

City of Ann Arbor

301 E. Huron St.

Ann Arbor, MI 48104

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Meeting Minutes - Draft

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

Sharman Spicer

Shirley Beckley

Lori Saginaw

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

OLD BUSINESS**Trespass & ICPOC Update**

Commissioner Moore discussed the trespass memo dated April 23, 2019 and compiling all our comments; deciding who to sent to: Arianne Slay and Margaret Radabaugh. Plan to send the memo to Deputy Chief Forsberg, now that Chief Pfannes is retiring. Include a comment: we would like a response and any information requested on or before our next meeting. Inquiring to see the original trespass policy communicate with Margaret Radabaugh on prior trespass policy. Refer to 041-026 old

trespass policy. Commission Moore discussed how the HRC plan to bring ICPOC into the conversation, but feels the commissioners need more background information to supplement the memo. Commissioners Moore and Winkler are working with what they have gathered so far to provide ICPOC. Commissioner Moore discussed "I didn't forward our memo the first time we met, I let them know it was coming."

Commissioner Moore suggest to send a document that addresses what Leslie has summarized from all our interactions with the Chief, the city attorney's office and proposed changes to the trespass process and how they responded. The HRC is questioning what guidance are the police given with regards to discretion, review (nationally) how trespass work and how it's enforced in a discriminatory fashion. Commissioner Moore expressed the current policy is not the best guidance, more talk and research needed. Where ICPOC is concern; suggest to the commission to take more time and make that a conversation starter, not a ender.

Commissioner Moore discussed the orientation meeting with the newly seated ICPOC commissioners. The commissioners listen to one another introduction, finding out each others background, we learned that Councilmember Ali Ramlawi will replace Councilmember Zack Ackerman as one of the liaison and introductions from relevant city staff, a summary on regulations and OMA. The commission elected a temporary chair, Robin Stephens. Next meeting we will engage the position of chair and allow people to inform us on their plans to run for chair and vice-chair, then elect a chair and vice-chair at the third meeting. Commissioner Moore discussed what went on procedurally and commissioners were just kind of getting and idea of who each other is, who's going to run it, what responsibilities were involved. Currently there are five members who have experience running meetings.

Commissioner Moore discussed the special meeting next week, called to discuss the recent resignation of HR employee with the City of Ann Arbor. How it may or may not impact the police chief search. Commissioner Dent commented; she's looking forward to the work the ICPOC commission does along with HRC.

Police Chief Update

Commissioner Chang open the discussion referencing the three candidates posted publicly: Michael Cox, Brian Jarrell and Jason Forsberg. Commissioner Chang discussed the time line of events: The finalist meet ICPOC members on Friday, May 17th, 2019.

Councilmember Grand explained the process; starting with the community members, city council, and ICPOC interview panels.

Councilmember Grand and Commissioner Moore discuss how ICPOC member can ask follow-up questions to the finalist. Commissioner Moore discussed how HR may have impacted general issues including the police chief search. Commissioner Chang is concerned how were the community members picked to sit on the panel? Commissioner Moore commented during the Deputy Chief interview there were about six to eight members from the community. All questions are confidential. Commissioner Chang is concerned about what part HR have in choosing the community members. Councilmember Grand discussed the shared concerns about the HR involvement. Commissioner Dent asked specifically could the commission have access to those questions for the Police Interview Panel so we know what is asked of the applicants and are those questions validated. Commissioner Dent discussed the manner in which the names are given, why not access to the list of all candidates to the HRC and the public. Commissioner Winkler discussed the larger question is about the process and how they were narrowed down. Commissioner Moore questioned; do we have enough people to form a sub committee to meet with City Administrator, Howard Lazarus to get more information? Commissioner Chang is concerned about who selected the community members and who put them on specific panels. Commissioner Chang announced the May 15th public meet and greet at 5:30 p.m. until 7:30 p.m. in the Justice Center lobby.

Conversion Therapy

Commissioner Moore discussed with the commissioners she forwarded the court decisions that address freedom of speech and freedom of religion how those freedoms are still protected to the city attorney's office. How some people are holding themselves out as doing this work through religious venues. People are still practicing and should not be looked at as a service professionally. State laws have been upheld against those challenges, also some sample language from localities in Ohio: Cincinnati, Toledo and Cleveland. Ohio already has an ordinance banning conversion therapy. Still researching more simplistic language for our community. Commissioner Moore explained what conversion therapy is; our goals is to see if Ann Arbor should adopt a ordinance to prohibit conversion therapy in our community. Ann Arbor would be the first in Michigan. We are waiting to hear from the city attorney, need to let Margaret Radabaugh know we want feedback from the city attorney's office on conversion therapy.

Source of Income

Commissioner Moore discussed there is no new news on source of income waiting on city attorney if they can draft some language.

19-1134 2018 Annual Report

NEW BUSINESS

HR Update

Councilmember Grand discussed the HR director's resignation, reason readily apparent on content of text messages. The conversation about the former HR director input in regards to the new police chief search, the response from the city: she had no say in the selection of candidates, didn't participate in any interviews. Councilmember Ramwali mentioned there is a new search for a new director, should be in place by the end of the year; presently John Fournier is acting director. Councilmember Ramlawi stated the issue is troubling and the issue needs to be looked at further. Some internal processes will happen as a result. Just addressing the concerns, and some restorative actions will be taken internally. Commissioner Moore expressed this is a human rights issue, and impact on the police chief search. Commissioner Chang wants to be kept abreast of developments. Commissioner Dent wonders how the HR director can hide those types of characteristics. A pattern of supervision, and a toxic climate exist. Commissioner Dent went on to say; we need some direct comments and the HRC should be involved. Commissioner Moore asked; is there any other formal actions we can take to let the city know this is a HR issue and we tend to engage it? Do we need a resolution or a formal investigation? Councilmember Grand suggests; see what the city does first, or do a resolution. Let the city know HR plays a role, Commissioner Moore will draft a resolution.

Status of Complaint (s)

Commissioner Dent discussed a new complaint received late last month. This information has been shared with Commissioners Winkler, Moore and Chair Stambaugh. It's currently being investigated. The complaint is race based in the city of Ann Arbor. Commissioner Dent has asked another organization; Fair Housing to conduct testing as it relates to the investigation, after the written complaint. Commissioner Moore forward to the city attorney, and possibly another formal complaint.

COMMUNICATIONS

Commissioner Winkler discussed amending the agenda change to include a discussion on the Annual Report.

Commissioner Winkler made a motion to adopt the annual report as advised from last meeting and attached spread sheet as reported, seconded by Commissioner Cass. On a voice vote the motion carried.

PUBLIC COMMENT

The same audience members had another opportunity to discuss HRC unity to keep Commissioner Chang on the commission.

ADJOURNMENT

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

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**City Clerk's Office
301 E. Huron St.
Ann Arbor, MI 48104**

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