elmer Hitt will not address classification from previous years. Going Forward he will.
- C. Fair Housing Ordinance
- i. John will send a physical copy to all commissioners
 - ii. HRC is the Administering Agency
 - iii. HRC will establish a community-based program for landlords. It must be completed within 120 days post the effective date.
 - iv. The ordinance has passed the 2nd reading from City Council
 - v. June 2021 will be the 90 days before the ordinance takes effect.
 - vi. Early Nov 2021 will be the 120-day mark.
- X. New Business
- A. Finalized 2020 Annual Report
- i. Cheryl R. shared screen for all Commissioners to review.
 - ii. John W. will send a copy to everyone with the updated cover page.
 - iii. Budget will be approved sometime at the end of May 2021. HRC is requesting \$5,000. If the budget needs to be presented to the Council, Cheryl R. will do so.
- B. Issuance of 2021 Strategic Planning Spreadsheet
- i. Cheryl R. inquired about the finalization. John W. has plans to meet Monday with the City Manager to get more details. John W. also mentioned that some changes are anticipated with new task being redistributed. He will provide more information later.
- C. Education Outreach- 2nd Quarter
- i. Topic: Emotional and Mental Health
 - ii. Need to determine who will lead a subcommittee and report back at next scheduled meeting with ideas. The members of the subcommittee will be Cheryl R, Karyl B, and Shalanda H
 - iii. Plans to partner with Lifeways, Interfaith Shelter,
 - iv. Potential sub-topics: coping skills, support resources, data on suicide.
- D. City REP Policy- Table for next meeting. Motioned by Maurice I. 2nd by Shalanda H.

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- E. Juneteenth- A meeting is coming up. A decision needs to be made regarding an in-person meeting or virtual setting. Due to the pandemic, the City does not want the event to be a super-spreader.
- F. HRC Newsletter-we have a template with the letterhead and logo
 - i. Maurice I. agreed to participate in this task at the Strategic Planning Meeting.
 - ii. The Newsletter should include a monthly paragraph about what has been happening within HRC ex. (Youth Council, Town Hall Meeting).
 - iii. Public Relations Committee will be a good fit to complete this task.
 - iv. John will send the template to the committee members (Cheryl R., James J., Maurice I.)
 - v. James will retract committee commitment at this time due to personal /professional workload.
 - vi. Maurice I. will lead committee
 - vii. All information for newsletter will be submitted by 3/26/21 to allow time to post by 3/31/21.
- G. Youth Council Application- Brian Boyd
 - i. He is from Ward 5. Currently, Ward 5 does not have any representation.
 - ii. The following Wards still need at least one more youth (1,2,3,4)
 - iii. The process to have new youth seated could take approximately 2-3 weeks depending on the interview and when the meetings are held.

- XI. City Councilmember Liaison Comments:
 - A. Arlene R. expressed we are doing a great job, great meeting. She followed up with her church about the Town Hall Meeting event. Flyers were put out and people were encouraged to get the vaccine. Arlene R. asked if the HRC budget had been submitted yet. She provided clarification on the process for doing so. She also provided Ed Woods name as a potential contact through Lifeways that we should reach out to for your upcoming education outreach event.
- XII. Commissioner's Comments:
 - i. Another productive meeting, thanks for everyone's hard work, Go Team! Karyl B. congratulated Maurice for his presence in the community and everything that he is currently involved in. John W shared that the first Racial Equity Commission Meeting is on April 6, 2021 at 4:00pm. Regular meetings will take place the 1st Tuesday every month. A press release and links to participate in the meeting will go out soon.

- XIII. Adjournment
 - Motion to adjourn the meeting made by Shalanda H. 2nd by Karyl B.
 - Motion was carried unanimously, and the meeting adjourned at 7:53pm.

Respectfully submitted,

Shalanda Hunt