



City of Greensboro

HUMAN RELATIONS COMMISSION

MINUTES

January 8th, 2015

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

PRESENT: Chair Kevin Williams; Commissioners Gary Grandon, Kurt Collins, Jean Brown, Tonya Doane, Margaret Arbuckle, Lindy Perry-Garnette, Moussa Issifou and Jacqueline King.

HUMAN RELATIONS DEPARTMENT STAFF: Love Crossling, HRD Director; Allen Hunt, Supervisor, Donna Gray Senior Manager and Isabel Gil, Administrative Assistant.

EXCUSED ABSENCES: Commissioners Michael Picarelli, Zac Engle, Lakeia Harris, Chantale Wesley-Lamin

VISITORS: Councilmember Marikay Abuzuaiter and Dana Lowe

CALL TO ORDER

Chair Williams called the meeting to order at 6:05 p.m. and a moment of silence was observed.

RECOGNITION OF VISITORS

Chair Williams invited visitors to introduce themselves; he also welcomed new Commissioner Lindy Perry-Garnette.

REPORT FROM THE CHAIR – COMMISSIONER KEVIN WILLIAMS

Report attached.

Commissioners questioned how to approach the Council regarding the ICRM. Dr. Crossling stated that first the Commission should determine what the scope of the conversation would be and then the staff will assist by vetting to see if there is a larger conversation and different angles of how to address the issues and consult with CMO, the content of the discussion would be up to the HRC. Commissioner Collins asked about a deadline given to the ICRM. Councilmember Abuzuaiter answered that the deadline is still on the table.

Commissioner Perry Garnette stated she had a conversation with Franklin King to ask his advice about what he would like, as a board member, to see in a community dialogue; he advised to have a meeting with specific outcomes. The YWCA would like to have a convening, a community forum where it will be guaranteed to be held in order and respect and invite all stakeholders to the table; there are three components they are interested in having in the content: 1. Fact findings, invite the board to present factual information. 2. Discuss the issue that in 2015 this rhetoric can still be used. 3. Can we demonstrate that community, as a whole, wants reconciliation?



Dr. Crossling invited Councilmember Abuzuaiter to share about the sensitivity of the issue being discussed.

Councilmember Abuzuaiter stated it is a very sensitive issue and unfortunately it has become a battle in the media and would be great if the HRC would take it on to see how to bring it together because it is a social justice issue.

Commissioner Arbuckle stated she feels very strongly that the ICRM belongs to the community and that it is responsibility of the HRC to facilitate this conversation and it also would be wonderful to partner with the YWCA. Commissioner Grandon added that having a nonprofit as a partner to facilitate this discussion would be great.

Chair Williams asked the consensus about creating an interest group. Allen Hunt suggested forming an Ad Hoc committee which will terminate with the completion of the task.

Dr. Crossling stated that the Program Planning group is designed to vet topics for community engagement and this would prevent formulating another group. She also wanted to highlight that it is the responsibility of the commission to relay and raise awareness of issues to council but also to raise the issue fully knowledgeable as possible. Bringing the perception of the community is liaison work and it is an expectation to bring recommendations, craft suggestions through staff, and then pass the council or CMO.

In addition, she asked the Commission whether they would like to vet a partnership with the YWCA or if the Commissioners would just like to attend that event.

Chair Williams would like to discuss and plan the event with Commissioner Garnette. Commissioner Grandon stated he would be happy to work with her.

Commissioner Collins suggested having the facts first before having the event instead of having people coming back and forth during the event. Kevin Williams stated that this can be discussed during the planning meetings.

COMMITTEE REPORTS

CRC- Chair Williams on behalf of Commissioner Wesley-Lamin

Report attached

Employment – Chair Williams on behalf of Commissioner Zac Engle

Report attached

Human Services Committee – Chair Williams

Allen Hunt provided updates about the upcoming MLK on January 19 at the Koury Convention Center. The breakfast starts at 7:30 am and the program will have the following: Yvonne Johnson Singers from Dudley High School, Northwest High School jazz ensemble, Slam Poetry, ushers coming from different schools and a Mrs. Carol Rogoff is the keynote speaker. Tickets are \$20.00.

Education Committee-Chair Williams on behalf of Commissioner Picarelli

In absence of Commissioner Picarelli the report will be postponed to the next meeting.



Montgomery Wells/Housing – Commissioner Doane

Will provide report at next meeting.

Program and Planning – Commissioner Grandon

Report attached.

Chair Williams and Commissioner King stated they support having the DACA forum event proposed to the Program and Planning Committee.

Dr. Crossling stated that when topics are raised it is up to the commission to decide whether it is a worthy topic and the staff will support whichever sub entity of the commission willing to move forward with the planning; in this case at the advice of Commissioner Grandon the staff will be providing support to get the program up and running.

Commissioner Arbuckle stated that she has been in different events regarding DACA and the fact that the Guilford Board of Education have put this on their Legislative Agenda, there is a lot of interest in NC changing its position because there is a strong number of young people who graduate high school, many of them with highly academic records who cannot afford to continue their education. It is a political issue but maybe the HRC can provide a statement of support to the Legislative Delegation as the Board of Education did.

Commissioner King added she attended a DACA forum and it was well attended, she thinks there is a lot of people in the community interested in this topic.

IAC – Allen Hunt

The IAC working group had between 12 to 15 members attending at the last meeting in December. At the meeting, they established the framework of the structure which is a Chair, Vice Chair and two support leadership members. The group asked for a definition of roles. He has compiled some information and will present them at the next meeting.

STAFF REPORT – Dr. Crossling and Allen Hunt

Dr. Crossling updated the HRC as follows:

- Goal to have a retreat at the end of March; she would like to hear from the Commissioners about what information would be of most interest to them, how would they want to spend time gaining knowledge and asked them to submit the recommendations by February 1.
- She discussed with Zac Engle about a possible collaboration with the City's MWBE department for outreach and education to spread the word with minority groups about the program.
- The Fair Housing division of HRD needs assistance regarding outreach and education particularly with underserved neighborhoods and communities so partnering with commissioners will be helpful to provide feedback to Mr. Lee Staton, Fair Housing Investigator.



- Donna Gray, HRD Senior Manager, has diligently researched ways in which the Faith Action ID can be utilized for city services. So far there has been success with some departments that will recognize those IDs, i.e. Water Resources, Libraries and Parks and Recreation. This is good progress for members of the community who don't have an ID that is recognized. It is an opportunity to celebrate the work of Human Relations as far as moving forward with people having access to resources.

Donna Gray stated that GPD partnered with Faith Action to start this program and it has been very successful. The CMO and Legal Department has given the approval. There are some barriers to overcome but this is a huge progress. She is still in the process of checking out the pitfalls that may transpire.

Commissioner Issifou stated that many people in the community are very grateful to have this particular ID and wanted to ask what the city could do to bring other entities together like banks to be able to accept this ID. Donna Gray answered that sometimes when a government entity accepts something it lays the groundwork and maybe changes the thinking; the HRD has offered to host meetings and have the conversations to support this.

Council member Abuzuaiter said she just had confirmation that the Council is going to have a work session with GPD, Department Heads and Faith Action on Tuesday, Jan. 27 to find out how this will help residents. It is also a safety issue for the community because there are many that are afraid to call the police. She thanked the staff for these efforts and stated it is a great progress. Dr. Crossling added that Donna Gray has been very resourceful and helpful to find out about the logistics within the Departments to be able to move forward with this and she is very grateful that Mrs. Gray is spearheading the effort.

- CMO has requested that all departments should be more conservative in their budgets, which means the HRD has less flexibility with a budget for operations for the HRC, but this doesn't mean Commissioners should be discouraged to do programming; the staff will inform the scope of what can be afforded; the percentage to be cut is 3%.
- Regarding the CRC and PCRB, Dr. Crossling advised the Commission that there was a petition made to change the name to Police Review Board-PRB so that all residents of the city would know that they have access to file a complaint. She also clarified that current members of the CRC are eligible to be appointed to the PRB and the process should be done through the City Clerk's office. Chair Williams asked if the current HRC members who are interested in serving in the PRB would have to resign from the HRC. Dr. Crossling answered Commissioners can serve on more than one board.

Chair Williams made a motion to extend the meeting until 7:45 pm. Commissioner Collins moved the motion and Commissioner Arbuckle seconded it; the motion was unanimously approved.

- Allen Hunt presented a proposal about the concept to have multi generational panels with people from different backgrounds so that the HRC would be able to develop awareness of social issues. He suggested possibly having a program with all HRC committees and other organizations like colleges, local civic groups, have panel group discussions and videotape it and use it as a tool to share in the school system to help educate the young people about civil rights.



See staff report attached.

APPROVAL OF MINUTES

- November 6, 2014 Meeting Minutes. On a motion moved by Commissioner Collins, seconded by Commissioner Arbuckle, the minutes were unanimously approved.

OTHER BUSINESS

Commissioner Arbuckle proposed to partner with the Greensboro Counter-Stories Project. See attached flyer.

Chair Williams made a motion to discuss this partnership in next meeting Agenda, Commissioner Grandon moved it and Commissioner Issifou seconded, motion was unanimously approved.

ACKNOWLEDGE ABSENCES

Excused Absences were acknowledged.

ADJOURNMENT

Chair Williams adjourned the meeting at 7:45 p.m.

Chairperson
Greensboro Human Relations Commission

Approved: _____
Date



ATTACHMENTS



CHAIR REPORT

GENERAL UPDATES

- **December 3, 2014** – The grand jury decision was announced in the case of Eric Garner, who was in the process of being arrested in New York City and one of the arresting officers used a choke hold technique that was banned from use by the New York Police Department over 20 years ago. The arrest and the application of the choke hold technique was captured on camera.
- **December 2014** – More discussions and articles about the financial health and leadership of the International Civil Rights Center and Museum were offered.

PERTINENT COUNCIL/COMMUNITY UPDATES

- N/A

COMMISSIONER REQUESTS OF STAFF

- N/A

IMPORTANT DATES/EVENTS ATTENDED

- **December 29, 2014** – Met with Lane Brown, the Director of Volunteers, Partnerships and Grants for Guilford County School. We discussed or identified possible partnerships for a variety of potential programs that can be conducted collaboratively with the Human Relations Commission, the Guilford County Schools, and other community organizations in Greensboro.

QUESTIONS

- Based on the numerous discussions and articles about the International Civil Rights Center and Museum, there was an idea mentioned by City Council to hold possibly public forum about the museum future. Should the Human Relations Commission, along with partnering community organizations, be part of the discussion to hold such forums?

Chair's Signature

Date Report Submitted



COMMITTEE INFORMATION	
Committee Name:	Employment Committee
Chairperson:	Zac Engle
Meeting Dates:	12/1/14

BUSINESS UPDATE	
Note: This portion of the report does not have to be in paragraph form; bullet points are permissible but please use prose to elaborate on each point.	
Previous Business Update	None
Current/ On-Going Business	Sam Funchess, Jenny Caviness, and I met to further discuss plans for a youth entrepreneurship program for summer 2015. The proposed dates are 6/30,7/2,7/7,7/9,7/14,7/16,7/21,7/23 NCFE from 11-1:30pm. Zac is working on private funding sources
Future Projects	Youth Entrepreneurship program for at risk
Support Needed (Commission/Staff)	Dr. Crossling is working to connect us with Possible Project

PROGRAMS/ACTIVITIES		
Item	Date	Description
<input type="checkbox"/> Program Proposal Form Submitted		NA
<input type="checkbox"/> Collaboration with CSW/HRC		NA
<input checked="" type="checkbox"/> Collaborations with Community Organizations/Partnerships		<ul style="list-style-type: none"> • Parks and Recreation • Nussbaum Center

MEMBERSHIP RECRUITMENT EFFORTS	
Item	Description
<input type="checkbox"/> Formal Invitations to Organizations:	
<input type="checkbox"/> Informal Invitations to Organizations:	
<input type="checkbox"/> Flyer:	
<input type="checkbox"/> Word of Mouth:	
<input type="checkbox"/> Other:	

Chairperson's Signature

Date Report Submitted



Report of Ad Hoc Programming and Planning Committee

Thursday, January 8, 2015

10:38 AM

The Committee did not meet during the holiday season.

Although a list of programming topics was presented to the Commission, at this time, no one has contacted me with specific interest in any of them.

Ms. Gil, of the HRD staff has proposed that:

Since the Program and Planning Committee still has the Tannenbaum-Strenberger room at Central Library booked for Feb. 17th, I thought about taking advantage of the space and talked to Love about the possibility to have a community conversation regarding DACA students and the issue of In State Tuition and she asked me to write to you for your consideration.

As you may know, undocumented students are hindered to continue their education because NC has not adopted In State tuition for them as it has happened in other states. A couple of weeks ago, Guilford County Schools Board has unanimously voted to include In State Tuition to its Legislative Agenda and I thought this could be a good moment for the HRC to have this discussion since the topic pertains to the Education Committee.

Please let me know if you would like to consider having a community event regarding this issue, I would happily coordinate it my fellow members of the Latino Community Coalition.

There is interest among a couple of members of the Ad Hoc Committee, but a question of whether this proposal more rightly belongs with the Education Committee or the IAC has been put forth? It should be understood that the Programming and Planning Committee was set up to conduct and promote programming of a Commission-wide nature but we would hope that the appropriate Committee of the Commission would pick up the ball and support this kind of specific program.

Short of that, I am not certain that the Programming and Planning Committee has sufficient interest in this at the present time.

No Programming or Planning Committee meeting is currently scheduled.

Respectfully submitted,

G. Grandon

Chair, Ad Hoc Programming and Planning Committee



CRC

COMMITTEE INFORMATION	
Committee Name:	Complain Review Committee
Chairperson:	Chantale Wesley-Lamin
Meeting Dates:	Wednesday, Jan 7, 2015

BUSINESS UPDATE	
Note: This portion of the report does not have to be in paragraph form; bullets permissible but please use prose to elaborate on each point.	
Previous Business Update	•
Current/ On-Going Business	• One Case Still in Review
Future Projects	•
Support Needed (Commission/Staff)	•

PROGRAMS/ACTIVITIES		
Item	Date	Description
<input type="checkbox"/> Program Proposal Form Submitted		• •
<input type="checkbox"/> Collaboration with CSW/HRC		• •
<input type="checkbox"/> Collaborations with Community Organizations/Partnerships		• • •

MEMBERSHIP RECRUITMENT EFFORTS	
Item	Description
<input type="checkbox"/> Formal Invitations to Organizations:	
<input type="checkbox"/> Informal Invitations to Organizations:	
<input type="checkbox"/> Flyer:	
<input type="checkbox"/> Word of Mouth:	
<input type="checkbox"/> Other:	

Chairperson's Signature

Chantale Wesley Lamin

Date Report Submitted

January 8, 2015



CRC December

COMMUNITY INVOLVEMENT		
Note: Please indicate below which activities Commissioners have participated in and provide a brief description.		
Item	Date	Description
<input type="checkbox"/> City Council Meetings		• •
<input type="checkbox"/> Neighborhood Meetings		• •
<input checked="" type="checkbox"/> Advocacy Forums		• United Way-African American Leadership Breakfast - GSO
<input type="checkbox"/> University Forums		• • •
<input type="checkbox"/> Faith-Based Forums		• •
<input type="checkbox"/> Conferences/Trainings		• •
<input type="checkbox"/> Dinners/Luncheons		• •
<input type="checkbox"/> County-Driven Initiatives		• •
<input checked="" type="checkbox"/> Community Coalition Meetings		• Piedmont together Equity Summit 12/4/14 - Greensboro
<input type="checkbox"/> Other		• •

Commissioner's Signature

Chantale Wesley-Lamin

Date Report Submitted

Jan 8, 2015