



Human Relations Commission

Meeting Minutes

September 6, 2018

The Human Relations Commission (HRC) convened for their monthly meeting at 6:00 pm on the above date at Lindley Recreation Center. **Chair Samuel Hawkins** presided over the meeting.

Commissioners Present: Chair Hawkins, Commissioners Phillips, Craft, Arbuckle, Lowe, Sevier, Engle, Coleman, Issifou

Commissioners Absent: Allen, Goldberg

Council Liaison: not present

Visitors: Kathy Walker, Dr. Akir Kahn, UNCG Nursing student, GCJAC representative

Human Relations Department Staff: Love Crossling, Mica Bailey

I. **Call to Order**

Chair Hawkins called the meeting to order at 6:03pm.

II. **Moment of Silent Meditation**

Chair Hawkins called for a moment of silent meditation.

III. **Introduction of Visitors and Speakers:**

Chair Hawkins introduced the first visitor Kathy Walker. Kathy Walker introduced board chair Dr. Akir Khan to speak on behalf of their organization as he would be leaving early. Dr. Kahn explained his relationship with the Human Relations Department and gave an overview of his role within the organization. He spoke on the various changes that occurred during his tenure and how the Interfaith Council represented a community of various religions and dialects spoken. He shared that they had a celebration each year for the various community groups they support, adding that they were not able to support a specific program celebration at Guilford College due to funding restrictions, and thus the

current coming year and month of October they would be putting on the celebration at Lebaour Park. Kahn outlined the intent of many faiths being present and shared that they sought the support of the Commission for this event. Kahn repeated the HRC mission statement and pointed out how their organization played a similar role in building bridges of understanding. Commissioner Craft asked Kahn to clarify his name and asked if he was a resident of Greensboro, to which Kahn responded that he was. Walker shared information about her tenure with the Interfaith Council and the decrease in donations that had prompted them to seek additional options for funding with current partners, including the Community Foundation of Greater Greensboro. Walker stated that they had not wanted to do this, but with the decrease in funding they were in need. She stated they were looking for ways to develop deeper partnerships and chose to approach the Human Relations Commission as there was no other body in Greensboro whose values aligned so closely.

Walker mentioned that Lebaour Park was chosen for its central location with the hopes of attracting a larger audience. She explained why the Interfaith Council did not have the celebration last year at Lebaour Park. Walker shared that the celebration was scheduled for 6:30 pm on October 5, with multicultural acts with dancers, music, drummers and children to represent the diversity of their organization. Walker shared brochures with information about their organization, stating their goal to recreate both brochures to help spread their message and market various programming efforts. She outlined their need of funding for brochures, bookmarks, donation forms, and cards to represent members of the organization as well as funding to retain their website domain. Staff explained their responsibility to maintain the department's and commission's sites, and that it may be a conflict of interest to support or fund an external site. Walker stated that she spoke with Marion Davis and was told that should the commission choose to support this effort, information was needed no later than September 14. Walker thanked the HRC for their long term support.

Dr. Love Crossling thanked Walker and explained why Walker had approached the commission for support. The HRC had historically donated a smaller amount in the form of printing the flyer for the event. Because this funding would come from funds allocated for HRC programming, and because the ask was higher than in years past, staff thought it prudent for Walker to present the additional requests to the commission. Crossling followed up with a question to Walker about a price point to be drawn up to share the difference in donations moving forward compared to what has been funded in the past. Walker responded that they did not use any funds from last year due to the program not having occurred. Commissioner Engle stated that since his time as a commissioner they had not discussed the budget in relation to community partnerships, adding that he thought it would be helpful to understand, by way of staff, which funds may be allocated and what funding was available. Crossling stated that the goal was for Walker to provide context so that staff could come up with some working numbers. She provided an explanation of how HRC historically operated on a shared budget of 5,000 thousand dollars applied across commissions. More recently an increase in that budget now brought the funds closer to the 8,000 thousand dollar mark. Crossling closed her statement by clarifying that due to the timing of the event, and to allow time for the commission to make a decision and logistics to take place, it was deemed best that Walker speak at the September as opposed to the October meeting.

Questions were raised about the Martin Luther King Junior Breakfast in light of the conversation about funding for programming, and Crossling explained that it was a separate line item and essentially a loan from the City. Conversation continued between Commissioner Arbuckle and Walker about past flyers that

referenced a similar event. Commissioner Craft asked if there was an expectation for tonight in relation to this request. Crossling explained the expectation was for the Interfaith Council to request assistance and to get the commission's feedback about sponsorship so that they could then determine logistics. Craft suggested that the Interfaith Council should elicit support from local churches, as he was not sure if the city could do much for a private nonprofit. Crossling stated that staff would determine historical costs associated with this event, including printing costs. All agreed that this information should be sent out electronically after the meeting. Logistics, including day and time of the event, were also reiterated. Craft and Walker held a brief discussion about the past event name and performances. Crossling articulated again that that staff would circulate information electronically, and reminded the Commission that the partnership between the Interfaith Council and HRC preceded her tenure with the HRD. A partnership already existed with the Interfaith Council and the question at hand was whether to sustain or increase the donation. Discussion was held concerning the status of the nonprofit and a request for the most recent copy of past year funding via IRS form 990. Commissioner Engle stated that there may have to be a special meeting to vote on this request, Crossling stated that a special meeting could be called at the pleasure of the commission. Additional discussion was held around the historical support and whether the amount should be increased moving forward. Chair Hawkins asked when Walker would need a response from the commission, and was told that the third week of September was the deadline.

Additional questions were asking about the partnership, funding costs, and the legality of certain aspects for approval. Chair Hawkins stated that they should schedule a meeting to determine things. It was explained that a motion could be put forth if they felt a special meeting was not warranted. A motion was put forth to determine an amount to donate, but after additional discussion, no vote was taken. A new motion was put forth to approve a donation of \$500 towards the Interfaith Council's event.

Motion to Approve Donation of \$500 to Interfaith Council Day of Thanks Event

Motion 1: Commissioner Phillips

Motion 2: Commissioner

Unanimous approval

Walker exited the meeting.

Chair Hawkins asked if there were any other remarks. Craft stated that this was a request and that Walker should have been instructed to present it as such. Crossling informs the commission that they were just given the information on Tuesday and thus staff was unaware. Craft reiterated that it the commission should have been information prior to the presentation and request about past donations to the organization. Hawkins agreed with Craft and stated that going forward there should be some solid information when the event was four weeks out. Crossling stated that staff would happily relay all relevant information to commissioners but that they would also advise residents to bring requests before commissioners well in advance of 30 days prior to the event.

Chair Hawkins asked another visitor to introduce herself. Hailey stated that she was a nursing student and present as a class requirement. Commissioners asked various questions about how she became aware of and was directed to the HRC. Chair Hawkins thanked her for coming and stated his hope that she got a sense of what they do today.

V. Chair Report

Chair Hawkins had been reaching out to local partners and attending events with Jeremy Rinker with Peace and Conflict studies at UNCG, and was planning to attend an event to be held at Glenwood Library and Guilford Coalition's annual International Overdose Awareness Day for those lost to the opioid epidemic.

VI. Criminal Justice Advisory Commission Report

Commissioner Sevier stated he was happy to return after having attending the Police Citizens Academy. Commissioners congratulated Sevier. Commissioner Sevier gave an overview and follow up report from the previous year concerning the formation of the Criminal Justice Advisory Commission. Chair Hawkins asked Sevier to go over the Ad Hoc Committee's formal report to update the commission and describe the PCRB's transition. Sevier went into detail starting with May 2017 and discussed how he was asked to review and look into the structure and functioning of the PCRB, which led to the development of an Ad Hoc committee and community interviews of over 100 people across various demographics and social status lines that took place in over 5 districts. Recommendations were made based on the study and qualitative work developed through the National Association for Civilian Oversight of Law Enforcement as to how the city approaches criminal justice issues and thus it was found that the PCRB was not accomplishing much at all. About 200 complaints came in to the Police Department, less than 100 were reported to the PCRB. The number of cases referred to PCRB were 6 in 2016 and 7 in 2017.

Commissioner Phillips said he thought it was about 5 cases. Sevier stated that not only were numbers low, citizens of the community believe the PCRB was out to get them. Complainants saw the PCRB as being a black hole that nothing came out of, they concluded it as being a nonfunctioning entity. The results were reported to the commission and passed on to City council in July. Findings were again presented at a Council work session in August and remained under review by Council until after elections took place. City Council asked to resurrect the report in March 2018. A follow up recommendation asked that a commission be established to look at the criminal justice continuum and not just the complaint process. City Council tentatively approved this measure but felt the need to update the current resolution addressing the PCRB's current function. City Council asked the City Attorney's office to draft a solution to address this concern. With the support of a local delegation, the changes to the resolution were passed. In August City Council unanimously approved the creation of the Greensboro Criminal Justice Advisory Commission.

It was asked if there were currently any formal PCRB complaints. Crossling stated that three inquiries in total were referred back to the Greensboro Police Department, one being a PIRT request. Sevier added that it had been requested for the two entities (Criminal Justice Advisory Commission and PCRB) to be separate functions. Arbuckle thanked Commissioners Phillips, Sevier, and Allen for putting it together and shared concerns about the rest of the HRC not being fully informed throughout the process. She asked for an electronic or written report be drawn up pointing out new adopted functions, the new appointed commissioners, and resolution. Sevier stated that he would be happy to forward the resolution although City Council had already approved the items. Arbuckle asked if staff could provide the report. Crossling stated that the new commission was separate from the Human Relations Commission and Department, and therefore could not provide the documents. Sevier was asked to provide the report to staff and he

agreed to do so. Hawkins asked about the number of commissioners. GCJAC was confirmed as having twelve members, nine on the commission and three composed of the PCRB.

Arbuckle shared her desire to have been better informed as the issue initiated with the commission. Phillips responded that because of the timing of a short session, and the actions of Council, it was no longer an issue affiliated with the commission. Arbuckle restated that the HRC liaison could have updated and informed them better, adding that it was good to hear their progress but she would have liked to have known more about the process. Sevier shared that it was not intentional to keep anyone in the dark. He had meetings with Chair Hawkins to give updates and one or two meetings with Crossling. Chair Hawkins explained that the process started with a question, went into the hands of council and quickly became an established commission. Engle referred to the original report and meeting minutes, explaining his understanding that this process followed the necessary measures including Mayor and Commissioner Chair approvals, therefore things seem accurate. Engle commended Sevier for progress made. Commissioner Coleman asked if it was accurate that the PCRB no longer fell under the Human Relations Commission.

Commissioner Sevier clarified that they are not using the term Criminal Justice Advisory Commission (CJAC) they are simply calling it the Criminal Justice Commission, adding that it was made up of different racial and various demographics.

Education Committee:

No report provided. Coleman asked who was a part of this committee, and shared a concern about students not having to sign in. Hawkins commented that there was a policy about signing in, Engle asked if there was a meeting scheduled for the Committee and offered his support and interest. Arbuckle stated that she would look into the report.

Phillips announced that he would no longer be serving on the HRC. Crossling clarified that there had been a question about a new policy limiting a person to serving on only one commission, and stated that this was not the case, that people could still serve on up to two commissions. Coleman asked ask if any commissioners would also be serving on the CJC. Crossling clarified that if Allen continued serving as an HRC commissioner then the HRC will be represented on the CJC board. If he did not, they would not have representation.

Hawkins revisited each commissioners term and when his own term expired. Discussion was held around commissioner terms and how reappointments worked when one was filling a previous commissioner's term.

Engle stated that he was also resigning from the commission as of the following day.

Sevier asked about Commissioner Allen's whereabouts, Crossling responded that she was unaware.

Montgomery Wells Housing Committee report:

Chair Hawkins stated that the Human Services and Employment Committee chair positions were vacant.

International Advisory Committee:

Coleman asked if Chair Jalloh from the IAC was asked to be present at this meeting. Hawkins stated that the IAC committee was required to report but that no one from the Committee was present at the meeting. Commissioner Coleman stated that she had questions which she will be addressing to the IAC Chair.

Crossling read off the IAC updates that were submitted electronically.

Sevier shared that IAC Chair Jalloh was appointed to serve on the CJC.

Social Equity Committee:

Chair Hawkins discussed unfair voting practices.

IV. Staff Report:

Crossling clarified the ballot and voting process. Says someone will need to coordinate with staff if they do not want to volunteer to help in the election process by email. Crossling stated that the retreat would normally be happening sooner than later and advised that commissioners would be able to vote for the date of the retreat via doodle poll. She added that this was a half-day, combined retreat with members of the Commission on the Status of Women. Commissioner Craft asked if they were able to change the timeframe for the day of the retreat. Crossling responded that staff would be happy to consider that request.

Crossling stated that Thrive GSO had some great events planned, and encouraged commissioners to review the programming information circulated electronically. According to trends reports, housing security and the issue of poverty were the most frequent concerns. Hawkins and Crossling highlighted a draft of potential HRC programming to include important elements of housing insecurity. If additional programming was desired, commissioners were advised to email their programming vision to Hawkins and staff.

Craft asked if they would be shrinking the number of committees now that the commission had been reduced to nine members. Crossling pointed out that in the programming draft, committees were combined to work together on events. Craft asked if CSW would be a part of their programming in the coming year. Hawkins explained that the CSW was very supportive of HRC programming and that they should do the same for them. Coleman asks if they could discuss condensing committees at the retreat, and was told that yes, this could be discussed.

Discussion was held around the HRD Annual Report and its documentation. Crossling also reminded the HRC to be aware and discern when they are speaking as concerned residents or as concerned commissioners, whether in person or on printed documents. It was important to represent the body only on matters that the body had already discussed.

Engle asked if staff could send that message out in written form. Additional discussion was held about annual report, why staff is tracking data, why it matters, fair housing, what it is and what staff is doing about it. Crossling also brought up the matter of equitable development, stating that it would be vital for commissioners to be at the table during future discussions about how the City was planning to develop.

Commissioner Murphy asked about information and access to the information reported for Thrive GSO. Crossling stated that Thrive GSO was expanding to Thrive EDU and Thrive Latino. Commissioner Arbuckle asked about the Thrive GSO voting event. **Crossling explains the event as being able to raise awareness for those who may not know they have the right to vote. Arbuckle suggested that the Thrive event be held earlier as there was another voting-related event that may conflict.**

VI. Approval of Minutes

Motion to Approve the August Minutes

Motion 1st: Commissioner Craft

Motion 2nd: Commissioner Coleman

Unanimous approval

Commissioner Engle was not in the room at the time of the vote.

VII. Announcements

Craft asked if they were up to date on minutes. Hawkins stated that commissioners could always request previous meeting minutes. Engle mentioned that meeting minutes used to be sent out before meetings. Crossling agreed that sending meeting minutes well in advance of the next meeting was best practice but stated that Jodie Stanley's commitment to commission support was a temporary one, and the roster who was now responsible for minutes only worked part time.

Arbuckle thanked Engle for his time on the commission and stated that it was a learning experience. Hawkins asked Engle to stand and presented him with a certification of appreciation.

Hawkins states absences for Goldberg and Allen.

Arbuckle announced a workshop for people in leadership and an event for Debbie Allen happening in Greensboro. Craft suggested that the commission place a time limit on speakers, noting that he had requested staff provide information on past recommendations to Council. **Crossling and Hawkins confirmed that the fluoride-related recommendations had been provided to Council.** Craft asked if they could get a copy of what was sent to council. He also mentioned that he had talked with his dentist about fluoridation and wondered why it was presented to the HRC as it was outside their jurisdiction.

Discussion was held around the perception that fluoridation was being imposed on people who did not choose it, and whether or not that was equitable. **Crossling shared that the Commission on the Status of Women had lobbied to change legislature related to breast density.** General agreement was reached that the commission would listen to all speakers for at least ten minutes, and that it was important to listen.

Hawkins introduced Commissioner Madison Lowe to the group.

VIII. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Engle

Motion 2nd: Commissioner Sevier

Unanimous approval

Chair Hawkins adjourned the meeting at 8:27pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date