

City of Ann Arbor

301 E. Huron St.

Ann Arbor, MI 48104

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Meeting Minutes - Final

Wednesday, July 12, 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 approximately 7:00 pm in the Basement Conference Room of Larcom City Hall.

II OPENING**a ROLL CALL**

Present 9 - Chair Leslie Krauz Stambaugh, Dwight Wilson, Sumi Kailasapathy, Pamela Dent (Meadows), Sharifa Kerene Moore, David Baum, Luay Shalabi, Vivian Chang, and Rick Ratliff

Absent 2 - Linda Winkler, and Graydon Krapohl

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

L. Stambaugh would like to add the topic of contractor compliance after the LGBT Liaison section. D. Baum moved to adopt the agenda as amended, seconded by L. Shalabi. All approved on a voice vote.

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

H. Koch will update the June minutes with changes suggested and send to City Council. All approved as amended on a voice vote.

b COMMUNICATIONS AND PROMOTION - UPDDATE

[The commission discussed the distribution of the flyers, and the current locations that they have been posted at.]

THE COMMISSION DISCUSSED THE DISTRIBUTION OF THE FLYERS DESIGNED TO EDUCATE ANN ARBOR RESIDENTS AND ORGANIZATIONS ABOUT THE HRC AND THE SERVICES IT PROVIDES RESOLVING COMPLAINTS OF DISCRIMINATION.

[] brackets indicate strike language, all CAPS indicate new language as

amended by the commission.

c LGBT LIAISONS, OFFICER DAWN MURPHY AND BRAD O'FURY

[K. Moore discussed having a meeting with the LGBT Liaisons and the Mayor. The commission discussed inviting the two liaisons to the next commission meeting.]

K. MOORE DISCUSSED HAVING A MEETING WITH THE LGBT LIAISONS AND THE MAYOR. COMMISSIONERS MOORE, CHANG, AND STAMBAUGH HAVE BEEN WORKING TO HELP THEM DEVELOP JOB DESCRIPTIONS FOR THE TWO NEW POSITIONS AND GET THOSE ROLE DESCRIPTIONS FINALIZED AND APPROVED.

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

[L. Stambaugh discussed the progress that has been made on the HRC website. D. Baum has agreed to contact N. Niemela to discuss the current and future content of the website.]

L. STAMBAUGH NOTED THAT PROGRESS HAS BEEN MADE ON THE HRC WEBSITE. THERE WAS AGREEMENT THAT THE WEBSITE SHOULD BE ENHANCED FURTHER SO IT CAN BECOME A VALUABLE RESOURCE TO ANN ARBOR RESIDENTS ABOUT HUMAN RIGHTS. D. BAUM HAS AGREED TO CONTACT N. NIEMELA TO DISCUSS THE CURRENT AND FUTURE CONTENT OF THE WEBSITE.

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CONTRACTOR COMPLIANCE

[L. Winkler and P. Dent have started researching the job applications of the contractors that work for the City of Ann Arbor to review the questions that are asked on these applications. P. Dent will create a draft of a memo with the intent that it will be distributed to all the current City Contractors, and the purpose of this memo will be to remind contractors of the ordinance. P. Dent also discussed adding language about the WARN Act (Worker Adjustment and Retraining Notification) to the reminder that is

sent to contractors.]

P. DENT WILL CREATE A DRAFT OF A MEMO TO BE DISTRIBUTED TO ALL CURRENT CITY CONTRACTORS ABOVE A SPECIFIED CONTRACTING LEVEL. THIS MEMO WILL SERVE TO REMIND CONTRACTORS OF THEIR RESPONSIBILITIES UNDER THE CITY'S HUMAN RIGHTS ORDINANCE. P. DENT ALSO DISCUSSED ADDING INFORMATION THAT MIGHT HELP THEM BE MORE SUCCESSFUL EMPLOYERS, LIKE LANGUAGE ABOUT THE WARN ACT (WORKER ADJUSTMENT AND RETRAINING NOTIFICATION) TO THE REMINDER..

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e STATUS OF COMPLAINTS

No new complaints have come in since the June commission meeting. L. Winkler and D. Baum are actively working on complaints that were received before the June meeting.

f INCORPORATING GUEST PRESENTATIONS INTO HRC MEETINGS REGULARLY

[R. Ratliff developed three documents as part of the effort to incorporate guest speakers into the HRC meetings. Two of these will be sent to businesses that deal with human rights related issues to invite them to participate in the commission meetings, and the third is a draft list of organizations that might be interested in participating. R. Ratliff asked for input from the commission on the letter and the current organization list.]

R. RATLIFF DEVELOPED THREE DOCUMENTS AS PART OF THE EFFORT TO INCORPORATE GUEST SPEAKERS INTO THE HRC MEETINGS. TWO OF THESE WILL BE SENT TO SELECTED ORGANIZATIONS WHOSE WORK INVOLVES HUMAN- RIGHTS-RELATED ISSUES. THE HRC IS CONSIDERING INVITING ONE ORGANIZATION TO EACH OF ITS NEXT 10 MEETINGS TO HELP THE HRC LEARN MORE ABOUT THEM AND THE ISSUES THEY FACE AND PAVE THE WAY FOR MORE USEFUL PARTNERSHIPS. R. RATLIFF ASKED FOR INPUT FROM THE COMMISSION ON THE LETTER OF INVITATION AND THE CURRENT ORGANIZATION LIST.

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IV **OLD BUSINESS****a** **POLICE REVIEW PROJECT - NEXT STEPS**

[L. Stambaugh discussed the current progress of the Hillard Heintze project. Feedback received by commissioners was both positive, and negative. The commission discussed ways to reach out to more groups and people who have not yet provided their input.

The commission also discussed the concern regarding how the outcome that they were expecting, as mentioned in the HRC Police Review Report, would relate to the outcome that Hillard Heintze will suggest in their published report.]

L. STAMBAUGH DISCUSSED THE CURRENT PROGRESS OF THE HILLARD HEINTZE PROJECT. FEEDBACK ABOUT THE FIRM'S DATA COLLECTION EFFORTS (INTERVIEWS, SURVEY, AND LISTENING SESSIONS) RECEIVED BY COMMISSIONERS WAS BOTH POSITIVE, AND NEGATIVE. THE COMMISSION EXPRESSED CONCERN THAT THE MOST VULNERABLE COMMUNITIES WERE UNDER-REPRESENTED IN THE DATA COLLECTION AND ENCOURAGED THE CONSULTANTS TO REACH OUT TO MORE GROUPS AND PEOPLE WHO HAVE NOT YET PROVIDED THEIR INPUT.

THE COMMISSIONERS ALSO DISCUSSED THEIR CONCERNS REGARDING HOW THE EXTENT TO WHICH THE OUTCOME RECOMMENDED IN THEIR 2015 HRC POLICE REVIEW REPORT, WOULD RELATE TO THE OUTCOME THAT HILLARD HEINTZE WILL SUGGEST IN THEIR THE REPORT IT PROVIDES THE CITY.

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b **BAN-THE-BOX ISSUES REVISITED**

[This section was combined with the Contractor Compliance section.]

L. WINKLER AND P. DENT HAVE STARTED RESEARCHING THE JOB APPLICATIONS OF CITY CONTRACTORS AND CITY EMPLOYERS.

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V **NEW BUSINESS**

VI **ADJOURNMENT**

The commission meeting was adjourned at approximately 9:10 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.
Ann Arbor, MI 48104**

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