

CITY CLERK

2021 AUG 26 AM 8:17

MINUTES
HUMAN RIGHTS COMMISSION
August 17, 2021 6:00 p.m.
Fourth Floor Conference Room, City Hall

	<u>Name</u>	<u>Members' Term Attendance</u> (mtgs attended-mtgs absent)	<u>End of Current Term of Office</u>
MEMBERS PRESENT:	Rusty Summers	(20-04)	10/08/21
	Michael Jasper	(23-01)	10/08/22
	Sean Connors	(06-00)	10/08/23
	Terri Lowdon	(17-07)	10/08/20
	June Brown	(01-00)	10/08/23
	Danielle McGaughy	(04-01)	10/08/23
	David Mason	(04-00)	10/08/21
MEMBERS ABSENT:	Bridget Supple	(16-08)	10/08/21
	Dr. Jennifer Jackson	(13-02)	10/08/22
STAFF PRESENT:	Bryan Carter, City Manager Lisa Robertson, City Attorney Ben Williams, Recording Secretary		

Item #1 Call to Order

Jasper called the meeting to order at 6:00 p.m.

ROLL CALL: McGaughy – Present via Zoom, Mason – Present, Jackson – Absent, Jasper – present, Connors – Present, Lowdon – present, Summers – Present via Zoom, Supple – Absent, Brown – Present via Zoom. Quorum is present.

Item #2 Approval of Minutes

Lowdon moved to approve the May minutes. Connors seconded. All in favor. Motion passed.
Lowdon moved to approve the June minutes. Connors seconded. All in favor. Motion passed.

Item #3 Old Business

Item #3a.

Connors summarized updates he has made to the group Facebook page.

Item #3b. Related Old Business

Mason stated that the June meeting at the Bartlett Center went well. Mason described Chief Connally's visit to a local Hispanic church. Jasper inquired if there were steps taken to prevent people from harassing the members. Mason stated that that problem had been resolved. Lowdon stated that the previous meeting was very productive. Carter updated Brown on the June Human Rights Commission meeting.

Item #4 New Business

Item #4a. Pride Planning

Connors stated that the Pride organizers will cancel the September Pride Parade due to COVID-19. Connors stated that all Pride activities would be canceled.

Item #4b. October Meeting Planning

Jasper stated that he believed Supple had most things planned for the October meeting. Jasper asked Connors to promote the October meeting online. Carter stated that he would add an agenda item to plan the October meeting next month. Carter stated he would reach out to Supple about getting the details for the October meeting. Jasper stated the goal was to try and connect with the immigrant community here in town.

Item #4c. Discuss Returning to In-Person Meetings

Jasper stated that with the rise in COVID-19 that most would feel comfortable with the hybrid format. Carter stated that it would be best to do the October meeting as all in-person due to the off-site meeting location. Carter stated that for September the hybrid model would be best. Carter stated that he would add a standing agenda item about in person meetings.

Item #4d. Discuss Human Rights Fair

Carter stated that this item was added as a standing item for every August meeting, but he did not have any other information on the event other than being able to identify information indicating the Human Rights Fair was in November last year..

Item #4e. Discrimination and Harassment Inquiries

McGaughy stated that she has received complaints from employees at a high-profile business in the community. She stated that she felt like her hands were tied. She stated the advice she gave to the employees who had confided in her. McGaughy inquired about what more the committee can do for those citizens who have a complaint. Carter described the process for an employee filing a request for mediation. There was a general discussion on how the public can obtain complaints filed with the Human Rights Commission and the fact that those claims are not confidential and must be publicly available under the

Sunshine Law. Carter explained the form the City uses for citizens to file complaints. Connors inquired if there was something on the complaint form about reaching out to the company's Human Resources department. Brown inquired if there was a document that spells out what could be public knowledge and what potential discrimination claimants are protected from. Carter explained that the form has prominent language that spells out the public nature of the complaint. McGaughy inquired if the Commission can help persons draft their EEOC complaints. Carter stated that they cannot. Carter stated that the role the Commission can play is a facilitatory role to direct citizens to resources. Carter further stated staff would provide a summary of those resources for the Commission's reference. There was general discussion on the role the HRC should fill on facilitating human rights issues in the City. Connors inquired if it would constitute harassment for those who are unvaccinated to harass those who are vaccinated. Connors stated that mask users are harassed for using masks. Lowdon responded that vaccinated and unvaccinated are not legally protected groups. Lowdon stated that the commission should consider masks at the October meeting and reconsider serving food. Carter stated that that determination would ultimately be with Interserv since it is at their facility. Jasper asked Connors to inquire of the Midland Empire Equality Coalition about a joint in person meeting.

Item #4f. Related New Business

Connors inquired of the process to get a rainbow crosswalk. Carter stated it would be best to contact the Public Works Director. The group had general discussion on where the crosswalk should be located.

Item #5 City Staff Update

Carter updated the group on who the outgoing members are and who the nominated incoming members would be. Carter went through next month's agenda.

Item # 6. Public Comment

None.

Item # 7. Future Agenda Overview

None.

Item # 8. Adjourn

Lowdon moved to adjourn. Connors seconded. All in favor. Motion passed. Meeting adjourned at 6:53.