



# City of Ann Arbor

## Meeting Minutes - Draft

### Human Rights Commission

301 E. Huron St.  
Ann Arbor, MI 48104  
<http://a2gov.legistar.com/Calendar.aspx>

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Wednesday, November 10, 2021

7:00 PM

Electronic Meeting

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#### CALL TO ORDER

*J. Garber called the meeting to order at 7:02 p.m.*

#### ROLL CALL

**Present all participants from Ann Arbor, Plymouth, Ypsilanti, MI and Houston Texas.**

**Present** 11 - Chair Leslie Krauz Stambaugh, Linda Winkler, Pamela Dent (Meadows), Travis Radina, Dilip Das, Keta Jeon Cowan, Ayesha Ghazi, Elizabeth Nelson, Judah Garber, Diana Cass, and Aidan Sova

#### PUBLIC COMMENT

*No public comments were brought before the commission.*

#### APPROVAL OF AGENDA

**Approved as presented**

#### APPROVAL OF MINUTES

[21-1911](#) HRC October Meeting Minutes

**A motion was made by A. Sova, seconded by L. Winkler, that the Minutes be Approved by the Commission and forwarded to the City Council and should be returned by 12/13/2021. On a voice vote, the Vice-Chair declared the motion carried.**

#### REPORT ON OUTSIDE WORK

**City Council**

*CM T. Radina reported the City Council has authorized the Mayor to negotiate the terms of hire with the finalist for the City Attorney position. CM E. Nelson reported M. Dohoney has taken charge as Interim City Administrator.*

**Facial Recognition**

*A. Sova reported that the Facial Recognition Technology working group has submitted to Deputy City Attorney Adrienne Slay their edits to, and comments and concerns about, a draft of an ordinance on this topic. The hope is to have a draft ready for City Council by mid January.*

**FOLLOWING UP ON ONGOING HRC WORK****Trespass**

*L. Stambaugh discussed the status of the Trespass working group. There are still a few changes that need to be made before scheduling a meeting with Chief Cox.*

**Anti-Asian Hate Town Hall**

*A. Ghazi-Edwin stated that the working group is planning to integrate HRC goals with communications strategies to expand the HRC's new community outreach group.*

**Compilation of Complaint Data**

*K. Cowan discussed the sample draft database template that will allow investigators to identify patterns and trends in complaints received. She suggested the HRC also create a new form for all investigators to use to document their investigations and report their findings, and discuss best practices for conducting the investigative process. The template shared during the meeting will be sent to all commissioners.*

**Conversion Therapy Logistics**

*D. Cass discussed reaching out to Neutral Zone and Ann Arbor Public Schools on the new ordinance banning Conversion Therapy. She plans to meet with Neutral Zone next week to discuss working with its Riot Youth group to educate people about this protection. D.Cass talked about*

*completing the partnership form with Ann Arbor Public Schools and how to participate with students to get the word out.*

#### **Fair Chance Housing Logistics**

*L. Winkler raised the need for the City to comply with the Fair Chance ordinance's requirement that notice of the ordinance be sent to all registered landlords. Deputy City Attorney Radabaugh reported that the Community Services team plans to send a copy of the ordinance to all registered landlords soon.*

#### **Complaints**

*L. Stambaugh reported she has reached out to commissioners who haven't yet investigated complaints to schedule each of their 3 month on-call periods.*

#### **OLD BUSINESS**

##### **Contractor Compliance Report**

*P. Dent discussed the proposed draft of the HRC's Contractor Compliance Report. L. Winkler suggested updating the Non-Discrimination poster that contractors are required to post. L. Winkler moved to adopt the report as written, seconded by D. Das. Motion carried.*

##### **Religious Head Covering**

*L. Winkler reported the working group looked into adding to the Non-Discrimination Ordinance explicit protections for religious head coverings and hairstyles. The language they're suggesting be added to the Non-Discrimination Ordinance is this: Religion. Includes, but is not limited to, hairstyles and the use of head coverings associated with an individual's religious beliefs, observance, or practice, unless they cannot reasonably be accommodated because of bona fide health, safety, or security concerns. A. Ghazi-Edwin moved to recommend that the proposed language be sent to Council, seconded by K. Cowan. Motion carried.*

#### **NEW BUSINESS**

*No new business.*

**COMMUNICATIONS**

*None.*

**ADJOURNMENT**

*K. Cowan moved to adjourn the meeting, seconded by A. Sova. Meeting adjourned at 8:13 p.m.*

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

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