



**Bloomington/Monroe County
Human Rights Commission**

**December 15, 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, December 15, 2025, in the Hooker Conference Room of Showers City Hall.

Commissioners Attending: Sharon Baker (online via Zoom), Kathleen Bensberg, Stephen Coover, Amy Jackson, Ryne Shadday, Emma Williams, Lilliana Young.

Staff Attending: BMCHRC Liaison Michael Shermis, BMCHRC Assistant Annabelle Vosmeier.

Public Attending: None.

Call to Order

1. Shadday brought the BMCHRC to order at 5:00 PM and presented the Land and Labor Acknowledgment.

Approval of Minutes of November 17, 2025 Meeting

1. Jackson moved to approve the minutes from November 17, 2025. Williams seconded. Passed unanimously by roll call vote, 5-0, Shadday and Bensberg abstaining due to previous absence.

Report from Staff

1. None.

Reports from Commissioners

1. **Coover** reported visiting a business in uniform and speaking with a Hispanic man ahead of him in line while they waited to be served. The Hispanic man predicted that the staff would speak to Coover first, even though the man had been waiting longer. When a staff member came out, they did ask to help Coover first. Coover refused. Although he did not name the business, he noted that it was one that he had previously investigated for racial discrimination and that he had not visited since; the investigation had ended in a withdrawal when the complainant rejected a monetary settlement.
2. **Shadday** suggested developing a resource to assist older people in accessing legal help. He is working with an older client without friends or family who is having trouble selling her home due to her need for legal assistance. Bensberg named the Senior Law Project with Indiana Legal Services. Shermis talked about "Connecting Neighbors," a new project currently run by Area 10 which connects older individuals with dementia with resources. Jackson noted that Indiana Legal Services is often mentioned and requested a presentation on their work.

Open Cases

1. Baker's disability discrimination in housing case: After interviewing two people from the respondent's side and receiving some additional information from their attorney, it looks like an NPC finding.
2. Bensberg's disability discrimination in employment case: The intake interview has occurred; the respondent's letter is due soon.

Assignment of New Cases

1. Shermis reported on one potential complaint that is about to be closed. There have been questions about the jurisdiction of the case, as the employer is outside of Bloomington, and the complainant has not provided clarification.

Unfinished Business

1. **Municipal ID program:** Representation from the Legal department was not present. Shermis stated that staff had been instructed by Legal to table discussion of the Municipal ID program and the LGBTQ+ Home Resolution. Commissioners expressed the desire to seek clarification from Legal on what forms of advocacy are permissible for the Commission and how commissioners may engage with those topics. The Commission decided to request a future meeting with Legal staff, proposing a special meeting of the Commission on January 6 or January 7, 2026. Williams moved to table both unfinished and new business; Jackson seconded.

New Business

1. **LGBTQ+ Home Resolution:** Tabled as above.

Public Input

2. None.

Adjournment: Shadday adjourned the meeting at 5:49 p.m.