



**Bloomington/Monroe County
Human Rights Commission**

**November 17, 2025 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, November 17, 2025, in the Hooker Conference Room of Showers City Hall.

Commissioners Attending: Sharon Baker (arrived 5:40 due to transportation delays with BT Access), Stephen Coover, Amy Jackson, Emma Williams, Lilliana Young (online via Zoom).

Staff Attending: BMCHRC Liaison Michael Shermis, BMCHRC Assistant Annabelle Vosmeier, Assistant City Attorney Taylor Brown.

Public Attending: Victoria Smith.

Call to Order

1. Williams brought the BMCHRC to order at 5:06 PM, avoiding votes or matters of substance until Baker's arrival due to the lack of quorum.

Report from Staff

1. Shermis described a successful presentation to the BHSS UNICEF Club, who had invited staff to speak. The students were engaged and interested. Commissioners were interested in getting involved in future presentations.

Reports from Commissioners

1. **Jackson** complimented Young's election campaign materials on Facebook, which include upbeat and informative videos and a food drive.

Recess

1. Williams brought the BMCHRC into a recess at 5:10 PM. She called the meeting to order at 5:40 PM upon Baker's arrival.

Approval of Minutes of October 20, 2025 Meeting

1. Jackson moved to approve the minutes from October 20, 2025. Coover seconded. Passed unanimously by roll call vote, 5-0.

Open Cases

1. Baker's disability discrimination in housing case: Requested additional information from respondent following position statement, but have not received a response. A request for interviews will go out tomorrow.
2. Bensberg's disability discrimination in employment case: Intake interview scheduled for this week.

3. Jackson's racial discrimination in housing case: Complainant appealed the NPC finding; USPS was delayed in delivering appeal. Hearing scheduled for Thursday.
4. Coover's disability discrimination in housing case: Withdrawn following a negotiated accommodation.

Assignment of New Cases

1. Shermis reported on several complaints but stated that he did not believe any of them would move forward into a formal case.
 - a. National origin discrimination: the complainants did not wish to move forward with a formal complaint because of a fear of retaliation. With their permission, Shermis contacted the potential respondent about the anonymous concerns, but the respondent did not reply.
 - b. Racial discrimination: Potential jurisdiction issues. It has not been possible to consult with the EEOC due to the federal shutdown; Shermis left a message with them yesterday as they are reopening.
 - c. Housing discrimination: An individual with dementia reported some allegations of discrimination but did not have evidence or clear memories. Shermis offered to assist with an informal conversation with the respondent, which satisfied the complainant. Jackson asked whether a caregiver could file on behalf of an adult with dementia; Shermis replied that they could with a power of attorney and that caregivers were welcome to assist and be present during interviews.

Unfinished Business

1. **Municipal ID program:** Young's revised proposal was sent in advance. The next step is to send the document to Legal for review. Commissioners discussed strategy. Shermis reminded commissioners that he believed that an immediate question would be about the lack of interest from the Hispanic and Latino community. Young stated that she had spoken with Mayor Thomson back in May and that the mayor had been interested in benefits to other communities. Coover moved to forward the proposal to Legal; Jackson seconded. Passed unanimously by roll call vote, 5-0.

New Business

1. **LGBTQ+ Home Resolution:** Young's revised resolution was sent in advance. She made changes after the initial resolution met a dead end, including adding a proposal to pursue an LGBTQ+ commission, with the goal of making the city more proactive in looking after the LGBTQ+ community. Jackson proposed tabling the resolution until the December meeting to give it good thought and to include Shadday and Bensberg. Baker moved to table; Jackson seconded. Passed unanimously by roll call vote, 5-0.

Public Input

2. None.

Adjournment: Vice Chair Williams adjourned the meeting at 6:16 p.m.