

City of Ann Arbor

301 E. Huron St.

Ann Arbor, MI 48104

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Meeting Minutes - Final

Wednesday, May 8, 2019

7:00 PM

Larcom City Hall, 301 E Huron St, Basement, conference room

Human Rights Commission

CALL TO ORDER

Commissioner Chang call the meeting to order at 7:07 p.m.

ROLL CALL

Present 8 - Linda Winkler, Pamela Dent (Meadows), Sharifa Kerene Moore, Vivian Chang, Julie Grand, Ali Ramlawi, Diana Cass, and Dilip Das

Absent 2 - Chair Leslie Krauz Stambaugh, and Mohamed Al-Azem

APPROVAL OF AGENDA

Commissioner Winker made a motion, seconded by Commissioner Moore to approve the agenda as presented. On a voice vote the motion carried.

PUBLIC COMMENT

Audience members had another opportunity to discuss HRC unity to keep Commissioner Chang on the commission. Commissioner Moore volunteered to draft a resolution.

APPROVAL OF MINUTES

Commissioner Moore made a motion, seconded by Commissioner Cass to approve the minutes as amended.

19-0954 Human Rights Commission Meeting Minutes April 10, 2019

Approved by the Commission and forwarded to the City Council due back on 6/17/2019

OLD BUSINESS**Trespass & ICPOC Update**

Commissioner Moore discussed the memo dated April 23, 2019 which summarized the HRC's concerns about the new Trespass Notice and the AAPD Trespass policy and the need to bring ICPOC in to the Trespass discussion.

ICPOC Update

Commissioner Moore described the orientation meeting with the newly seated ICPOC Commissioners, the selection of Robin Stephens as temporary Chair by ICPOC members, and a plan by which Commissioners would elect permanent leadership. Also discussed was the decision that Ali Ramwali replace Zach Ackerman as ICPOC Liaison. Commissioner Moore also noted that the new commission will hold a special meeting to discuss the recent resignation of the City's Human Resources Director and whether the circumstances behind her resignation might have negatively impacted the ongoing police chief search.

Police Chief Update

There were concerns expressed about the vetting process that resulted in the final three candidates. The HRC had requested community (or at least HRC) involvement before the field was narrowed to just three contenders. In addition, questions were raised about the interview process for the three finalists: How were the representative members of the community who served as interviewers identified? How was the interview protocol and selection process developed? And why wasn't there more transparency in these processes?

Conversion Therapy

Commissioner Moore explained what conversion therapy is and how it has been falsely promoted as a "professional" solution to a diverse sexual orientation. Many municipalities are beginning to address this and state laws have been upheld against challenges to bans against conversion. Toledo and Cincinnati, Ohio already have ordinances banning conversion therapy and Ann Arbor could be the first municipality in Michigan to do so. The draft ordinance we have seen has been sent to the City Attorney's office for revision.

Source of Income

Commissioner Moore discussed there is no new news on source of income. We are waiting for the City Attorney's office to advise us on the language of this.

ANNUAL REPORT

Commissioner Winkler made a motion to adopt the annual report as was agreed to informally at the April meeting. Commissioner Cass seconded the motion. Motion carried.

[19-1134](#) 2018 Annual Report

NEW BUSINESS

HR Update

Council Member Grand discussed the HR Director's resignation and whether it was likely that she had had input into the police chief search. It appears that the former director had no say in the selection of candidates and was not involved in the interview design, but more investigation would be necessary. Council Member Ramwali noted that a search for a new HR Director is beginning and that John Fournier will serve as Acting HR Director in the interim. He said that the issue is troubling and that some internal processes will be implemented to address the concerns and take restorative action. Commissioner Dent said the HRC should be involved and Commissioner Moore suggested that a formal action should be taken to let the City know that this is an human rights issue and the City needs to know that the HRC should play a role. Commissioner Moore will draft a resolution.

Status of Complaint (s)

Commissioner Dent discussed a new complaint received last month and is currently being investigated.

ADJOURNMENT

Commissioner Chang made a motion to adjourn. On a voice vote meeting adjourned at 7:21 p.m.

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