



**Bloomington/Monroe County
Human Rights Commission**

**July 15, 2024 Meeting Minutes
Hooker Conference Room, City Hall
5:00 p.m.**

The Bloomington/Monroe County Human Rights Commission met at 5:00 p.m. on Monday, July 15, 2024, in the Hooker Conference Room of Showers City Hall.

Commissioners Attending: Stephen Coover, Autumn Crisovan, Susan Gray, Amy Jackson, Ryne Shadday (online via Zoom), Emma Williams.

Staff Attending: BMCHRC Director Michael Shermis, Assistant City Attorney Enedina Kassamanian, BMCHRC Assistant Annabelle Vosmeier.

Public Attending: None.

Call to Order: Vice-Chair Williams called the meeting to order at 5:00 p.m.

Approval of Minutes of June 17, 2024 Meeting

1. Gray moved to approve. Crisovan seconded. Passed unanimously by roll call vote, 5-0 (Commissioner Jackson arrived a few minutes late and missed this vote).

Report from Staff

1. **Commission on the Status of Black Males Appointment:** The CSBM does not currently have a full roster of commissioners and there have been challenges finding applicants of color and/or applicants with relevant experience and interest. There is not currently a candidate for the BMCHRC to consider for appointment.
2. **HRC Mayoral Appointment:** Three candidates are currently under consideration by the Office of the Mayor.
3. **Second Quarter Report:** Shermis elaborated on the report by describing a two-week period with 14 complaints, compared to a usual rate of a 2-3 calls a week. Multiple complaints came from the same apartment complex, but came from separate people describing different issues. Shermis spoke to the management company about complaints regarding the property manager, and the company was aware of the majority of the issues that had been brought to the BMCHRC's attention. The complainants were asked some clarifying questions about the situation but have not engaged further.

Jackson moved to approve the second quarter report; Gray seconded. Approved unanimously by roll call vote, 6-0.

4. **ADA Anniversary Tabling:** ADA anniversary celebration will be held by the CCA on Saturday morning, August 3, from 9-12. Williams, Coover, and Shadday volunteered to

table. Jackson volunteered to brainstorm activity ideas.

5. **Closed Captioning Implementation:** The closed captioning implementation group will be meeting with the OOTM's new communications director to develop the communication and outreach strategy in the coming weeks.
6. **New Brochures:** New brochures regarding service animals were handed out, designed to be useful to business owners, landlords, and tenants. The Council for Community Accessibility is developing a strategy of handing out brochures to local businesses describing accessibility and avoiding discrimination. This will include the BMCHRC's brochures about discrimination.

Reports from Commissioners

1. Coover tabled at the county fair with "What is Discrimination?" brochures.
2. Shadday suggested that we should remain vigilant for an uptick in hate crimes in the coming months.

Open Cases

1. Coover's race discrimination case: The respondent had requested an extension until July 17. We will expect their documentation and responses to questions then.
2. Radewan's disability discrimination case: The extremely complex case had been appealed after an NPC finding, but a settlement was reached with the respondent before the appeal hearing could take place. This was one of the largest settlements ever reached in BMCHRC history, at \$10,000.

Assignment of New Cases

1. None.

Unfinished Business

1. None.

New Business

1. Commissioners discussed tabling at PrideFest on September 14 and agreed that the BMCHRC should have a table. Shadday moved that the Commission approve up to \$400 for PrideFest expenses and tabling fees; Crisovan seconded. Discussion of possible swag purchases and other expenses took place. Jackson proposed amending the amount to \$500 to accommodate the cost of higher-quality swag that we can bring to future events as well; Shadday agreed. Crisovan seconded. Passed unanimously by roll call vote, 6-0. Jackson suggested celebrating the Safe Haven resolution at the BMCHRC table with a poster.
2. Discussion of reappointments: A few months before reappointments in January, Shermis will reach out to the Mayor and Council to request reappointment letters.
3. Municipal Equity Index (Human Rights Campaign): Bloomington participates every year and aims to always get a perfect score. Shermis is working to resolve a discrepancy from last year where Bloomington did not get credit for transgender health care benefits (although we did get a perfect score due to flex points). Shermis and Vosmeier are working to create the application for 2024.

Public Input

1. None.

Adjournment: Vice-Chair Williams adjourned the meeting at 6:01 p.m.