



Meeting Minutes

September 3, 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; **C Vice-Chair:** Michael Picarelli; Commissioners: Burkart; Brown; Engle; Perry-Garnette; Murphy; Issifou; Wesley-Lamin

Human Relations Department Staff: Allen Hunt, Supervisor

Excused Absences: Commissioners: Margaret Arbuckle; King; & Collins

Absent: Commissioner: Doane

Visitors: Councilmember Marikay Abuzuaiter and Assistant City Manager Mary Vigue

I. Call to Order

Chair Williams called the meeting to order at 6:12 p.m.

II. Moment of Silence

III. Recognition of Visitors

Chair Williams recognized visitors.

IV. Chair's Report

The Chair's Report was read aloud by **Chair Williams**. **Chair Williams** commented on the progress of In-State Tuition Equality Resolution for DACA adoption by City Council. **Chair Williams** commented on the Greensboro Fresh Food Access Plan and NC State's selection of Greensboro as a potential aquaponics facility site and he shared about the Women's Equality Day Breakfast.

V. Presentations

Municipal Equity Index (MEI) by ACM Vigue

Introduction:

ACM Vigue educated the Commission on the MEI. ACM Vigue gave a brief overview on the history, evidence-based picture of the MEI, and how the MEI is used to project and capture inclusive data points across the spectrum of municipal government.

Question: Commissioner Picarelli asked if the MEI capture the overall percentage of LGBT populations located in the community in contrast to LGBT participation in municipal government.

Response: ACM Vigue stated that LGBT populations located in the community are considered, but that other measurements are considered and that State controls largely influence the direction of municipal policies concerning the MEI and Human Right Campaign recommended practices. **ACM Vigue** commented on the MEI point system and that the point system fluctuates from year to year.

Question: Commissioner Burkart asked what factors influence partnerships & MEI indicators.

Response: ACM Vigue stated that Greensboro ranked #5 in 2014 among NC municipalities that participated in the MEI survey by the Human Rights Campaign. **ACM Vigue** went on to say that State law limits legislative decision making within municipalities and even employment rule making effecting organizations. **ACM Vigue** gave an overview how the MEI is calculated; which includes indicators like: Human Rights Commission; inclusive human resources policies & participation of LGBT population members active in the municipal government structure.

Chair Williams and Commissioners expressed thanks to **ACM Vigue** for her updates.

Question: Commissioner Picarelli asked for information about how recent events directed toward the High Point Human Relations Commission may affect the Greensboro Human Relations Commission.

Response: ACM Vigue stated that events in High Point should not be a matter of consideration in Greensboro.

Commissioner Perry-Garnette expressed appreciation and support to the City's efforts regarding inclusivity and the Commissioner commented on the positive outcomes inclusive policies render and how employers often make investment and relocation decisions regarding communities based on inclusive factors.

Commissioner Brown expressed dissatisfaction and disdain regarding the installation of gender-neutral bathrooms by the City.

VI. Election Postponement Discussion

Chair Williams commented on the reasons for election postponement until November and he asked for questions from the Commission. He called for a motion to postpone elections until November. **Commissioner Wesley-Lamin** made the motion to postpone elections until November and **Commissioner Picarelli** seconded the motion. **Chair Williams** called for a vote on the motion and it passed unanimously.

VII. Committee Reports

Complaint Review Committee - Commissioner Wesley-Lamin, Committee Chair

Commissioner Wesley-Lamin stated that three cases were reviewed last month and that there was no September review meeting, because no complaints were presented for review.

Question: Commissioner Picarelli asked if City Council will go record stating that the CRC will remain under the Human Relations Commission.

Commissioner Arbuckle stated that there needs to be more outreach for the CRC. **Chair Williams** and **Allen Hunt** both commented that the CRC process and design continues to be under review.

Education Committee - Commissioner Michael Picarelli

Commissioner Picarelli shared with the Commission that he is potentially meeting with **Superintendent of Guilford County Schools, Mo Green**, to get clarification on recent decline in metrics published by GCS, testing standards and related barriers experienced by students. **Commissioner Wesley-Lamin** expressed interest in participating in some of these conversations with GCS.

Employment Committee – Commissioner Zac Engle, Committee Chair

Commissioner Engle commented on the Future CEO Program, youth entrepreneurship, youth entrepreneurship taskforce, and local programming addressing youth entrepreneurship. **Commissioner Engle** commented on current program benefits and barriers to accessing said programming; including systemic barriers: education levels, unemployment rates and employment barriers; like a jobseeker's negative legal history. **Commissioner Engle** commented further on developing mentors and subject matter experts to assist aspiring youth entrepreneurs. **Commissioner Engle** highlighted entities, such as, Co-Lab, the Forge and share spaces in Greensboro.

Commissioner Burkart commented on the Spartan Trader Model where students at UNCG are provided a forum to sell goods they have created or produced.

Human Services Committee – Commissioner Jacqueline King

Allen Hunt updated the Commission on Rev. Dr. Martin Luther King, Jr. Memorial Breakfast program developments and innovations being introduced by the Committee to said program.

Montgomery/Wells Housing Committee

Allen Hunt updated the Commission on recent developments within Committee programming, such as, Housing Outreach and addressing Chronic Homelessness in the community. **Allen Hunt** also commented that the status of the Committee Chair is under review.

International Advisory Committee (IAC) - Committee Vice-Chair, Boukari Saidou

Committee Vice-Chair Saidou gave the committee report on behalf of the IAC. **Committee Vice-Chair Saidou** shared that the IAC has participating in a number of community events and issues affecting the newcomer community, such as, Hester Park Soccer Field discussions, health fairs, a unity walk. **Committee Vice-Chair Saidou** also commented on cultural challenges to the Diaspora living in Greensboro.

Native American Committee (NAC) – Chair Kevin Williams

Chair Williams stated that the NAC is developing its membership and has identified local representative community organizations that advocate on behalf of local Indigenous populations.

Staff Report – Allen Hunt

Allen Hunt shared with the Commission general updates concerning the Triad Human Relations Retreat, Chair Williams’ draft Commission Work Plan and that the Human Relations Department became a member of the Guilford Nonprofit Consortium.

Allen Hunt encouraged committee chairs to submit work plans and to review and provide feedback on Chair Williams’ draft work plan. **Allen Hunt** commented on the necessity of succession planning within the Commission and the concept of establishing the office of Secretary concerning the recording of Commission minutes. Important dates were shared, namely; the Lighting of the Purple Tree event on October 1st, which is sponsored by the Commission on the Status of Women (CSW); the CSW monthly meeting on September 22nd; and the upcoming IAC meeting on September 25th.

Approval of Minutes

Minutes and Meeting notes from August 6th monthly meeting were not presented to the Commission for approval. **Allen Hunt** reiterated that due to recent reorganization of the Human Relations Department, administrative support function have been impacted creating delays in the turnaround time on the transcription of meeting minutes.

Other Business

Chair Williams requested items of other business from the Commissioners. No items were presented by the Commissioners. **Councilmember Abuzuaiter** commented on the success of the Family Justice Center having served over 850 clients already. **Councilmember Abuzuaiter** commented on Participatory Budgeting (PB) and the appointment of Chair Williams and Esther Addassi as PB committee members. **Councilmember Abuzuaiter** commented on the new committee structure of the Council. ACM Vigue mentioned MED Week (September 21-25) and asked Allen Hunt to distribute information about MED Week to the Commissions. Commissioner Burkart relayed some comments on homelessness in the area.

Adjournment

Chair Williams called for a vote on the motion for adjournment and it passed unanimously.

Chairperson
Greensboro Human Relations Commission

Approved: _____
Date