

City of Ann Arbor

301 E. Huron St.

Ann Arbor, MI 48104

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Meeting Minutes - Final

Wednesday, August 9, 2017

7:00 PM

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

Human Rights Commission

I CALL TO ORDER

L. Stambaugh called the meeting to order at 7:00 pm in the Basement Conference Room of Larcom City Hall.

II OPENING**a ROLL CALL**

Present 8 - Chair Leslie Krauz Stambaugh, Linda Winkler, Dwight Wilson, Graydon Krapohl, Sharifa Kerene Moore, David Baum, Luay Shalabi, and Rick Ratliff

Absent 3 - Sumi Kailasapathy, Pamela Dent (Meadows), and Vivian Chang

b PUBLIC COMMENT**c CHANGES TO AND APPROVAL OF AGENDA**

L. Stambaugh would like to omit the discussion on Contractor Compliance, as P. Dent was not able to attend the meeting.

D. Baum made a motion to approve the agenda as amended, seconded by L. Shalabi. All approved on a voice vote.

III ADMINISTRATIVE ITEMS**a CHANGES TO AND APPROVAL OF JULY MINUTES**

L. Stambaugh made changes to the July minutes prior to the meeting and sent them to the commission before the meeting. At the meeting, the commission made changes to this version of the minutes with suggestions from D. Baum, D. Wilson, and L. Winkler.

R. Ratliff moved to approve the minutes as amended, seconded by L. Winkler. All approved as amended on a voice vote.

b COMMUNICATIONS AND PROMOTION - UPDATE

L. Winkler presented the flyers that Lisa Wondrash has updated. The flyer will be distributed by email to organizations for printing, or can be

accessed on the HRC website.

c LGBT LIAISONS OFFICER DAWN MURPHY, BRAD O'FURY

K. Moore mentioned that there is a meeting scheduled with the Mayor tentatively for August 31 to discuss job descriptions.

d HRC WEBSITE (WWW.A2GOV.ORG/HUMANRIGHTS)

[L. Winkler said that resources will be added to the website, as approved by Nancy Niemela and Lisa Wondrash. She and D. Baum will work with Nancy and Lisa to determine what resources can be added.]

L. WINKLER SAID THAT RESOURCES WILL BE ADDED TO THE WEBSITE, AS APPROVED BY NANCY NIEMELA. SHE AND D. BAUM WILL WORK WITH NANCY AND LISA WONDRASH, AND POSSIBLY HEATHER KOCH, ON THIS.

[] brackets indicate strike language, all CAPS indicate new language as amended by the commission.

e STATUS OF COMPLAINTS

[D. Baum is working on a complaint that is very close to being completed. He gave a brief update on the status of this complaint and the meeting that was conducted between D. Baum, the complainant, and the agency that the complaint was filed against.

L. Winkler gave an update on the complaint that she was working on which involved one of the protected classes; Educational Association. As a result of this complaint, the Non-Discrimination Ordinance will need to be revised, specifically in subsection 10, in regards to discounts offered to certain protected classes. L. Winkler worked with N. Niemela to revise this section, and it will be sent to Council on one of the September agendas. Councilmembers Kailasapathy and Kraphol will sponsor the resolution.]

D. BAUM IS WORKING ON A COMPLAINT OF DISCRIMINATION THAT IS VERY CLOSE TO BEING COMPLETED. HE GAVE A BRIEF UPDATE ON THE STATUS OF THIS COMPLAINT AND THE MEETING THAT WAS CONDUCTED BETWEEN D. BAUM, THE COMPLAINANT, AND THE AGENCY THAT THE COMPLAINT WAS FILED AGAINST.

L. WINKLER GAVE AN UPDATE ON THE DISCRIMINATION COMPLAINT THAT SHE WAS WORKING ON WHICH INVOLVED ONE OF THE PROTECTED CLASSES: EDUCATIONAL ASSOCIATION. AS A RESULT OF THIS COMPLAINT, IT BECAME APPARENT THAT SEC. 9:157 (10) OF THE ORDINANCE NEEDS TO BE AMENDED TO INCLUDE VETERANS IN ADDITION TO THE LIST OF EXEMPTIONS LISTED IN AND IT SHOULD BE PROPOSED. L. WINKLER WORKED WITH N. NIEMELA TO REVISE THIS SECTION AND THE PROPOSED REVISION WILL BE SENT TO COUNCIL FOR CONSIDERATION IN SEPTEMBER . COUNCIL MEMBERS KAILASAPATHY AND KRAPHOL WILL SPONSOR THE RESOLUTION.

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f INCORPORATING GUEST PRESENTATIONS INTO HRC MEETINGS REGULARLY

R. Ratliff printed out the letter that will be used to invite speakers to the commission meetings, as discussed at the last meeting, and passed it out to the commissioners for review. R. Ratliff suggested that once approved, this letter should be sent via mail and email, and the goal will be to have these presentations start at the beginning of 2018.

g CONTRACTOR COMPLIANCE LETTER TO CITY CONTRACTORS

This section was removed by L. Stambaugh due to the absence of P. Dent at this commission meeting.

IV OLD BUSINESS

a POLICE REVIEW PROJECT - UPDATE AND NEXT STEPS (PLANNING SMALL INTERVIEW GROUPS)

[L. Stambaugh met with City Administrator Howard Lazarus regarding progress on the Hillard Heintze project. L. Stambaugh encouraged the commission and community members to provide input to Hillard Heintze if they would like to, by contacting annarbor@hillardheintze.com, or by contacting the commission at HRC@a2gov.org. As of right now, the report is aimed to be released at the end of August.]

THE COMMISSION AGAIN EXPRESSED CONCERN THAT THE POOL OF PEOPLE WHO PROVIDED INPUT TO THE DATA COLLECTION PROJECT DRIVEN BY HILLARD HEINTZE DID NOT

ADEQUATELY INCLUDE THAT FROM COMMUNITIES OFTEN MOST IMPACTED BY POLICE ACTION. A PLAN WAS DISCUSSED THAT WOULD HELP ADDRESS THIS SITUATION. IN ADDITION, L. STAMBAUGH ENCOURAGED THE COMMISSION AND COMMUNITY MEMBERS TO PROVIDE INPUT TO HILLARD HEINTZE IF THEY WOULD LIKE TO, BY CONTACTING ANNARBOR@HILLARDHEINTZE.COM, OR BY CONTACTING THE COMMISSION AT HRC@A2GOV.ORG. ALTHOUGH AT THIS POINT, THE REPORT IS SCHEDULED TO BE RELEASED AT THE END OF AUGUST, IT MAY HAVE TO BE DELAYED A LITTLE LONGER TO ASSURE BROADER INPUT.

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b BAN-THE-BOX ISSUES REVISITED

[L. Winkler and P. Dent are continuing to reasearch job applications in Ann Arbor.]

L. WINKLER AND P. DENT ARE CONTINUING TO RESEARCH JOB APPLICATIONS IN ANN ARBOR TO ASSESS THE DEGREE TO WHICH PRESENT CITY CONTRACTORS WOULD BE AFFECTED BY AN EXTENSION OF THE CITY'S BAN-THE-BOX POLICY TO THEM.

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V NEW BUSINESS

a MDCR REQUEST FOR INPUT: SEX DISCRIMINATION

[K. Moore distributed a draft of the resolution that will be sent on behalf of the Human Rights Commission which serves as a response to a request for input on sexual discrimination from the Michigan Department of Civil Rights. The response is due back to the MDCR by August 15.

The commission made slight grammatical changes to the draft resolution that was presented. D. Wilson made a motion to adopt the resolution as amended, seconded by D. Baum. On a voice vote the commission unanimously approved sending the resolution as amended to the MDCR and applicable State Representatives.]

K. MOORE DISTRIBUTED A DRAFT OF THE RESOLUTION THAT WILL BE SENT ON BEHALF OF THE HUMAN RIGHTS COMMISSION IN SUPPORT OF A REQUEST BY THE MICHIGAN DEPARTMENT OF CIVIL RIGHTS FOR INPUT ON WHETHER THE MICHIGAN CIVIL RIGHTS COMMISSION SHOULD OFFER AN INTERPRETATIVE STATEMENT REGARDING THE DEFINITION OF "SEX" TO INCLUDE GENDER IDENTITY AND SEXUAL ORIENTATION. THE RESPONSE IS DUE BACK TO THE MDCR BY AUGUST 15.

THE COMMISSION MADE SLIGHT GRAMMATICAL CHANGES TO THE DRAFT RESOLUTION THAT WAS PRESENTED. D. WILSON MADE A MOTION TO ADOPT THE RESOLUTION AS AMENDED, SECONDED BY D. BAUM. ON A VOICE VOTE THE COMMISSION UNANIMOUSLY APPROVED SENDING THE RESOLUTION AS AMENDED TO THE MDCR AND APPLICABLE STATE REPRESENTATIVES.

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VI ADJOURNMENT

L. Stambaugh adjourned the meeting at 8:00 pm.

All persons are encouraged to participate in public meetings. Citizens requiring translation or sign language services or other reasonable accommodations may contact the City Clerk's office at 734.794.6140; via e-mail to: cityclerk@a2gov.org; or by written request addressed and mailed or delivered to:

**City Clerk's Office
301 E. Huron St.
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