



City of Greensboro

HUMAN RELATIONS COMMISSION

December 4, 2014 Meeting NOTES

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.

There was no quorum but general updates were provided.

PRESENT: Chair Kevin Williams; Commissioners Gary Grandon, Kurt Collins, Jacqueline King and Lakeia Harris

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

EXCUSED ABSENCES: Commissioners Margaret Arbuckle, Zack Engle, Tonya Doane, Michael Picarelli

ABSENT: Commissioners Moussa Issifou, Jean Brown

VISITORS: Councilmember Marikay Abuzuaiter and Ron Wiley-Choice Community Credit Union.

CALL TO ORDER

Chair Williams called the meeting to order at 6:12 p.m. and a moment of silence was observed.

RECOGNITION OF VISITORS

Chair Williams thanked Ron Wiley for being present and for his support for the MLK Breakfast

REPORT FROM THE CHAIR – COMMISSIONER KEVIN WILLIAMS

Report attached.

COMMITTEE REPORTS

CRC- Allen Hunt on behalf of Commissioner Wesley-Lamin

The Complaint Review Committee met on Friday, November 7th and on Wednesday, December 3, 2014. During the two meetings, the committee reviewed seven complaints. In six of the cases, the committee agreed with the findings and results of the administrative investigation of the Greensboro Police Department. One case was sent to the Chief of Police for further review.

The next scheduled meeting will be on Wednesday, January 7, 2015 at 9:30AM in the Plaza Level Conference Room of the Melvin Municipal Office Building (MMOB).

Commissioner Grandon asked when the new committee will supersede the CRC. Dr. Love Crossling answered it will take place after further conversation between the CMO and City council as for when the appointments will take place and specifics for training. There is not a specific date set.



Employment – Allen Hunt on behalf Commissioner Zac Engle

Allen Hunt had a conversation with Commissioner Engle regarding the Youth Entrepreneurship program and the possibility to partner with Parks and Recreation and the HRD. The goal is to have the program ready by June.

Human Services Committee – Chair Williams

Allen Hunt updated the HRC that he had a conversation with a representative of UNCG and its Language Department to have the American Sign Language Ambassadors at the MLK Breakfast, to create awareness on disabilities as part of civil rights struggle in the United States.

Chair Williams stated that the theme chosen for the Breakfast is: “As the Dream Continues, We Embrace Diversity”. This theme is appropriate because it could be used as a potential launch like a good will for the community to gather together and heal and also it can be prolonged for the years. Chair Williams thanked Commissioner King for coming up with the theme.

Allen Hunt stated that all sponsorship request letters have been sent. Chair Williams would like to have a follow up meeting after the breakfast occurs.

Program and Planning – Commissioner Grandon

Report attached.

Chair Williams asked if there were any questions about this report and the event “Conversation about Public Surveillance”

Love Crossling stated that one of the challenges encountered to hold this event is that CMO was concerned regarding the formality of the proposal, not that it was inappropriate but it did create a commitment to a partnership that, with the CMO rolling out feedback from previous community conversations on this topic they did not know if would line up with the readiness of the commission and they have to move according to an established timeline. They were reluctant to a partnership that would speed up or delay the timeline when information will be provided. However, there was encouragement and enthusiasm that the Commission wanted to grab this topic by the horns.

Chair Williams stated that for any subcommittee there will times where topics will be research, discussed and documentation will be developed and it is an important work; however it might not be heard but at least it can be a bank that could be used as a resource down the road for City Council or COG staff to pull off. He encouraged all members of the HRC committee chairs if things are not heard or proposals are rejected it is still a good thing since they are serving the community.

Love Crossling stated that this does not mean the HRC will not be able to address the community on this topic it just was not agreed upon for it to be in tandem because a response from CMO could come in January.

Commissioner Collins encouraged Commissioner Grandon that it is a great topic and after the Council comes out with the plan it would be great idea to have a discussion about it in the future.

Commissioner Grandon stated he had chosen this topic and it has been on the table for several months and stated that he is disappointed that he wasn’t provided any feedback during this time.



IAC – Chair Williams

Chair Williams stated that Adamou Mohamed should be coordinating meetings with HRD for the working group to start develop the structure for IAC.

Montgomery Wells/Housing – Commissioner Doane

No report

Education Committee-Commissioner Picarelli

No report

STAFF REPORT – Dr. Crossling and Allen Hunt

Dr. Crossling wanted to talk about the staff requests to the commissioners and stated that one of the challenges that do exist on the committees is that there are ideas developed to a certain level before presented to the staff but it needs to be understood that sometimes there are things that need to be rearranged on some way because if it needs multiple staff involvement like Council member or members of CMO the staff is not able to speak of their commitments to the process until they are informed. For formality process, it is important to submit plans to HRD before approaching members of other departments so that HRD staff can adequately advocate for the committee so that the working efforts and time would be able to produce the wanted product.

Commissioner Grandon added that he had sent a draft of the proposal and also asked for comments from staff and members at the advice of other people of the committee. He contacted two council persons and the mayor because of the topic, he is thankful he heard back from councilmember Abuzuaiter. He thinks this proposal was time sensitive because the Commission could make impact on current events.

Councilmember Abuzuaiter stated she didn't know he was not getting feedback, she could have helped pushed along a little bit but sometimes there are legalities to consider. Because community discussions have been held regarding police body cameras, surveillance cameras and the CRC enhancement in the mix there are public records and legal issues to be considered and reviewed; she doesn't want Commissioner Grandon to be diminished because she went with something similar regarding the White Street Landfill and encouraged all commissioners to copy her on all e-mails.

Love Crossling said to Commissioner Grandon that staff will do its best to communicate accurately and consistently on whatever matters could impact what he does.

Commissioner Grandon answered that the reason the committee wanted to create this forum was because the one he attended there was no input from the community at all.

Love Crossling encouraged Commissioners to always contact councilmember Abuzuaiter because she is the liaison for HRC. Councilmember Abuzuaiter added that all commissions have a liaison but commissioners should also contact the councilmember who appointed them.

Commissioner Grandon expressed concerned regarding communication in consideration of the answer to the proposal.



To continue with the staff report, Love Crossling added that the HRC logo will be redesigned and also the Human Relations Department is rebranding. The commission will be able to decide to change it or keep the current one.

A list of potential topics for committees was created and submitted for consideration. See report and list attached.

APPROVAL OF MINUTES

- November 4, 2014 Meeting Minutes - There was no quorum to approve the minutes.

OTHER BUSINESS

Since there was no quorum to vote to cancel the meeting on January 2015, the monthly meeting will still be held on January 8th.

Chair Williams wanted to state that he is not in agreement with what was documented on the Beloved Community Center letter with regards of the HRC soliciting records from the Greensboro Police Department.

ACKNOWLEDGE ABSENCES

Excused Absences were acknowledged.

ADJOURNMENT

Chair Williams adjourned the meeting at 8:00 p.m.



ATTACHMENTS

CHAIR REPORT

GENERAL UPDATES

- **November 11, 2014** – The International Civil Rights Museum excused its Executive Director of his duties. This action triggered a public relations battle in the community and media between the City of Greensboro, which approved a loan to the Museum in 2013 and who have two seats on the Board of the Museum, and the board members of the International Civil Rights Museum. This laid the groundwork for the City of Greensboro to put forth a business proposal/offer to manage the International Civil Rights Museum, which may include new leadership and possible increased donors to the Museum. The proposal/offer can be rejected if the Board of the Museum chooses. With this business proposal/offer, a perceived racial issue was created by segments of the population of Greensboro that is trying to gain traction in this community.
- **November 24, 2014** – The grand jury decision was announced in the case of a police shooting in Ferguson, Missouri.

PERTINENT COUNCIL/COMMUNITY UPDATES

- N/A

COMMISSIONER REQUESTS OF STAFF

- N/A

IMPORTANT DATES/EVENTS ATTENDED

- **November 10, 2014** – Attended the Downtown Residents Association Meeting. Had a panel that included the Mayor, some members of Council, City Attorney, City Manager, and Interim Police Chief. The discussion centered on the gun violence incident that occurred at the intersection of Lewis Street and South Elm Street on Friday/Saturday morning on November 7-8, 2014. Also, there was community input from the residents and business owners of downtown who voice concern of the incidents and possible security solutions to alleviate recurrence of such incidents as this or any other violent crimes.

QUESTIONS

- Based on the event on November 11, 2014, the following question needs to be asked and discussed:
 - Is there an opportunity for the Human Relations Commission to become involved, along with partners, and provide a series of public forums, to gather input on what the community as a whole wants to do with the Museum and provide a report/recommendation to both the City Council and the board of directors of the Museum to resolve this rift and help this community to move forward?

- Based on the event on November 24, 2014, the following questions arose:
 - Is this an opportunity for the Human Relations Commission and some partners in the community to bridge or conduct outreach, via public forums, designed to discuss improvements in communication or an understanding between citizens of this community and the Greensboro Police Department?

 - Is this an opportunity for the Human Relations Commission to partner with the Greensboro Police Department to provide information or educate the public on the benefits or cons of “Neighborhood Policing”?

Director'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; bullets 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 at NCFE from 11-1:30pm. Zac is working on private funding sources
Future Projects	Youth Entrepreneurship program for at risk youth
Support Needed (Commission/Staff)	Dr. Crossling is working to connect us with the 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, December 4, 2014

3:39 PM

The committee submitted a proposal for "A Conversation on Public Surveillance" to the HRD to partner with City Council on this event -- already partially planned.

To our disappointment the City Manager's Office has asked us not to do a program on that topic or others related to Public Surveillance. Several of us had invited speakers and sought information in preparation of the above planned program for February (if not sooner).

As no representatives from HRD have attended our last couple of meetings, although they have been specifically invited, and our best topic for public discussion has been rejected, I am deeply concerned that the interest in our providing these kinds of forums is quite low.

Because of the holiday season being upon us I have not called another committee meeting at this time, pending new ideas from our group (or elsewhere).

Respectfully submitted,

G. Grandon

Chair, Ad Hoc Programming and Planning Committee



PURPOSE: *To provide the Commission with an update from the staff of the Human Relations Department regarding pertinent issues, dates, and changes in the community.*

GENERAL UPDATES
<ul style="list-style-type: none"> • Opportunity to Redesign logos for branding. Be on the lookout for design samples
<ul style="list-style-type: none"> • Potential relocation of meeting due to construction in the Cultural Arts Center
<ul style="list-style-type: none"> • Mind Mixer Community Engagement Map: how to effectively engage—see doc
<ul style="list-style-type: none"> •
PERTINENT CMO/COUNCIL/COMMUNITY UPDATES
<ul style="list-style-type: none"> • Please see list of pertinent issues relevant to subcommittees attached.
<ul style="list-style-type: none"> •

STAFF REQUESTS TO COMMISSIONERS
<ul style="list-style-type: none"> • Reporting: will be due the last Friday of this month in preparation for January Updated forms will be sent via email. Please submit since there is not meeting for January.
<ul style="list-style-type: none"> • Program Planning: Facilitator preparation
<ul style="list-style-type: none"> • Programming Planning Committee purpose: survey community, produce reports submitted to the body, and then help develop programs (supplemental support) for all Committees
<ul style="list-style-type: none"> • Please channel ideas to other departments through staff

IMPORTANT DATES
<ul style="list-style-type: none"> •
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QUESTIONS
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<ul style="list-style-type: none"> •

Director's Signature

Date Report Submitted
