Human Rights Commission May 7, 2013 Meeting Minutes

Members Present: Dalton Calcote, Scott Dean, Gina Long, Jessica Macy and Matt Mazick

Members Excused: Amanda Andrade and Virginia Law

Guest Present: Nancy Thompson

Staff Present: Steve Hollis and Christina Howerton

I. Call to Order/Introductions: Dean called the meeting to order at 5:46 p.m.

- **II. Approval of Agenda:** Long moved to approve the agenda. Her motion was seconded by Calcote and passed unanimously.
- III. Approval of April 2, 2013 Meeting Minutes: Macy moved to approve the April 2, 2013 meeting minutes. Her motion was seconded by Long and passed unanimously.

IV. Old Business:

- a. City of Columbia Web Site Accessibility: Prior to the meeting Hollis sent the Commissioners the link to the City's revised accessibility website policy written by Sam Shelby and Tony St. Romaine. He said the policy had been promulgated.
- **b.** Fair Housing Testing: Hollis reiterated that fair housing testing would start in the fall.
- c. Gender Neutral Restrooms: Hollis stated the HREP contract for gender neutral restroom signs and education had been executed by the manager, and sent to the University. He said the HREP project would be completed by the end of the year.
- **d.** Rental Housing Web Site: Hollis said HUD now had a fair housing mobile app. He said the rental housing website committee he is a part of would like to develop a mobile app for renters that would walk them through a series of questions and prompts.
 - Hollis stated a full-time off-campus housing staff person and a graduate student had been hired by MU to coordinate off-campus housing. Hollis said the coordinator would be the representative to the rental housing website committee and thought they would also would work closely with the coordinator regarding fair housing information.
- **e. Service Animal Awareness Training:** Hollis stated he understood Lisa Zanetti was to be the Disabilities Commission liaison to the HRC.

Thompson asked to be briefed on service animal training. Hollis said the Disabilities Commission asked for protections for service animal to be added to the human rights ordinance. Hollis said the position of staff was that it was effectively included and enforceable through state and federal statutes. He said the Disabilities Commission wanted service animals to be clearly outlined in the local ordinance. Hollis said the human rights ordinance was recently modified to include these protections.

Hollis said HUD recognized assistance animals and not just service animals. He said in the past this only applied to if HUD funds were received for a property. Now HUD is interpreting the Fair Housing Act to include assistance animals. He stated he thought educating landlords on the HUD changes and the new ordinance could be beneficial and that his staff had provided a service animal training in the past. He said the Disabilities Commission had indicated they were interested in conducting further training. Hollis stated the Disabilities Commission could apply for the Human Rights Enhancement Program funding, if needed.

f. Fluoridation: Hollis stated there would be a written report to City Council from the Board of Health on fluoridation. Macy heard the City had been researching information on fluoridation and there were no strong arguments to stop fluoridation. Hollis believes the recommendation will be to maintain fluoridation. Hollis said he thought the Board of Health report on fluoridation would be approved at their May meeting and he will forward it to the Commissioners when it is available.

V. Staff Reports:

a. Division of Human Services: Hollis stated a second meeting had been held with Tony St. Romaine, Stephanie Browning, Cavanaugh Noce and Nancy Thompson to discuss having human rights services relocated to an internal services department rather than in an individual department. Hollis suggested the human rights position become full-time. take on the Americans with Disabilities Act (ADA) duties, and staff both the Disabilities Commission and Human Rights Commission. He said the Department of Public Health and Human Services (DPHHS) does not have the same influence internally as the City Managers Office (CMO) or the Legal Department. Hollis had mentioned the CMO in the model he referenced, along with the sustainability coordinator, and the notion it would affect all departments. He said they discussed a full-time attorney position. Hollis stated the technical aspect that an attorney brings would be great in legal, but he had expressed his concern about losing the community education feature that had been ramped up in the last four years. He said there seemed to be a huge degree of commitment to the idea. Hollis said this would be recommended to Council and, if approved, would take effect soon. He said that would mean the Human Rights Specialist would no longer be at the Department of Public Health and Human Services, and he would no longer be staffing the HRC meetings. Hollis believed putting the position in a more prominent place would create opportunities for improvement internally and dedicating staff time to ADA would be a positive gesture to the disabilities community.

Thompson stated there was discussion in the meeting about what skill set would be needed for the position to be most effective. She said the ideal candidate would have training in meditation and investigation, experience working cases and files, could talk to groups and gather resources. Thompson stated the position would handle the Human Rights Commission, ADA and more.

Hollis stated staff would help with the transition. He said there were solid policies in place and the desk manuals could be wrapped up. Hollis said the Diversity Celebration was the outlier. Hollis said creative solutions were discussed such as taking more of a team approach. He said there were no funds in the budget for the Diversity Celebration and all the money had to be raised. Macy suggested hiring an event planner for the Diversity Celebration.

Hollis asked the Commission if there were any thoughts or concerns before this was submitted to Council. Long thought the idea of moving the Human Rights Specialist to the Legal Department was a great idea. Hollis stated he would update the Commission as this moved forward.

Dean stated Council opposed House Bill 320 and Senate Bill 352 at the April 15th meeting. Hollis stated he received an update from the legislative liaison; House Bill 320 was voted on and passed from the Senate Committee on May 6th. Hollis said if House Bill 320 and Senate Bill 352 could be combined to create a census bill, it would go to the floor for a vote. He stated he would notify the Commission with updates. Hollis stated if the bill passed, he assumed the governor would veto the bill again. But he said the legislature had a veto proof super majority. Hollis said the Missouri Commission on Human Rights could lose substantial equivalency. He said this would likely lead to a discussion as to whether or not the City should pursue substantial equivalency. Dean asked why the City didn't pursue substantial equivalency now. Hollis stated that had been discussed in the past but City administration felt it was not needed as the state commission was substantially equivalent and provided an acceptable level of service.

VI. Commission Reports:

a. Columbia Citizen Police Review Board: Dean said CPRB has discussed contracting for mediation services. He said a discussion with Chief Burton would take place May 8th and would be on the City channel.

The following written report was provided by Dean prior to the meeting:

CPRB Report - April 10th

Reports

- Positive Connections None.
- Outreach Subcommittee
 - I mentioned that I had dropped off brochures at Peace Nook and Family Health Center.
 In addition, I will add Sparky's to my list of places to drop off brochures.
 - Dr. Alexander gave a talk to the Biological Sciences staff, including roughly 18 people that he handed out brochures to. He will also speak to 150 or so people at an Arts and Sciences retreat in May. He mentioned that the audience in his discussion had a number of good questions.
- Mediation Task Force None.
- Policy and Procedures Subcommittee None.

Unfinished Business

- Full Review of CPRB 2012-0008 Appeal filed by Marlon L. Jordan.
 - Officer McLane was not able to be present. Darrell Jordan was unable to be present, but Marlon Jordan was. A full review was completed. Roger Dowis, Daniel Jacob, Dr. Martin, and Steve Sheltmire asked various questions of Mr. Jordan. There was a motion to vote on the case based on what we had before us. This was done in lieu of the request by Mr. Jordan to wait for more individuals to interview. The motion passed, with Daniel Jacob and Betty Wilson voting against. A second motion was made to uphold the Chief's decision. The motion passed with Daniel Jacob and Betty Wilson voting against.

New Business

- Initial Review of CPRB 2013-0002 Appeal filed by Marlon L. Jordan.
 - The Board, along with staff, discussed the merits of the case. It was decided that the
 case, by coming to the CPRB, was not going through the proper channels and not
 technically a "police complaint." The Board decided to dismiss the case, with the motion
 passing unanimously. Betty Wilson addressed Mr. Jordan and advised the issues and
 complaints that the Board could and could not hear.
- Initial Review of CPRB 2013-0001 Appeal filed by Matthew Akins.

- The Board discussed the CPD's policy as well as the state laws in question, including forfeiture funds in general. In addition, Mr. Akins spoke. The Board recommended that Mr. Akins request to speak to the City Council. The Board moved to not review the case, and it passed unanimously.
- Report from Chief Burton (invited, but unable to attend).
 - The Board moved to invite Chief Burton to the May 8th meeting, which passed unanimously.
- Review of the Citizens Police Review Board Supplement to the 2012 Annual Report and discussion about the reports provided by the Columbia Police Department Internal Affairs Unit.
 - It was announced that the CPD would be in attendance at the May 8th meeting to discuss the report. I mentioned that their math, concerning percentages, was incorrect. The Board discussed that fact and the report in general. The Board specifically discussed the Chief not agreeing with our request to get all complaints / concerns sent to us. It was decided we would speak to Chief Burton at the May meeting. In the meantime, Daniel Jacob and Jordon Hargrove will go meet with IAB to review complaint / concern records.
- Review of the Citizens Police Review Board FY 2014 Budget.
 - It was pointed out that the budget was not accurate concerning the travel funds. I pointed out that there was a request by the City Manager to reduce board and commission budgets by 2%. Further, since the CPRB has the second largest budget for a board/commission, we should consider reducing our budget. I recommend we do so by reducing our printing funds and I offered to get cases in only digital format.
 - The Board discussed our previous requests for a mediator position. The Board moved to ask for \$15,000 in funds for a part-time mediator coordinator. The motion passed unanimously.
 - o It was decided that we are going to send 2 people to the annual NACOLE conference.

Public Comment:

O Robert Glen Powell spoke on his arrest and subsequent complaint. He explained that the charges have since been dropped. The Board discussed the circumstances. It was decided we would speak in May on fixing the timeline so someone can appeal to the CPRB more than 21 days after their letter from the Chief is received (this was to compensate for those cases involving pending criminal or civil litigation). The Board decided we were unsure if we could hear the case, even if it were brought before us. Ultimately, though, it was suggested that Mr. Powell appeal and we would hear the case.

Board member and staff comment.

- Daniel Jacob mentioned that the disposition letter sent by the Chief still does not have the section about the CPRB underlined and bolded. He expressed frustrations that our recommendations are not being fulfilled.
- Daniel Jacob moved that we request to City Council that they initiate our failed request to Chief Burton -- for all complaints / concerns to be sent to the Board. There was no second. It was decided the Board would discuss issues such as this in the May meeting.
- There was a motion to dissolve the Policy and Procedures Subcommittee. This was done procedurally prior to Daniel Jacob and Jordon Hargrove visiting IAB for the complaint / concern audit.
- Rose Wibbenmeyer advised she would pass out an updated list of brochure locations.
- \circ The Board will hold a special work session on May 4^{th} at 8:30 AM.
- **b.** Columbia Values Diversity Planning Committee Meeting: Hollis stated that due to the discussions regarding the human rights position the contract with Holiday Inn has not been signed. Hollis stated the Diversity Celebration had been held for twenty years and thought it might be time change. He said ideas had been discussed about having the event

in the evening and giving away tickets, but still having sponsors. Hollis suggested having more City staff be on the planning committee. Long asked if more volunteers were needed. Hollis said volunteers were great, but were not the issue. He said there were things that volunteers could not do. Hollis stated four months of full-time work goes into planning the event.

Macy asked if there were any thoughts of joining efforts with the Chancellor's Initiative. Hollis stated staff had discussed this but the feeling was that the City's event was the long-established community tradition and the University's event was a bit redundant, especially the awards given.

Dean stated the Chancellor's Initiative came to HRC for funds. Hollis stated there were more funds raised then had been spent. He said their survey did not ask the questions needed for the performance measures. Hollis stated he received permission to simplify the HREP proposal by taking out the units of service. He said he did not think performance measures should be excluded.

- **c. Disabilities Commission:** Hollis stated the Disabilities Commission meeting would be held May 9th. He said there were four openings on the Commission. Hollis stated there had been discussion about how the City had been handling ADA issues and disability. He stated that dedicating staff resources could help address some of the issues.
- **d. Other Reports:** Long stated she attended the CHAMP meeting. She stated members could sign up for data, strengths and assests, and infrastructure sub-committees. She stated the next meeting would be on June 4th.
- VII. Public Comment: None.
- **VIII.** Commissioner Comments: Macy reminded the Commission there would be public hearings about "the comprehensive plan" and that public comment sessions would be held at the ARC on May 7th and 8th. Hollis suggested the Commission look over the comprehensive plan and complete the on-line survey. Hollis stated there were topics on affordable housing and inclusive neighborhoods.

Dean asked that the barriers to affordable housing report be forwarded to the commission.

- IX. Closed Session to Discuss Pending Cases Pursuant to Section 610.021 (1) RSMo.: Calcote made a motion to move to closed session to discuss pending cases pursuant to Section 610.021(1) RSMo. Calcote called the roll with the following vote: Dean Aye, Calcote Aye, Long-Aye, Macy –Aye, and Mazick Aye.
- **X. Adjournment:** The meeting adjourned at 6:53 p.m.

Respectfully Submitted, Steve Hollis,

Human Services Manager