



City of Greensboro

HUMAN RELATIONS COMMISSION

MINUTES

February 5th, 2015

The Human Relations Commission (HRC) convened for its regular monthly meeting at 6:00 p.m. on the above date in the Board Room at the Greensboro Cultural Center, with Chair Kevin Williams presiding.

PRESENT: Chair Kevin Williams, Vice-Chair Michael Picarelli, Commissioners Zac Engle, Lindsay Burkart, Gary Grandon, Kurt Collins, Freman Murphy, Margaret Arbuckle, Jacqueline King, Lindy Perry-Garnett, Moussa Issifou and Lakeia Harris.

HUMAN RELATIONS DEPARTMENT STAFF: Love Crossling, HRD Director; Allen Hunt, and Isabel Gil, Administrative Assistant.

EXCUSED ABSENCES: Commissioners Tonya Doane and Chantale Wesley-Lamin

CALL TO ORDER

Chair Williams called the meeting to order at 6:09 p.m. and a moment of silence was observed.

RECOGNITION OF VISITORS

There were no visitors present; however, Chair Williams welcomed and invited new Commissioners Freman Murphy and Lindsay Burkart to introduce themselves.

REPORT FROM THE CHAIR – COMMISSIONER KEVIN WILLIAMS

Report attached.

COMMITTEE REPORTS

CRC- Allen Hunt on behalf of Commissioner Wesley-Lamin

Report attached

Love Crossling encouraged the Commissioners to meet soon regarding topics and issues for the HRC to host as dialogues or other types of events.

Commissioner Picarelli asked if there is support from the City as far as budget resources, planning and marketing because this support is essential; it's not just a matter of using the facilities but being able to publicize and bring the community together. Dr. Crossling stated that the Communications Department would help increase the publicity.



Commissioner Arbuckle asked if the HRC would be involved in the announced Police Conversations. Dr. Crossling answered that the plan is to have the Commissioners participating in the moderating of the program. The HRD was able to advocate for the direction of how the conversation goes in; it will not be just a rollout of progressive programs the Police Department is doing but it is going to mirror national conversations like discretion and use of force and what that means with interaction with the Police.

Chair Williams stated that regarding the Police Conversations it would be a great opportunity for the HRC to partner with the City having a town hall meeting once a quarter in various parts of the city and have long term conversations in the future years; this will be most beneficial for residents.

Love Crossling added that the design of the program is to have break-out sessions and have Commissioners at each of the round table discussions to participate in intimate conversations and facilitate dialogue with people at the table; this would help follow up and attendance in future dialogues. The structure will be to have a trained facilitator, one police officer and one commissioner per table. She encouraged commissioners to engage in this event and confirm their participation. The tentative date is February 26 in the evening.

Education Committee-Chair Williams on behalf of Commissioner Picarelli

The committee has put together topics with things beginning 2015 focusing on parent advocacy, minority achievement gap tied with cultural infusion and civic and economic literacy programs. One program proposed to the group is a project that will focus on student's skill levels and career assessment with collaborations of Guilford County Schools at the 6th grade level and align classes toward those assessments. It is a good start with commitment of Guilford County Schools as well as PTA, and non profits like Junior Achievement. He is very pleased with the response so far and if the state adopts these programs, Guilford County will be the pilot to launch them.

The next meeting will be on March 2 in the Plaza Level Conference Room.

Employment Committee - Commissioner Engle

He will be following up regarding a possible collaboration with the City's MWBE program. He met with Dr. Crossling in January regarding the youth entrepreneurship program to be launched in July of this year; she will try connecting the program with the Possible Project taking place in Boston.

Commissioner Burkart asked if the committee is looking for groups that would benefit from the MWBE training. Commissioner Engle stated it would be great to have outreach and added that the committee used to have a budget to do training but the funding was cut and now there is only collaboration of volunteers and the use of city resources as good as possible to create opportunities for people.

Human Services Committee - Chair Williams

The MLK breakfast was held on January 19 at the Koury Convention Center; the event was great, he saw a lot of people very pleased and satisfied.



Commissioner King stated that after reading the evaluations it appears that overall it was a good event, it is difficult to please everyone with the food and the speaker made very good remarks. There are always areas of improvement like the set up of the room, but these things can be addressed and to make it better next year.

Chair Williams added there were roughly eight hundred people in attendance and the event came close to being sold out. He thanked all Commissioners for their attendance and input to make this a special event.

Montgomery Wells/Housing – Commissioner Doane

Report attached.

Commissioner Arbuckle asked if this committee deals with affordable housing. Allen Hunt answered that it deals with anything related to housing issues. She invited the Commission to attend a meeting on February 12th at Urban Ministries for a meeting regarding homelessness.

Program and Planning – Commissioner Grandon

Report attached.

IAC – Allen Hunt

The IAC working group met on January 26; the discussion was to establish their leadership structure. They have decided to have elections which will take place at the Super G Market on April 17 and 18. The HRD will develop interest forms and flyers.

STAFF REPORT –Allen Hunt

Allen Hunt updated the HRC as follows:

- The Police Review Board is still in the development stages. The HRD has been charged with providing training which is being developed. The new board will take about 15 hours of intensive training. The current CRC will still be hearing cases for Fair Housing as well as Public Accommodation cases.
- Three HRC Logos were presented to the HRC and commissioners unanimously voted on the third one, see attachment.
- A retreat will take place with topics to be submitted by Commissioners.

See staff report attached.



ITEMS OF DISCUSSION AND VOTE

- Partnership with the Greensboro Counter-Stories Project
Commissioner Arbuckle introduced this project to the HRC at the last meeting and asked to establish a partnership with this project. The leadership of this initiative has met with the Mayor and other organizations hopes that all community comes together and does not continue to work in silos.

Commissioner Picarelli made a motion to table the item until there is more clarification of the HRC involvement in the Police-Community Dialogue; Commissioner Lindsay Burkart seconded the motion. Chair Williams asked Commissioners to vote with the show of hands. With six votes in favor, five opposed and one abstained, the item is being tabled to the next meeting.

- January 8, 2015 Meeting Minutes. On a motion moved by Commissioner Engle, seconded by Commissioner Picarelli, the minutes were unanimously approved.

ACKNOWLEDGE ABSENCES

Excused Absences were acknowledged.

ADJOURNMENT

Chair Williams adjourned the meeting at 7:26 p.m.

Chairperson
Greensboro Human Relations Commission

Approved: _____
Date

ATTACHMENTS

CHAIR REPORT

GENERAL UPDATES

- January 23, 2015 – Removal of the terms/names of “Civil Rights and Human Rights” from the U.S. Senate Judiciary Subcommittee Name. It has taken on the name the Subcommittee of the Constitution. According to a press release from Senator John Cronyn (Texas), the subcommittee will be a "watchdog against unconstitutional overreach and will hold the Obama Administration accountable for its actions." (*Huffington Post, January 23, 2015, Dana Liebelson, Ryan J. Reilly*)
- **January 2015** – The discussion to erect a highway marker to commemorate the 1979 Ku-Klux Klan/Neo-Nazi Party “shooting” at the “Death to the Klan” march organized by the Communist Workers Party in Greensboro. The marker will be erected at the corner of Willow Road and McConnell Road. A decision by City Council to support the erection of the marker is scheduled for vote on February 3, 2015.

PERTINENT COUNCIL/COMMUNITY UPDATES

- **January 20, 2015** – The 2015 Legislative Agenda was approved by the City Council to be submitted to the NC General Assembly for action. The following are some of the agenda items that will have an impact on the Human Relations Commission:

- **Reconfiguration of City Council**

City Council opposes efforts in the General Assembly to reduce the number of City Council members from 9 to 7. City Council supports plans to increase terms to 4 years.

Council will also consider a separate resolution on this item for immediate release to the members of the General Assembly. The authority of the current Complaint Review Committee will be transferred to the newly formed Citizens Review Board.

- **Police Body Worn Cameras**

Clarify the definitions of criminal investigation records and personnel records and establish an appropriate method to allow victims and defendants to view footage while balancing the privacy needs of the public and the personnel rights of the police. Please see the discussion below.

Body Worn Camera Legislation

The City Attorney’s Office recommends that Council seek the following legislative changes to G.S. § 160A-168, “Privacy of employee personnel records”:

1. *Provide the City Manager or his designee with the authority to disclose audio/video footage to a person who is involved in an interaction with a police officer and files a*

request to that person or the person's legal guardian or attorney;

2. Clarify the authority of the City Manager and Council to include the disclosure or release of information when no personnel action is taken;

3. Define "disclosure" to mean allowing a person to view and/or hear information, records or audio/video footage, and "release" to mean providing to a person a copy of information, records or audio/video footage;

4. Prior to disclosing or releasing video to a third party except as evidence in court, allow redacting or obscuring BWC video that shows facial features of persons not involved in a police interaction, when the video shows a location or circumstance where the persons have a reasonable expectation of privacy.

5. If the video is to be disclosed or released to a third party, maintain a redaction log which is also publicly releasable if portions of a video are edited or deleted to redact video.

The City Attorney's Office also recommends that the City petition the N.C. Department of Cultural Resources, Division of Archives and Records to place BWC footage within the same retention category as dash-cam video under "Standard 9: Law Enforcement Records, Item #81 Mobile Unit Video Tapes". This retention standard provides for a Statewide 30-day retention schedule of this video. Adding BWC audio/video footage to this standard will be consistent with current State policy and will meet the need to retain BWC footage for personnel and criminal complaints. It will also reduce the cost of retaining BWC footage which is not required for any investigative purpose.

- Police Review Board

Amend local legislation that currently enables a "subcommittee" of the Human Relations Commission to view confidential police records to provide the proposed independent Police Review Board this power.

• January 26, 2015 - City Planning Police/Community Conversations

The City of Greensboro is planning a series of conversations on the topic of police and community relations. The conversation meetings are expected to start in February.

The City has been working to schedule the meetings over the last several weeks. Mayor Nancy Vaughan, inspired by nationwide programs like the #startswithtrust campaign and #blacklivesmatter movement, says now is the time for increased dialogue around community and police issues.

COMMISSIONER REQUESTS OF STAFF

- **January 2015** – Is there a role for the Human Relations Commission to take the lead or partner with community groups to conduct “The Police/Community Conversations” proposed by the Mayor and Mayor Pro-Tem?

IMPORTANT DATES/EVENTS ATTENDED

- **January 16, 2015** – The Shabbat Service recognizing the effect of the work of Martin Luther King, Jr. on our society at the Temple of Emanuel.
- **January 19, 2015** – The Martin Luther King, Jr. Breakfast.
- **January 26, 2015** – The International Advisory Council Work Group Meeting.
- **January 27, 2015** – The Commission on the Status of Women Meeting.

QUESTIONS

- On the issue of the US Senate Judiciary Subcommittee, the following questions arose:
 - Will issues that affect civil rights and human rights be addressed under this re-focused subcommittee?
 - Should issues of civil rights and human rights be addressed under this subcommittee?
- On the issue of the highway marker, the following questions arose:
 - Will the erection of the highway marker slow or deter economic development potential in this area that is located in east Greensboro?
 - In the future, will this marker be used as another example that the residents of east Greensboro and its future leaders use as a point of argument that the city government has marginalized this area?

Chair's Signature

Kevin Williams

Date Report Submitted

February 5, 2015



EDUCATION COMMITTEE

GENERAL UPDATES

- Education Committee organized w/ meeting to be 1st Monday
- Planning first project to work with Rotary and Junior Achievement
- Full committee to be set and published

PERTINENT COUNCIL/COMMUNITY UPDATES

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COMMISSIONER REQUESTS OF STAFF

- Past notes and email addresses

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IMPORTANT DATES/EVENTS ATTENDED

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QUESTIONS

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Chair's Signature

Michael Picarelli

Date Report Submitted

February 5, 2015



COMPLAINT REVIEW COMMITTEE REPORT

FEBRUARY 8, 2015

The Complaint Review Committee met on Tues, February 3, 2015. During the meeting, we reviewed two complaints. In one of the cases, we agreed with the findings and results of the administrative investigation of the Greensboro Police Department. The other case was sent to the City Manager's Office for further review.

Our next scheduled meeting will be on Wednesday, March 4, 2015 at 9:30AM in the Plaza Level Conference Room of the Melvin Municipal Office Building (MMOB)
Commissioner Wesley-Lamin

Report of the Ad Hoc Programming and Planning Committee

Thursday, February 5, 2015

10:45 AM

Energized by positive discussions by the HRC the committee is moving forward with one program and one proposal.

The Committee met on January 15, 11:00 AM at the HRD office. Ms. Gil, Commissioner King, Supervisor Hunt, and Commissioner Grandon were able to attend. We discussed the format offered by Ms. Gil and agreed for her to invite speakers. We later agreed to co-sponsor the program with the new IAC.

On the path to approvals by the CMO it was realized that meeting on nights when City Council meets would likely be a bit less than optimal if we want Council to hear these discussions. We have moved the date of the program to **Monday, March 2nd** in the Central Library's **Nussbaum Room**.

A "ditto" was sent out to establish a time for a meeting on our proposal for a program centering on the International Civil Rights Museum and its operations and importance to the community. This meeting will hopefully take place in the near future.

At this time input from the Commission on marketing the DACA program would be most welcomed.

For the Committee,

G. Grandon
Chairperson



GENERAL UPDATES
• Mid-Year Retreat Planning
• New Commission Logo & Facebook Page
• Inter departmental Collaborative Outreach & Commissions

PERTINENT CMO/COUNCIL/COMMUNITY UPDATES
• Department Budget Overview
• Complaint Review Committee/Police Review Board transition
• IAC Working Group updates
• Clean Slate event feedback
• Black Lives Matter Initiative

STAFF REQUESTS TO COMMISSIONERS
Reporting forms: Chair Committee } All due the last Friday of the month Community Engagement/Activity
• Work Plan development
• Schedule Program Planning Work Sessions with Allen Hunt
• City & Community Calendars: Opportunities for Outreach & Engagement

IMPORTANT DATES
• CRC Review, February 3, 2015
• DACA Community Dialogue, March 2, 2015 at the Nussbaum Room

QUESTIONS
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Director's Signature

Date Report Submitted

Love Crossling

February 4, 2015