

HUMAN RELATIONS COUNCIL
Board Minutes
November 9, 2020

Members Present: Honorable Chairman Mr. Paul Bradley, Honorable Vice-Chair D. Daj'za Demmings, Ms. Pamela Cone, Mr. Brian LaDuca, Mr. Tom Wahlrab, Mr. Zachary Zugelder, Dr. Cady Landa, Mr. Amaha Sellassie and Ms. Ebony Davenport.

Members Absent: Ms. Wanda Sloan

Staff Present: Ms. Erica Fields, Dr. Joann Mawasha, Mr. Senay Semere, Ms. Chrisondra Goodwine, Mr. Donerik Black, Mr. Jacob Davis, Ms. Lezlee Gerren, Ms. Cyneca Reed, and Ms. Martha J. Rodriguez

Assistant City of Dayton Attorney Present: Mr. Martin Gehres

City of Dayton Commissioner Director: Ms. Ariel Walker

Erica Fields recognized Brian LaDuca as he has served his term limit and will be leaving the board. Mr. LaDuca has been very instrumental and supportive to HRC over the years. She thanked him for his level of energy and commitment he brought to the board, he was exactly what HRC needed from a board member. He will be greatly missed. On behalf of HRC and the City of Dayton, we want to thank you for your service.

Ms. Fields also initiated introductions from the board members for Ms. Davenport who is a new member. Ms. Davenport also introduced herself and expressed her enthusiasm to be joining the board and supporting the HRC mission.

Ms. Fields also introduced the staff and announced there will not be a program presentation at this board meeting due to so many Civil Rights cases to present and we want to be respectful of our time.

ROLL CALL AND APPROVAL OF MINUTES

Roll was called, and motions were made to approve the minutes from October 5, 2020. The vote was unanimous. Motion carried.

CASES: Mr. Jacob Davis, Senior Civil Rights

- *Five cases were presented from the HRC Civil Rights Unit:*
 1. *Milton Carlisle v APEX Tool Group, Case No. 3850E, a motion was made to accept the **Conciliation Agreement/Negotiated Settlement Agreement**. The vote was unanimous. Motion carried.*
 2. *Michelle Edwards and Miami Valley Fair Housing Center v Willie and Loretta Jackson, Case No(s). 3858H/3859H, a motion was made to accept the **Conciliation Agreement/Negotiated Settlement Agreement**. The vote was unanimous. Motion carried.*

3. *Shontisha Briggs v MVAH Partners and Roosevelt Homes, Case No. 3854H, a motion was made to affirm at **No Probable Cause** for a **Request for Reconsideration** in this case. The vote was unanimous. Motion carried.*
4. *Demond Hill v Crawford Hoying and Gabrielle Wojey, Case No. 3857H, a motion was made to accept a **Probable Cause** recommendation based on race. The vote was unanimous. Motion carried.*
5. *Clinton Tompkins v P.K. Management d/b/a Asbury Apartments and Tasha Gaines, Case No. 3860H, a motion was made to accept a **Probable Cause** recommendation based on sexual orientation. The vote was unanimous. Motion carried.*

EXECUTIVE DIRECTOR UPDATE: Ms. Erica Fields

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- Good News – HRC does performance evaluations annually with HUD in order to renew our ability to continue to provide our Civil Rights enforcement on housing cases. Certification has been renewed and in addition, they gave an additional certification saying that our FHAP continues to be equivalent in both its faith and operation to the Federal Fair Housing Act. This is based on our performance Metrix that we continue to meet and exceed. We have almost doubled the fair housing discrimination cases compared to last year and absolutely doubled the amount of money for damages and civil penalties.
- HRC has launched a “Many People. Many Voices. One City.” Campaign highlighting the importance of our work and mission especially now more than ever. Moreover, this brings some positivity to our city and allows community members to speak their truth. Ms. Fields shared a video of the campaign. The next step is to get the community to participate. We are offering free t-shirts with the slogan on them for participation. We have the shirts in the office to encourage everybody to have a voice in the campaign. In addition, you can see the videos on the HRC website, Facebook page and the City of Dayton site. Come in a get a shirt, upload you picture on the HRC and share what that vision statement means to you. It is so incredibly important right now.
- The HRC Board has requested updates on the Mayors 5-Point Plan on Police Reform. Some recommendations in regards to the complaint Process and HRC handling those have been made. It is currently under consideration. You can find more information in your packet about all the recommendations that have been made across the work groups.
- Erica and Dinerick are attending Miami Valley Regional Planning Task Force.
- A new county/city partnership that has been created to declare race a public health issue/crisis. This group will specifically address racism, racial equality and HRC is going to be part of those conversations.
- Erica gave some background on a new policy with our Procurement Enhancement Program out of the BTA. One of the requirements for maintaining certification if there has been a conviction or an allegation with one of our program members. What happens and what is the process for removing someone from the program? We want to make sure we update our PEP policies and procedures to reflect that. Chris shared her screen for the policy update.
 - Prior to 2019, we had been working since 2017 to tighten up the gaps in our program. Our local program does not have a disbarment policy so we tailored a policy from another like organization to ensure we had something on our books

on how we handle allegations as well as convictions of fraud within the program. The ask is that the board adopt the policy.

- Disbarment does not exceed three years – not permanent
- It may not be in the best interest for the City of Dayton to do business based on criminal or civil convictions, not criminal allegations
- Causes for disbarment
 - Wide range of serious allegations covered by the policy
 - Removed from the program if they are trying to do something criminal.
- Vote is need to enact this policy
- Board moved to approve, unanimous, motion passed.

HRC Award Nominations/Board Vote

- The Holiday Party will be virtual this year but we want to highlight what we have done throughout the year.
- Also we wanted to celebrate folks in the community who have contributed to that work and helping us achieve as great a mission that the HRC has. Feedback from the community has been solicited for nomination and we want the board to weigh in. We will be asking for a vote from the board. The plan was that each of the HRC team leads would present from their areas but due to the time constraint Erica is asking the board to review and rate the nominees and give their ratings by end of the business day on Tuesday, November 10, 2020.

HRC Board Vice-Chair Vote

- Last major task for the board at this meeting – choose an HRC Board Vice-Chair. Ms. Dej'za Demmings has been serving as interim VC and a vote is needed to secure her in that position. Board moved to approve, unanimous, motion passed.

Any Citizens Comments? None

Comments from the Board for the Good of the Order: None

ADJOURNMENT

Next Board Meeting: December 7, 2020