

City of Ann Arbor

301 E. Huron St.

Ann Arbor, MI 48104

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Meeting Minutes - Final

Wednesday, September 13, 2017

7:00 PM

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

Human Rights Commission

I CALL TO ORDER**II OPENING****a ROLL CALL**

Present 10 - Chair Leslie Krauz Stambaugh, Linda Winkler, Dwight Wilson, Sumi Kailasapathy, Pamela Dent (Meadows), Sharifa Kerene Moore, David Baum, Luay Shalabi, Vivian Chang, and Rick Ratliff

Absent 1 - Graydon Krapohl

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

D. Baum made a motion to approve the agenda as presented, seconded by L. Shalabi.

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

The commission suggested changes to the minutes, and it will be updated by H. Koch.

b COMMUNICATIONS AND PROMOTIONS - UPDATE

L. Winkler gave an update on the current status of the website. She explained that they have been able to continue to reorganize the website and have proposed some resources that would be helpful to [visitors visiting the site]. N. Niemela is currently reviewing these resources before they are posted to ensure compliance with City guidelines.

L. Winkler also discussed some ideas for the layout of the website, as one of the goals of the reorganization is to make it more user-friendly.

[] brackets indicate added language as agreed on by the commission.

c INCORPORATING GUEST PRESENTATIONS

[R. Ratliff explained that he intends to have letters drafted within the next month that will go to the ten organizations that the commission decided to invite to speak at regular commission meetings, beginning in January 2018. L. Stambaugh suggested that she would like to invite two additional speakers to come to the remaining 2017 commission meetings.]

R. RATLIFF EXPLAINED THAT HE INTENDS TO HAVE LETTERS DRAFTED WITHIN THE NEXT MONTH THAT WILL GO TO THE FIVE ORGANIZATIONS THAT THE COMMISSION WILL INVITE TO SPEAK AT REGULAR COMMISSION MEETINGS, BEGINNING IN JANUARY 2018.

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

d STATUS OF DISCRIMINATION COMPLAINTS

P. Dent gave the commission a summary of two new complaints that have been received.

e MEETING DATE - VALENTINE'S DAY CONFLICT

[The February 2018 meeting will be held on February 7, instead of the regularly scheduled second Tuesday of that month, as the second Tuesday of February 2018 falls on Valentines Day.]

THE FEBRUARY 2018 MEETING WILL BE HELD EITHER ON FEBRUARY 7 OR FEBRUARY 21,, INSTEAD OF THE REGULARLY SCHEDULED SECOND WEDNESDAY OF THAT MONTH, AS THE SECOND WEDNESDAY OF FEBRUARY 2018 FALLS ON VALENTINES DAY.

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f LGBT ISSUES

K. Moore met with the Mayor and Officer Dawn Murphy, LGBT Liaison to the Police Department, to go over the newly created Liaison job description. The commission discussed ways to spread the word once the job description for these positions are finalized, and how people can get in contact with these liaisons.

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

[D. Baum and L. Stambaugh had a meeting with Debra Kirby from Hillard-Heintze on September 13. The report was in the final stages of validation and review, and the draft should be ready in the coming weeks to be shared with stakeholders. L. Stambaugh sent a report to Debra Kirby as a result of the September 6 community meeting, and the feedback from this meeting will be taken into account in the drafting of the report. There was about 27 people in attendance at this meeting, including City Administrator Howard Lazarus. The commission discussed ways to review the report once the draft was published, mainly to verify that language is clear and understandable.]

D. BAUM AND L. STAMBAUGH HAD A CONFERENCE CALL WITH DEBRA KIRBY FROM HILLARD HEINTZE ON SEPTEMBER 13. THEY LEARNED THE REPORT WAS IN THE FINAL STAGES OF VALIDATION AND REVIEW, AND THE DRAFT SHOULD BE READY IN THE COMING WEEKS TO BE SHARED WITH STAKEHOLDERS. L. STAMBAUGH SENT DEBRA THE INPUT RECEIVED FROM THE COMMUNITY FORUM HELD AT BRYANT COMMUNITY CENTER ON SEPTEMBER 6 AND IT WILL BE TAKEN INTO ACCOUNT IN THE DRAFTING OF THE HH REPORT. THERE WERE ABOUT 27 PEOPLE IN ATTENDANCE AT THIS MEETING, INCLUDING CITY ADMINISTRATOR HOWARD LAZARUS. THE COMMISSION DISCUSSED WAYS THE REPORT .COULD BE REVIEWED TO GET EVERYONE'S REACTIONS TO IT EARLY IN THE PROCESS.

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b MCOLES REPORT**c MIAAHC HATE CRIME CONFERENCE**

[A few of the commissioners attended the recent Michigan Alliance Against Hate Crimes conference. D. Baum and L. Winkler shared their thoughts on the speakers and topics. L. Stambaugh discussed some of the recent hate crimes that have taken place in Ann Arbor, and explained that the number of hate crimes had gone down, but now is back up.]

A FEW OF THE COMMISSIONERS ATTENDED THE RECENT

MICHIGAN ALLIANCE AGAINST HATE CRIMES CONFERENCE. D. BAUM AND L. WINKLER SHARED THEIR THOUGHTS ON THE SPEAKERS AND TOPICS. L. STAMBAUGH DISCUSSED SOME OF THE RECENT HATE CRIMES THAT HAVE TAKEN PLACE IN ANN ARBOR, AND EXPLAINED THAT THE NUMBER OF HATE CRIMES IN MICHIGAN HAD BEEN GOING DOWN IN RECENT YEARS, BUT THE 2016 RESULTS SHOW A CONSIDERABLE INCREASE IN HATE ACTIVITY IN THE STATE OVERALL.

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d COMMUNITY RESPONSE GROUP

(continued from section C)

[L. Stambaugh suggested that the Community Response Group should be revitalized by the commission, as it hasn't been in place for a few years. She explained how this type of response group would serve as a source of aid and support to people that are involved in these crimes. The response group originally started when the HRC could not answer complaints, so this is how they connected to the community. She gave some examples of the types of hate crimes that the commission's past response group has been able to help resolve.

The commission discussed ways that they could get this group going again, and who they should reach out to for help. They also discussed the many ways that this would help someone who has been involved in one of these crimes. K. Moore will be drafting a resolution to City Council regarding the Community Response Group and recent hate crimes.]

L. STAMBAUGH SUGGESTED THAT THE COMMUNITY RESPONSE GROUP BE REVITALIZED BY THE COMMISSION, AS IT HASN'T BEEN ACTIVE FOR THE LAST TWO YEARS.. SHE EXPLAINED HOW THIS TYPE OF RESPONSE GROUP COULD SERVE AS A SOURCE OF AID AND SUPPORT TO PEOPLE THAT ARE VICTIMIZED BY THESE CRIMES. COMMUNITY RESPONSE IS A WAY TO CONNECT TO THE COMMUNITIES WHEN PUBLIC HATE INCIDENTS OCCUR. SHE GAVE SOME EXAMPLES OF THE TYPES OF HATE CRIMES THAT THE ANN ARBOR COMMUNITY RESPONSE GROUP WAS ABLE TO HELP RESOLVE IN THE PAST..

THE COMMISSION DISCUSSED WAYS THAT THEY COULD GET

THIS GROUP GOING AGAIN, AND WHO THEY SHOULD REACH OUT TO FOR HELP. THEY ALSO DISCUSSED THE MANY WAYS THAT THIS WOULD HELP SOMEONE WHO HAS BEEN VICTIMIZED BY A CRIME MOTIVATED BY BIAS OR HATE.. K. MOORE WILL BE DRAFTING A RESOLUTION TO CITY COUNCIL REGARDING THE COMMUNITY RESPONSE GROUP AND RECENT HATE CRIMES.

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V **NEW BUSINESS**

[L. Winkler wanted to briefly discuss the Ban-the-Box issue. L. Stambaugh and P. Dent are going to meet with Colin Spencer regarding contractor compliance, and L. Winkler said that they would attempt to find out if they can reach out to these contractors to see what their current application process is. This research might help the commission decide whether or not to approach City Council about this issue.]

L. WINKLER WANTED TO BRIEFLY DISCUSS THE BAN THE BOX ISSUE. L. STAMBAUGH AND P. DENT ARE GOING TO MEET WITH COLIN SPENCER REGARDING CONTRACTOR COMPLIANCE, AND L. WINKLER SAID THAT THEY WOULD ATTEMPT TO FIND OUT IF THEY CAN REACH OUT TO THESE CONTRACTORS TO SEE WHAT . CRIMINAL BACKGROUND INFORMATION THEIR JOB APPLICATIONS REQUEST. THIS RESEARCH MIGHT HELP THE COMMISSION DECIDE WHETHER OR NOT TO APPROACH CITY COUNCIL ABOUT THIS ISSUE.

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VI **ADJOURNMENT**

D. Baum moved to adjourn the meeting. All approved on a voice vote.

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