



City of Greensboro

HUMAN RELATIONS COMMISSION

MINUTES

April 2nd, 2015

The Human Relations Commission (HRC) convened for its regular monthly meeting at 6:10 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 Lindsay Burkart, Gary Grandon, Kurt Collins, Moussa Issifou, Freman Murphy, Margaret Arbuckle, Jacqueline King,

HUMAN RELATIONS DEPARTMENT STAFF: Love Crossling HRD Director, Isabel Gil Administrative Assistant

EXCUSED ABSENCES: Commissioners Tonya Doane, Chantale Wesley-Lamin, Zac Engle, Lindy Perry-Garnett, Jean Brown

ABSENT: Commissioners Lakeia Harris, Freman Murphy

VISITORS: David E. Lawver

CALL TO ORDER

Chair Williams called the meeting to order at 6:10 p.m.

RECOGNITION OF VISITORS

Chair Williams invited visitor to introduce himself.

STAFF REPORT –Love Crossling

Dr. Crossling thanked the commission for their flexibility on the rearrangement of the agenda for the purposes of a personal family emergency.

Dr. Crossling addressed the commission regarding The Police-Community Dialogue which took place last Monday with the purpose to break out in small groups across 3 particular topics. Some community members were uncomfortable with the organization of the meeting due to conversations that there had been with council members, specifically the mayor, about being included in the planning of those conversations. Because they perceived those conversations to have not taken place, they decided to assert their concerns at the meeting and actually negotiated on site with the mayor and outside facilitators to be co-facilitators in the meeting. After they were able to come to an agreement, the small group discussions began and went very well. Overall, it was a very peaceful exchange once they got into groups, there was some unrest before breaking out into small groups, but fortunately there was an effort to communicate with Human Relations staff that it was not personal but rather something that felt necessary.



Dr. Crossling intends to go back and have one-on-one conversations with representatives of those communities to clarify the level of inclusion they desire and see if there is a place in the commission where their voice can be brought to the table in order to plan and design more community discussions around the topic. In the end there were some themes that came out of those conversations and currently they have been compiling that data from the focus groups. They have been pulling discussion notes together and having debriefing meetings with the City Manager's office to see what the next steps will be and what design the larger follow-up meetings will be. Dr. Crossling has suggested in those meetings that there need to be commissioners invited to that conversation from both the Human Relations Commission and the College Commission because both groups are being addressed in the topic, but they are not able to touch it in enough time before the larger entity of the City Manager's office and the Council are facilitating discussions. Dr. Crossling also attended Counter-Stories on Saturday, March 28th which faced the challenge of different populations appealing to different kinds and designs of conversations, one population attended the Monday meeting and another attended the Counter-Stories with minimal overlap. Part of the conversation at Counter-Stories was how to get more varied voices and experiences in those particular groups. There are a series of small group meetings coming up that will lead to another event on Saturday, April 25th.

Dr. Crossling also reported that the Faith-Action ID Drive was very successful with over 100 IDs issued that day through two sessions, one in the morning and another in the afternoon. The challenge has been how to get a greater variety of immigrant and refugee populations to the table, right now the Latino community has primarily participated, but Dr. Crossling and staff are aware that there are other communities who could use and benefit from the ID. Dr. Crossling attended a seminar on expanding the scope of the drive and one thing that fascinated her the most during the seminar was that in some cities with similar IDs there has been a partnership with the credit card industry (Visa, MasterCard, etc.) to develop a strip on the back of the card where a cardholder's money can be loaded. The card can also serve as a transit pass making it an all-inclusive card which is made cost effective because the actual credit card company is the one who foots the bill for prepping the cards with the magnetic strips. A future conversation to be had about these cards is a trajectory for how to expand the scope of the use of the card and its acceptance and assurance of becoming multi-purposed also making it more cost effective. The cards can then be tracked for use of currency and other resources such as checking out library books and use of the transit system by immigrant populations so that when immigrant communities petition to expand resources there will be data available to back up that they are making use of those resources so that there is evidence to support expanding bus routes or library hours in order to accommodate certain shifts and schedules. This would benefit the entire community by pinpointing exactly where focus needs to be placed.

CSW has finally pulled together an outline about some community conversations around NWB preparation and readiness. Once that outline is properly packaged it will be rolled back out to the commission so that they will be able to make a decision about how to collaborate with CSW in order to get those conversations going. The plan is to start those conversations in June.

There is an interest to invite commissioners to attend Human Relations staff meetings in order for them to share their vision as a contributor to the commission.

Dr. Crossling then discussed the importance of the program planning guide as a universal document used across the organization as a way to track fiscal resources and community partners. This will help a



program developing process go smoother and act as a checklist of things to be done and a paper trail of things that were done. Dr. Crossling recognized Commissioner Grandon who stated that giving documentation responsibilities to commissioners is possible, but paid professionals are the most able to fill out and manage those forms. Consideration should be given to the fact that commissioners are amateurs in this field and paths of resistance have been faced. Dr. Crossling responded that one of the major considerations is that all designs of programs will not happen with staff members. Vision will sometimes be able to be best represented if commissioners fill out the document from the beginning. The guide becomes a framework for commissioners so that ideas do not get lost in translation. Dr. Crossling asked for further questions regarding the program planning guide.

Isabel Gil reported the Facebook links were sent and she requested commissioners to send her pages that she should be following on the HRC page.

Dr. Crossling discussed the Ruth Wicker project, a women's memorial. In her passing she left an endowment for a women's memorial to be built in Gateway Gardens as a one room circular museum with an event and lobby area. Parks and Rec also plans to develop a rental space within the event and lobby areas which can be used for events after 5pm. Commissioners are asked to be committed to community engagement for the memorial and encourage community members and groups to contribute exhibits and displays related to women's history. Dr. Crossling would like to take advantage of groups, such as universities in Greensboro, who can collaborate with the memorial to contribute displays.

National Fair Housing Month has focused on particular populations such as the youth and the elderly whose housing options are compromised by the fact that they are caregivers. There is also an interest in examining what it means for emancipated teens to secure housing, especially when they become responsible for younger siblings and relatives. The fair housing investigator has suggested the month becomes a series where different categories are examined such as familial status, race, sex, and national origin. Programming for this month will occur probably in the last week of the month. This first programming model will be planned by staff members, but Dr. Crossling would like to see greater commissioner involvement in future programming.

Dr. Crossling moved to discuss more pertinent council topics. Implications for redistricting will have impact on appointments for commissions. Legal has said that the time it will take for implementation will probably be after the next election period so it will not impact the next term for any commissioners reappointed. However, after that because of the fact that council will most likely be distributed differently, the appointments will come from the districts in a different way which could either grow or shrink the size of the council. Other pertinent topics include: Say Yes to Education, Police-Community Engagement, and Economic Development specifically in East Greensboro. Specific attention was paid to the re-entry component: there was a very successful program that took place in February for all of Guilford County called the "Clean Slate Program" in which community members had the opportunity to have their records expunged or at least reviewed and possibly expunged to make them eligible for employment and voting rights. Any interested commissioners can contact Isabel Gil and copy Dr. Crossling to get involved in further program activity.

Dr. Crossling asked the commissioners to review the biography of the Marlese Hicks, a young filmmaker in the city who does documentaries committed to civic engagement based on real experiences. He would make a great panelist for a variety of topics.



There was an opportunity to visit Lifespan, an adult day program designed for the uniquely abled who have various physical and mental abilities different from the “mainstream”. They engage participants in interactive activities such as gardening and cooking as well as working on interpersonal development and self esteem skills. There are eight different activities going on throughout the day and participants are dropped off and picked up in the evening. Those who visited were able to meet the new director, whose name will be provided later. He is interested in focusing on exposure in order to inform more people that their program exists. Lifespan is willing to give tours to any interested commissioners, which can be arranged through Human Relations.

The only other important things to note are upcoming dates: IAC elections will be held April 17 and 18th, there is a half day retreat on April 25th, and a Youth City Academy pilot program this summer which Donna Gray will provide further details for at a future time.

There was a request for commissioners to submit topics they would be interested in learning more about during the retreat within the next week. If any commissioners cannot attend, Dr. Crossling asks that they simply send an email with bulleted topics they are interested in. The retreat is 9am-1pm on Saturday, April 25th in the Nussbaum room.

Dr. Crossling opened the floor for any questions from the commissioners.

ITEMS FOR DISCUSSION AND VOTE

Per Commissioner’s Arbuckle request, Chair Williams made a motion to change the Agenda to move the items of discussion and vote before the Chair Report. Commissioner Picarelli moved the motion, Commissioner Collins seconded it and the motion was unanimously approved.

- **DACA Resolution** Chair Williams thanked Commissioner Arbuckle for taking the task to draft this Resolution and opened the door for questions.

Chair Williams made a motion to accept the Resolution In Support of In-State Tuition for North Carolina’s Deferred Action for Childhood Arrivals (DACA). Commissioner Arbuckle moved the motion and Commissioner Grandon seconded it, the resolution **passed 8-0**

- **March 13, Meeting Minutes** Chair Williams made a motion to accept the minutes, Commissioner Picarelli moved the motion and Commissioner Picarelli seconded it, the minutes were unanimously approved.

REPORT FROM THE CHAIR – COMMISSIONER KEVIN WILLIAMS

Chair Williams wanted to point out the City Council decision about the Randolph Guilford County Mega Site but one key point is that even if a big manufacturer is not recruited in that area, the City is still forecasting development along that corridor.



Report attached.

COMMITTEE REPORTS - Commissioner Wesley-Lamin

The Committee met on Wednesday April 1st. In all three cases reviewed, the committee agreed the findings of the PSD investigation. Chief Wayne Scott was present and discussed future initiatives to strengthen community/police relationships to make the police review process more visible and explicit to both the public and police officers.

The next meeting will be on Wednesday, May 6th at 9:30 am in MMOB Plaza Level Conference Room.

Education Committee- Commissioner Picarelli

Commissioner Picarelli reported on recent committee activities regarding partnership building with Guilford County Schools and individual principals, including local and regional educational initiatives (via the State Human Relations Commission) that compliment his committee's goals. The Committee will meet again on Monday April 6th

Employment Committee - Commissioner Engle

No report

Human Services Committee - Chair Williams

Planning meeting to be set up to discuss for next year's MLK Meeting and Chair appointed Commissioner Murphy to the committee.

Montgomery Wells/Housing – Allen Hunt on behalf of Commissioner Doane

Report attached

Program and Planning – Commissioner Grandon

The committee didn't meet this month.

IAC – Isabel Gil

The IAC elections will take place April 17 and 18 at the Fanta City Center on Market Street. There was a push this week to encourage candidacy submissions and the deadline to accept them was extended to April 6th. The working group will meet next week to discuss the final details of the Elections.

ACKNOWLEDGE ABSENCES

Excused Absences were acknowledged.



ADJOURNMENT

Chair Williams adjourned the meeting at 7:3 p.m.

Chairperson
Greensboro Human Relations Commission

Approved: _____
Date



ATTACHMENTS



CHAIR REPORT

GENERAL UPDATES

- The International Advisory Committee Work Group
 - Election for Executive Committee is scheduled for April 17-18, 2015.
 - Voting site will be at the Fanta Center on West Market Street.

PERTINENT COUNCIL/COMMUNITY UPDATES

- March 3, 2015 – City Council Decision on Randolph/Guilford County Mega Site
 - City Council voted 7 to 2 to approve the preliminary work be done to run water and sewer lines down US 421 to the proposed Randolph/Guilford County mega-site near Liberty.
 - The resolution passed by the council doesn't require the city to spend any money but directs the city staff to do the preliminary work to issue a request for qualifications (RFQ). After a design team is chosen, the City Council would then have to approve the contract and the expenditure of money to design and engineer the water and sewer lines.
 - Main purpose of the mega site is to lure an automobile plant to the area.
- SB 36 - Reconfiguration of City Council Bill
 - The bill passed the NC Senate.
 - The bill is in the NC House of the General Assembly
- March 23 2015 - Police/Community Conversations
 - Conducted at Bennett College.

COMMISSIONER REQUESTS OF STAFF

- Research/information on Human Relation Commissions in other cities/municipalities
 - Work on Deferred Action for Childhood Arrivals (DACA) In-State Tuition issue
 - Primarily in Raleigh, Charlotte, Fayetteville, etc.

IMPORTANT DATES/EVENTS ATTENDED

- March 23, 2015 – Initial Police/Community Conversation at Bennett College.



QUESTIONS
N/A

Director's Signature

Date Report Submitted

PURPOSE: *To provide relevant parties with updates on current events and work of the Human Relations Commission*