



Human Relations Commission

Meeting Minutes

November 8, 2018

The Human Relations Commission (HRC) convened for its regular monthly meeting at 6:00 p.m. on the above date in Room 101 at the Lewis Recreation Center with Chair Samuel Hawkins presiding.

Present: Chair Hawkins, Commissioners Lowe, Coleman, Craft, Murphy, Issifou, Bryant

Absent: Allen, Arbuckle, Goldberg

HRC Council Liaison: Marikay Abuzuaiter

Human Relations Department Staff: Love Crossling, Mica Bailey

Visitors: Maggie, Hanuse, Stephanie Evans, Khiry, Issa Abuzuaiter

I. Call to Order

Chair Hawkins called the meeting to order at 6:07pm.

II. Moment of Silent Meditation

Chair Hawkins called for a moment of silent meditation.

III. Introduction of Visitors and Speakers:

Chair Hawkins invites guests to introduce themselves. UNCG nursing students Maggie and Hanuse, Stephanie Evans from A&T University, a Grimsley High School student, Khiry, a second grade student, and Issa Abuzuaiter introduce themselves.

IV. Chair Report

Chair Hawkins begins a speech of recognition to the time he has spent with HRC and speaks on local community events he has attended, including Black Philanthropy Institute of Winston Salem, State of

Emergency voting event, MLK planning committee meeting, City Academy presentation, Charlotte HRC regional meeting, and Guilford County School Board meetings. Chair then gives his resignation address.

V. Committee Reports

Chair Hawkins states PCRBA as no longer being applicable to the HRC. Education Committee report is skipped as Commissioner Arbuckle was not present due to an obligation with Cone Health. Chair Hawkins announces that Commissioner Bryant has agreed to take on the Employment Committee and thanks her for doing so as it has not been managed in a while. Human Services is mentioned with Commissioner Lowe being en route at the very moment.

Montgomery-Wells Housing Committee:

Vice-Chair Issifou states they are still in the planning phase and have a meeting the following day to discuss some things.

International Advisory Committee:

Chair Hawkins asks Crossling about updates from the IAC. Crossling speaks on behalf of the IAC committee and outlines how they have made a point to co-lead being that they are close to elections occurring in March. They are currently focusing on programming and have been in conversation with staff and City council concerning language access. Their next meeting will be held as a lunch and learn meeting.

Human Services Committee:

Crossling gives the update on the speaker change with Janaye Ingram, leader of the Women's March, now in the process of being the MLK speaker for the 2019 year. A contract is currently in the works with her to include a 15 minute keynote address and a cross generational panel discussion to take place. Advertising is the next step for the breakfast and the committee has chosen to keep the price for the breakfast the same.

Social Equity Committee:

Chair Hawkins revisits conversation concerning voting and unfair practices for normal practices of voting.

Staff Report:

Crossling thanks Chair Hawkins for his time and diligence he has put forth being the face of HRC and being present in the community as well as his cross attendance at other events. Crossling and Vice-Chair Issifou stand to acknowledge and deliver a certification of appreciation for Chair Hawkins' service on the Commission. Vice-Chair Issifou and Crossling hug Chair Hawkins.

Other updates are given concerning the reappointment of a Chair. Newer policies set in place created a default and thus Vice Chair Issifou is able to serve as Interim Chair. A vote will be taken later in December. Crossling encourages the Commissioners to communicate with one another on interest of roles as well as being able to sit and talk with staff. Crossling is vetting the way in which they can put out

information concerning the retreat. During staff report there will be a conversation on more creative ways to address issues and concerns. Ability to reevaluate committee structure and design of communication is set to be put forth.

Commissioner Craft asks if absences can be defined as excused or unexcused. Crossling refers to the new attendance policy set forth by council that did away with that designation.

Motion to approve September and October minutes by Chair Hawkins.

VI. Approval of Minutes

Motion to Approve the October Minutes

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Coleman

Unanimous approval

A short discussion follows due to confusion of meeting minutes for August, Commissioner Craft asking for clarity concerning quorum presence. Crossling also instructs HRD staff to take old meetings notes out of individual folders so as not to weigh them down.

VII. Approval of Minutes

Motion to Approve the September Minutes

Motion 1st: Commissioner Issifou

Motion 2nd: Commissioner Coleman

Unanimous approval

VIII. Announcements

Chair Hawkins stresses the importance of individual reports to staff as it reports to the work done in staff reports. He speaks on behalf of why and how it matters to attend community events. It is clarified who meeting minutes get submitted to as Commissioner Bryant asks for clarification.

Chair Hawkins addresses absences for Arbuckle, Allen and Goldberg.

Councilwoman Abuzuaiter commends Chair Hawkins on the work he has done in the community and thanks him for his professionalism in difficult circumstances. Issa Abuzuaiter gives comments toward Chair Hawkins as well bidding him farewell and encouraging him to continue the work he has done.

Commissioner Coleman mentions some concerns about having a meeting place regularly each month. Staff responds and explains why as the desire, a time ago, was to move about through different districts. A discussion follows to discuss and explain accessibility of the public. It is confirmed that the change of space can be put forth by the commission. Precedence is given as to some spaces being brought up as

desirable spaces. The cultural arts building is offered up as an option and Crossling explains how it can be put forth through a motion for Staff to determine a new location. Motion by Commissioner Coleman is made:

Motion for Staff to Research a New Meeting Location

Motion 1st: Commissioner Coleman

Motion 2nd: Commissioner Bryant

Unanimous approval

Commissioner Coleman asks if the commissioners would be able to meet for dinner or lunch. It is determined that a dinner will take place with Crossling suggesting dinner after meetings. The time and date will be discussed in December. Commissioner Coleman asks if 2019 goals and objectives could be discussed in December. Commissioner Coleman goes on to discuss a mental health series and asks if it can be revisited the following month. Commissioner Lowe also mentions that she has discussed programming to continue for mental health. Crossling states that staff will be communicating programming options and requirements and ensure that commissioners were fully informed about how programs can be managed and how support can be administered feasibly.

Commissioner Coleman asks if there will be an executive board. Chair Hawkins mentions based on the previous Chair past commissions had opted out of executive meetings but with transitions of PCRB into the Greensboro Criminal Justice advisory commission it would be a good idea to re-examine the idea of it. Commissioner Coleman asks if it is necessary to have all of the current committees. Chair Hawkins responds that with the new construct of the commission it can be an option. Crossling references how CSW had collapsed committees into one another due to their having been reduced in size as well. It is encouraged for commissioners to bring it back as an agenda item or as a topic of business and to remember that it can be brought up via conversation. Commissioner Coleman states why she is addressing certain topics on tonight. Commissioner Coleman goes on to address absences and asks about the three absences rule as she references attendance being in lack. She addresses this concern to Councilwoman Abuzuaiter, who responds that they are putting their trust in the people they appoint and personally sits down with those she appoints and reminds them about the attendance policy.

Crossling references how chemistry development among the board can be powerful and thus it can help others understand the commitment of their role. She also addresses peer accountability for checking in on members to ensure they are at the table. Crossling states they report to the clerk on absences.

Chair Hawkins gives comments in regard to absences and how he has addressed them by sitting down with the person who has appointed them via council as well as sitting down with them personally.

Chair Hawkins states his final act as Chair to report the two who have extended their absence amounts and explains the process of selection after they are gone. Crossling explains further about the process of how they are replaced as a council person has had time to vet that individual.

Chair Hawkins steps out of the room.

Commissioner Coleman asks about mentioning this to the newly appointed body. Crossling says they may want to go by the majority to mention problems as one or two roll off.

Commissioner Craft asks about replacements for Chair Hawkins and Crossling explains that the Commission was reduced to nine people. Another person would not be appointed, but Chair Issifou would serve as interim chair until such time as the Commission voted to appoint another chair.

Commissioner Murphy states that her name is not mentioned as being present in the September 6 meeting minutes. Crossling informs Commissioner Murphy that they have the amendment in the notes. Chair Hawkins opens the floor for any additional comments.

VIII. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Issifou

Unanimous approval

Chair Hawkins adjourned the meeting at 7:13 pm.

Chairperson
COMMISSION ON THE STATUS OF WOMEN

Approved: _____
Date