



**Bloomington/Monroe County
Human Rights Commission**

**December 16, 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, December 16, 2024, in the Hooker Conference Room of Showers City Hall.

Commissioners Attending: Sharon Baker (online via Zoom), Stephen Coover, Autumn Crisovan, Amy Jackson, Ryne Shadday, Lilliana Young

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

Public Attending: None.

Call to Order: Chair Shadday called the meeting to order at 5:00 p.m.

Approval of Minutes of November 18, 2024 Meeting

1. Jackson moved to approve the minutes from November 18, 2024. Crisovan seconded. Passed unanimously, 5-0 (Baker had not arrived yet).

Report from Staff

1. A potential complainant wished to make their complaint public and to bring the incident to the entire commission at a meeting. This would have caused a conflict of interest for all commissioners and would have reduced confidentiality and a fair investigation. The intake form has been updated to suggest that potential complainants avoid speaking about their case publicly before speaking to Director Shermis about their options.
2. Record-keeping for miscellaneous inquiries will be updated for 2025 for better clarity and organization.

Chair Shadday asked to amend the agenda to add Young's proposal formally into New Business. Coover moved and Jackson seconded. Passed unanimously by roll call vote, 6-0.

Reports from Commissioners

1. None.

Open Cases

1. Jackson's case: Racial discrimination in employment. The respondent's position statement included notable inconsistencies, so they have been asked for clarification on several points.
2. Crisovan's case: Racial discrimination in housing. Initial intake interview went well and the affidavit has been sent to respondent, who has until after the holidays to reply.
3. Shadday's case: National origin discrimination in housing. A witness interview has just

been conducted and the respondent will be interviewed tomorrow. There are inconsistencies between everyone's statements.

Assignment of New Cases

1. A potential new case (disability discrimination in housing) seems likely. Director Shermis has been communicating with the complainant about requesting a reasonable accommodation. The landlord has not yet provided the accommodation and is not in clear communication with the tenant. This case would go to Baker.

Unfinished Business

1. None.

New Business

1. **Arts/Essay Contest:** Past years' themes were passed out for consideration, and commissioners will email ideas for potential 2025 themes to be discussed at the January meeting.
2. **Safe Haven for Transgender Life Proposal:** Considering the current political climate, Young has been considering ideas for what Bloomington can do to become a safe haven for the transgender community. She proposes a resolution that covers items other than health care: safety, inclusivity, anti-discrimination, etc. This would be a statement of intent from the City to direct their policies and communications.

Shermis described process of proposing a resolution to City Council.

Kassamanian will research current policies, ordinances, etc. to see what relevant language is already in place. Current legal atmosphere and recent precedent may add additional hurdles and affect wording.

Shermis pointed out that we can take some actions as a commission before such a resolution is passed citywide. Other commissioners will bring back any additional ideas to be added to such a resolution.

Public Input

1. None.

Adjournment: Chair Shadday adjourned the meeting at 5:38 p.m.