

# HUMAN RELATIONS COUNCIL

## Board Minutes

April 1, 2019

Members Present: Mr. Paul Bradley, Ms. Pamela Cone, Ms. Cherish Cronmiller, Rev. Dr. Sherry Gale, Mr. Brian LaDuca, Petey Peterson, Ms. Wanda Sloan, and Mr. Tom Wahrab

HRC Staff Present: Ms. Erica Fields, Ms. Chrisondra Goodwine, Mr. Jared Grandy

City Staff Present: Ms. Ariel Walker, Director of City Commission Offices

### ROLL CALL AND APPROVAL OF MINUTES

Roll was called and a motion was made by Mr. Paul Bradley and seconded by Ms. Cherish Cronmiller to approve the minutes from March 4, 2019.

### EXECUTIVE SESSION – No Pending Litigation

### BOARD DISCUSSION

#### Staffing

- The HRC has posted for the Minority Business Assistance Center Program Director
- We received about 120 applications for the Assistant Director Position
- Some applicants thought it was a position in Human Resources
- Sent questionnaires to about 25 of the applicants and had a lot of good responses.
- The HRC would like Board and Commission involvement in the interviews but we'll let the Board know after Ms. Fields discusses it with the Commission.

#### Reconsideration Process

- Board to go over draft language from Law Department regarding process for Reconsideration Hearing.
- Law Department thinks it appropriate to go into Executive Session and allow 7 minutes for each party to present. The Board discussed this at length and each Board member gave feedback on how long the presentation and rebuttal shall last. They decided on 7 minutes to present and 3 minutes for rebuttal.
- Board has 10 days to make a decision.
- Complainant and Respondent have to provide written request for Board to reconsider and Board has the discretion on whether or not they want to hear the reconsideration if they feel they have enough evidence and there is no new evidence or is insufficient.
- Investigator should be present for presentation.
- Both parties have to be present together at the presentation.
- Aggrieved party speaks first then both parties would have some time for rebuttal.
- Board should only listen but not engage with the parties.
- Both parties should know what evidence to include defending their case. If they don't bring it, the Board will proceed without it.

- Board was concerned on how we communicate the reason for their decision. It was determined that the HRC could update the Final Investigative Report with any changes and attach it to the Board's decision.
- Erica will send back the document to Law with the changes and update the Board when it's finished.
- Law is in the process of updating the ordinance. The ordinance makes no delineation between the Board and the HRC so it needs to be clarified.

#### Community Response to KKK Rally

- Community meeting was held at Grace UMC on April 20, 2019
- City is urging citizens not to come downtown on May 25<sup>th</sup> for safety reasons
- Encouraging groups and individuals to have events off site but the City is trying to figure out how can be supportive of that. Erica is working with Commission and Mayors office to see how that looks. They are also working on a strategy package.

#### Vice Chair

- Mr. Paul Bradley expressed interest in the Vice Chair position and gave comments at the March meeting. The Board took a vote and Mr. Bradley was installed as Vice Chair
- In order to be Vice Chair you have to be on the Board for at least a year.

#### CITIZEN COMMENTS

N/A

#### ADJOURNMENT

There being no further business before the Board, the meeting was adjourned.