

## **BLOOMINGTON HUMAN RIGHTS COMMISSION**

### **Minutes of May 20, 2019 Meeting**

The Bloomington Human Rights Commission met on Monday, May 20, 2019, beginning at 5:35 p.m. in the law library of the Bloomington Legal Department. Present were commissioners Ryne Shadday, Byron Bangert, Valeri Haughton-Motley, Carolyn Calloway-Thomas and Pam Jackson. Commissioner Micajkova-Offen was absent without notice. A quorum was present. Also present was Barbara E. McKinney, BHRC director/attorney, and for part of the meeting, Dan Sherman, Common Council attorney.

**Call to order:** Chair Shadday called the meeting to order at 5:35 p.m.

**Approval of minutes:** Haughton-Motley moved that the minutes of the April 22, 2019 BHRC meeting be approved as presented. Calloway-Thomas seconded. Passed unanimously.

#### **Unfinished business**

**Introduction of new commissioner:** Pam Jackson, appointed to the BHRC in May by the Bloomington Common Council, introduced herself. She said she is a sociology professor who has lived in Bloomington for 18 years. She is married and has one daughter and thinks her skills will be an asset to the BHRC. The other commissioners introduced themselves and welcomed Jackson to the BHRC.

**Comments for chair:** Shadday said that one thing he liked about working at Ivy Tech was the opportunity it gave him to honor people who deserved recognition, and tonight he wanted to honor Bangert for his many years of service to the BHRC, including years of serving as the chair. He presented Bangert with a plaque on behalf of the BHRC and thanked him for his years of service.

**4<sup>th</sup> of July parade update:** McKinney said that she had ordered wristbands for the BHRC to distribute at the parade this year; the MCHRC has ordered the same style as well. She had not yet received a registration form for the 2019 parade but will follow up on that. She said that Oswald suggested that instead of having only a car in the parade, we could have a float, decorated by posters and banners from protected categories. McKinney distributed a flyer that Oswald and she had put together. Haughton-Motley approved Oswald's suggestion; Jackson seconded. Shadday praised the idea. The commissioners agreed that if they did not receive a sufficient number of posters or banners, they would instead just use Haughton-Motley's car as in 2018.

### **June 1, 2019 listening session Indiana Native American Indian Affairs**

**Commission:** McKinney reminded the commission that MeLissa Williams from the state Native American Indian Affairs Commission had spoken to the BHRC about wanting to hold a listening session in Bloomington in 2019. She said that they have now scheduled a listening session at the Monroe County Public Library from 1 to 4 on Saturday, June 1, 2019. She said information about the session will be in the June issue of Rights Stuff, and she had distributed a press release to CFRD so its commissions can help publicize the session as well.

### **New business**

**Table at farmers' market:** The commissioners agreed to put off discussing this until seven commissioners are present. Calloway-Thomas expressed concern that staffing the table is not a productive use of people's time, as only about 20 people stopped by the last time she staffed a table. McKinney said that was possibly 20 people who weren't aware of the BHRC. She suggested having better giveaways might encourage people to stop by. Part of the problem is the location is off the beaten path. Bangert said he did not see the pay-off for staffing a table at the market. The commissioners asked McKinney to check out other places the BHRC could have a table, such as PRIDE, Juneteenth, Arts on the Square, 4<sup>th</sup> Street Fair, etc.

**Proposed amendment to the Bloomington Human Rights Ordinance:** McKinney explained her draft proposed amendments to the Bloomington Human Rights Ordinance. One would clarify that it is against City policy for any City employee to discriminate against or harass anyone doing sanctioned work for the City, including co-workers, independent contractors, volunteers, interns, etc. Anyone who feels he or she has been harassed or discriminated against will have the right to file a complaint and the City will take appropriate action. Contracts going forward will have a provision explaining this right. The other would require any bidder required to submit an affirmative action plan to the City would also have to submit a harassment plan. Banger asked what the motivation for the amendments was; McKinney said there was growing concern about mistreatment of independent contractors nationwide, but the immediate spark was a request by the mayor's office that she see what the City could do to address the issue and this was her answer. Calloway-Thomas moved that the BHRC recommend to the Common Council that it make the suggested changes to the ordinance. Haughton-Motley seconded. Passed unanimously.

**Settlement agreement-tentative:** McKinney explained that the proposed settlement agreement was not ready for the BHRC to consider.

**Indiana Consortium of State and Local Human Rights Agencies' 46<sup>th</sup> annual conference:** The commissioners discussed whether any of them would attend the conference in Indianapolis from June 17- 20. McKinney will send them more information.

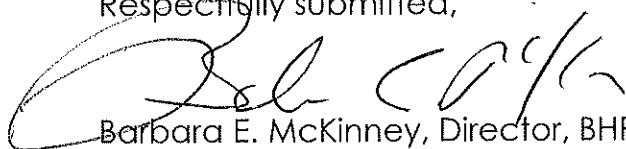
**Assignment of new cases:** No new cases to assign.

**Other business:** No other business.

**Public input:** No public input.

**Adjournment:** Meeting adjourned at 6:25 p.m.

Respectfully submitted,



Barbara E. McKinney, Director, BHRC