



**Bloomington/Monroe County  
Human Rights Commission**

**Minutes of November 20, 2023  
Meeting 5:00 p.m.  
Hooker Conference Room, City  
Hall**

The Bloomington/Monroe County Human Rights Commission met at 5:00 p.m. on Monday, November 20, 2023, in the Hooker Conference Room of Showers City Hall.

Commissioners Attending: Ryne Shadday (via Zoom), Emma Williams (via Zoom), Byron Bangert, Stephen Coover, Susan Gray, Tonda Radewan, Amy Jackson. A quorum was present. Attendance was taken via roll call.

Staff Attending: BMCRHC Director Michael Shermis, Assistant City Attorney Audrey Brittingham, and Legal Administrative Assistant Ashley Sparks

**Contract Compliance Committee Call to Order**

Chair Shadday called the meeting to order at 5:03 p.m.

**1. Proposed Revisions of the Contract Compliance Regulations:**

Brittingham spoke on the 24-hour requirement for Affirmative Action Plans, which mandates the plans be submitted 24-hours prior to a bid. Brittingham provided copies of the existing requirements regarding this policy and a revised version in which the 24-hour requirement has been omitted.

Bangert moved to adopt the version of the Regulations with the omission. Jackson seconded the motion. A roll call vote was taken, which resulted in the unanimous approval of the revised version of the Contract Compliance Regulations with a vote of 5-0.

**Contract Compliance Committee Meeting Adjournment**

Shadday adjourned the meeting at 5:06pm.

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Shadday called the meeting to order at 5:07pm.

**Approval of Minutes of August 21, 2023 Meeting**

Radewan moved to approve minutes of October 16, 2023. Bangert seconded. Passed unanimously via roll call vote, 7-0.



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### **Report from Staff**

1. **Discrimination Decision Tree:** Shermis provided a draft of the Discrimination Decision Tree for review by the Commissioners. Shermis said that this draft incorporated input from Commissioners, prior Director Barbara McKinney, and the CHIP subcommittee. Shermis indicated that the layout of the document will be different than what was given to the Commissioners.
  - i. Radewan asked what the best course would be for additional suggestions and edits. Shermis suggested the Commissioners provide input during the meeting. Numerous suggested edits were made and the Commissioners agreed to document any further questions and send them to Shermis for implementation and/or further discussion.
2. **BMCHRC Website:** Shermis indicated that all changes have been made to the website, ensuring ease of navigation, organization, and up-to-date information.

### **Reports from Commissioners**

None.

### **Open Cases**

- i. Gray's disability discrimination case has been closed prior to any finding as the complainant was reinstated to her job with full seniority and so withdrew her complaint.
- ii. Coover's racial discrimination in housing case is pending additional information and complainant interview.
- iii. Radewan's sexual harassment case remains under appeal. The previously served subpoena was unanswered; subsequently, a letter stating a fine would be imposed without a response was sent and also went unanswered, Communication to the complainant is being drafted.
- iv. Jackon's racial discrimination in employment case is pending a response from the respondent, due by November 26.

### **New Cases**



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None. Although there looks like there will be a couple coming up soon.

### Unfinished Business

- i. **Safe Haven from Anti-Transgender Laws:** Brittingham provided Commissioners with an edited version of the Kansas City resolution, which includes necessary omissions and a proposed preamble for presentation to Council.

Brittingham emphasized that the nature of the resolution will remain symbolic, as it would not have any effect if Senate Enrolled Act 480 passes. Additionally, Brittingham informed the Commission that Corporation Counsel approves of the resolution, but cautions the Commission of Attorney General Rokita's potential targeting of Bloomington if it is passed. Chair Shadday emphasized the desire for the Commission to continue to do what the community asks of it. Radewan added that the resolution would provide backing for the continuous 100% MEI scores in recent years.

Additional edits were discussed by the Commissioners. Brittingham suggested obtaining support from a Councilmember prior to presenting it to the Council in its entirety. Shadday commented on prior conversations with Councilmembers.

Gray asked if this resolution would be presented to County, as well as City. Discussion ensued and it was determined that a Commissioner would need to take it to the County Commissioners.

Finalized language for the resolution will be voted on in the December meeting.

- ii. **Age Limitations on Complaints:** Brittingham indicated an age limit for ICRC complaints being set at 18 without a parent/guardian present. A revision of the Rules and Regulations will be drafted and presented to the Commission at the December meeting for a vote.
- iii. **Monroe County Jail Issues:** Commissioners discussed issues faced by prisoners and agreed to state their support of a new jail, more for the correction of issues beyond occupancy, such as the need for additional space for programming.

Jurisdictional issues were discussed, should a prisoner wish to file a human



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rights complaint. Shermis stated that these complaints would be referred to the ICRC. Radewan noted that many people in the community do not have internet access to file complaints. Williams will print out physical copies of the ICRC complaint form to provide to prisoners during reentry classes.

- iv. **Closed Captioning Ordinance:** Shermis presented the Commissioners with a proposed ordinance and expressed the desire of the Council for the Commission to vote on the matter during the meeting. Edits were discussed among Commissioners. Coover moved to endorse the ordinance with noted edits implemented. Jackson seconded the motion. A roll call vote was taken and the motion passed unanimously, 7-0.

### **New Business**

- i. Radewan asked the Commission what the preference was on communicating agenda items to be discussed at a meeting. Commissioners discussed the issue and determined that any item requiring a vote or action to be taken should be communicated ahead of time, but items for general discussion may be addressed as “new business.”
- ii. Radewan reminded the Commission about Fair Housing Month in April. This will be placed on the agenda for discussion in February’s meeting.
- iii. Radewan asked if any other Commissioners were interested in participating in EPP at Mother Hubbard’s Cupboard. Commissioners desire a completed Discrimination Decision Tree prior to signing up for tabling events.
- iv. Bangert asked if it was time to discuss the Human Rights Award and Art and Essay Contest for 2024. These items will be placed on the December agenda for discussion.
- v. Shermis asked if Brittingham could conduct a presentation on common discriminatory actions and proper questions the Commissioners should be asking complainants and respondents during interviews. This will be placed on the January agenda.
- vi. Radewan inquired about the status of Commissioners after January 1. Shermis indicated that any Commissioner whose term ends January 31 should reapply, per the incoming Mayor’s direction. All four Commissioners whose terms are ending have indicated they will be reapplying.
- vii. Brittingham asked if there would be a quorum for the December meeting. Commissioners confirmed attendance and December’s meeting will be conducted as scheduled.

### **Public Input**



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None.

**Adjournment**

Jackson moved to adjourn the meeting. Gray seconded the motion. Shadday adjourned the meeting at 6:48 p.m.