



Human Relations Commission

Meeting Minutes

January 10, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:00 p.m. on the above date in Room 2 at the Lewis Recreation Center with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Lowe, Coleman, Bryant, Arbuckle, Murphy

Absent: Craft, Goldberg, Allen, Arbuckle

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence: Rosetta Davis

Human Relations Department Staff: Jodie Stanley, Love Crossling

Visitors: Raleigh Stout, Joyce Morant, Zaynah Afada

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:01 pm.

II. Moment of Silent Meditation

Interim Chair Issifou wished all a happy, peaceful and productive new year.

III. Introduction of Visitors and Speakers

All declined to speak.

IV. Chair Report

Interim Chair Issifou shared that they attended the December 17 Guilford County School Board Meeting to support the parents of children impacted by the racist rant video that was created by Northwest High

School Students. Their goal was to call for accountability, stress that this behavior not be tolerated, and affirm City Council's resolution against hate speech.

Issifou also attended a workshop hosted by the IAC intended to inform potential candidates about the upcoming IAC election.

V. Committee Reports

Education Committee:

Commissioner Coleman stated again that they attended the board meeting, and that Arbuckle followed up with an email reaching out to the board. Bryant asked if the school board was receptive. Coleman stated that they listened, but didn't think that they changed their disciplinary decision. The board did mention more training.

Employment Committee:

Commissioner Bryant shared that she had done some research that she had shared with Jodie Stanley. She asked Stanley to share an update on findings. Stanley shared that the Planning Department was in process of finalizing their comprehensive plan, which would contain findings on the status of the small business community as well as strategies to support them. Stanley and Bryant agreed that it was best to use data that was already existing. Stanley promised to follow up and get more information about when the comprehensive plan should be completed.

Human Services and Social Equity Committee:

Commissioner Lowe attended the board meeting as well. She felt that they were listening to the voices of the parents. Commissioner Coleman and she were looking forward to partnering with HRD staff on an upcoming program.

Montgomery-Wells Housing Committee:

Interim Chair Issifou shared that he had attended a planning meeting about their upcoming event on February 27, which was scheduled for 12 noon. The attendance cap was 40 people, so he encouraged people to let staff know if they were interested. Director Love Jones asked to share a few words about the content of the series. She shared that the focus of the series was where people and policy meet on the issue of homelessness. Part one would get into creative solutions to affordable housing. The second session was titled, "Neighbor or Nuisance" and would look at the effects of policy on human sentiments, how community was responding to housing insecure residents. The last in the series, the fair housing luncheon, would look at education and homelessness. The entire series was a systemic look at process, policy and how it impacted individuals. Lowe commented that often, children of homeless parents missed more school, and parents found it difficult to show up for meetings and be present. Displacement created a ripple effect that had a traumatic impact on children. Jones agreed, stating that in the case of education, people had to learn what it mean to navigate school policy as well as housing standards and service provisions.

Coleman asked who the presenters would be. Jones stated that the group was still in process of deciding who would be on the panel, but Marcus Hyde with the Homeless Union of Greensboro would serve as a

panelist, Gene Brown would be moderating. It was scheduled from 12-2 pm. Jones noted that impacted members without access to computers did not have to follow standard registration process but could call the office. Lowe asked for flyers, Stanley stated that they should be ready early the following week.

IAC Committee:

Executive Member Zaynah Afada shared that the last IAC meeting was designed to orient candidates. Stanley mentioned that the IAC election was scheduled for Saturday, March 23 from 10-4 at the Coliseum Terrace. Volunteers were needed, she encouraged all to attend and volunteer.

VI. Staff Report:

Jones shared that there was yet another staffing change, as Mica Bailey would be taking a new position in Chicago and would be leaving the department. Jones offered herself as the primary contact for program ideation, while Jodie Stanley and Marion Davis would continue to be the primary contact for communication. Jones shared that some administrative elements may be impacted by the lack of staff support, such as when meeting minutes were received. Jones affirmed her awareness that Commissioner Craft had requested meeting minutes in advance of the meeting, but that it was difficult to sustain certain things while being short staffed. Jones shared her excitement about the direction of the commission.

Stanley shared that the MLK breakfast was essentially sold out, and that if commissioners wanted tickets, they only had 5 left at their table. Jones shared that there was a small change to the program itself, sharing that Governor Cooper would be in attendance and make just a few remarks at the breakfast. Jones shared the concerns of the commission and elected officials speaking at this event, but was advised by leadership that his intent was not political, that this was in fact one of many MLK events that he would be visiting that day. Out of respect for the commission, Jones shared that their sentiments were shared with leadership.

Jones shared that this was the first time that the event has sold out in her tenure at the department. Attendance had increased each year, symbolic of the community's interest in advancing civil rights.

VII. Items for Discussion

Excessive Absences

Issifou noted that their discussion was not to shame anyone or make them feel bad, but to encourage commissioners to honor their appointments. Quorum was important for the commission as a body. He expressed understanding that at times there were conflicts, but that it was important for all to be in attendance. Coleman reminded commissioners that they were allowed 3 absences within a 12 month rolling time period. Coleman pointed out that according to the attendance report, Arbuckle, Allen, and Goldberg exceeded their allowed absences. Coleman motioned that they make a recommendation to council, Abuzuaiter, Richardson and Vaughan, to remove those commissioners with excessive absences.

Issifou asked for discussion and comments. Bryant stated that her first meeting contained a discussion about the attendance policy, that if everyone knew about the policy, they should attend meetings. Coleman shared that it was her opinion that they joined the commission to work, and that if commissioners were missing meetings, they were not representing the commission well.

Issifou invited feedback from staff. Jones shared next steps, advising commissioners that the next step really fell to council. Council had the ability to consult with the commissioner about their attendance to assess why they were unable to attend. Once Council made a decision, staff would receive word about that. If Council should choose to allow the person to remain, commissioners should not feel that their vote was invalid, but reminded commissioners that the power of removal lay solely with Council. In the past, commissioners were able to appeal and remain on the commission in certain cases. Murphy stated that the attendance issue was across all commissions. Lowe acknowledged Commissioner Coleman's commitment and compassion, that she saw this step as an effort to see who was really committed. They did represent a high standard and they needed everyone to be an active player.

Council Member Abuzuaiter highlighted that it was a recommendation, but that most of the time Council would support the HRC noticing that this was happening and the desire to address it. She restated that this was simply a recommendation for Council to review it.

Motion to Recommend to Council that They Consider Removing Commissioners with Excessive Absences

Motion: Commissioner Coleman

Second: Commissioner Bryant

Voting Results: Unanimous

Stanley promised to send out an updated version of the attendance report.

Commission Retreat

Issifou asked what plans were for the upcoming retreat. Jones shared that it depended on what they wanted to accomplish. If it didn't happen before March, that they use the time to forecast programming and efforts for 2019-2020. February was a possibility, as well as addressing critical topics throughout the year at meetings and waiting until the last quarter of the fiscal year (May or June) to create a more comprehensive retreat. Coleman asked if they could set a date tonight. Jones stated that that decision was at the will of the commission, but noted that if Council decided to remove three people they would also appoint three people, meaning that brand new commissioners would be in the midst of orientation around the time of the retreat. Bryant and Coleman agreed that the goal would be to move forward, regardless of whether or not Council removed or appointed commissioners. Discussion was held around when to hold the retreat, and whether to hold a retreat with CSW or not. Murphy asked a clarifying question about a meeting with quorum being a public meeting. Lowe shared that she preferred the unity of a combined retreat, that there was power in working together.

Motion to Organize a Retreat Independent of Other HRD Commissions

Motion: Commissioner Coleman

Second: Commissioner Bryant

Voting Results: 3 aye, 2 opposed (Lowe and Murphy)

Coleman noted that she just thought it was important to meet first, then attend a combined retreat. Jones advised that commissioners simply allow staff to vet and review any ideas for their retreat so that they could know content. Coleman asked if staff needed to be at the retreat. Jones stated that yes, it was mandatory for staff to be in attendance. All agreed on Saturday, February 16 from 10-2 in the Plaza Level Conference Room. Bryant asked if commissioners could bring snacks. Staff would provide lunch.

Rosetta Davis cautioned all about holding a general meeting to discuss business, as they would be running the risk violating public meeting laws. Jones clarified that if the commissioners wanted to get together socially, that would be fine. Coleman confirmed that it was her desire to get together socially to get to know each other better.

VIII. Approval of Meeting Minutes

Motion to Approve December 2018 Minutes

Motion: Commissioner Coleman

Second: Commissioner Issifou

Voting Results: Unanimous

Issifou invited them to share other announcements or items for discussion.

Jones shared that they would receive an email from staff asking for the topics they wished to cover for the retreat in an effort to create the parameters for what should be discussed.

Murphy asked about moving the HRC meeting to Tuesdays. Several expressed that Tuesdays would work better. Issifou shared that he had to start teaching soon, his schedule included a class on Tuesday evening from 6-8 pm. All agreed to maintain the Thursday meeting schedule.

VIII. Adjournment

Motion to Adjourn

Motion: Commissioner Murphy

Second: Commissioner Bryant

Voting Results: Unanimous

Meeting was adjourned at 7:25 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date: _____



Human Relations Commission

Meeting Minutes

February 7, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:00 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Lowe, Coleman, Bryant, Murphy

Absent: Commissioner Craft

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence: Rosetta Davis

Human Relations Department Staff: Jodie Stanley, Love Crossling

Visitors: Raleigh Stout, Samuel Hawkins

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:08 pm.

II. Moment of Silent Meditation

Interim Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

Raleigh Stout, only visitor in attendance, declined to speak.

V. Committee Reports

Education Committee:

Commissioner Coleman shared that she had plans to meet Sharon Contreras Monday morning at 9am. Also suggested that she met with her council person, who advised that immigrant populations needed additional resources during moments of crises. She mentioned the Summit Ave fire and the families there that needed resources and provide needed education about how to manage crises.

Employment Committee:

Commissioner Bryant shared that she was introduced to Joan Tucker and Charles Diggs with NC Works and that NC Works had several training and employment programs. She is awaiting more information about the comprehensive plan and when that would be complete.

Human Services and Social Equity Committee:

Commissioner Lowe shared that she met with Sarah from United Way's Family Success Center the week prior and discussed things that a local family needed, as they didn't have stable housing.

Montgomery-Wells Housing Committee:

Interim Chair Issifou shared that the housing series was still moving forward. Dr. Jones shared that with direction from the City Manager's office, in light of the department's housing shortage, the housing series may have to be reduced from a series to a single event. Jones shared that the Fair Housing Month Luncheon could not be overlooked, so staff planned to move forward with that event. The Fair Housing Month Luncheon was currently focused on education. Jones apologized for the abrupt announcement.

Commissioner Bryant asked if they planned to discuss section 8. Issifou stated that it was not their plan to discuss that at this time. Lowe suggested that Sarah with the Family Success Center worked closely with families who struggled with mental health and other issues. Jones shared that it was standard practice for staff to put out a community call to gather planning committee members. If programming was to be effective, it needed to be designed by the community. The what and who of the program was yet to be determined.

IAC Committee:

Jones shared that the IAC was still gearing up for the March 23 election event, which included resource providers for the resource fair, speakers for the workshops, and coordinating volunteers for the voting event. She shared that staff was still in process of recruiting interpreters, that their goal was to find at least two interpreters for each workshop. She shared that staff was about 70% through the planning process but planned to meet with the IAC the following day to discuss additional plans.

Issifou asked about candidates. Jones shared that they had more candidates at this point than they did at this time during the last election, but the challenge was getting the candidates to submit completed applications. Murphy asked how they were doing with volunteers. Jodie Stanley shared that staff was partnering with UNCG's communications department and had about 19 students signed up to volunteer. She encouraged those commissioners who had signed up to volunteer to still plan on volunteering.

Stanley added that the final date for candidates to submit completed applications was February 13 and they had yet to receive any applications for secretary.

Jones added that the IAC was also invested in their new ambassador program, which would offer additional interested parties to be closer to the leadership team and represent a wider variety of communities throughout Greensboro. Murphy asked if anyone from the Montagnard community had ever served on the leadership. Jones and Stanley said no, not during their tenure.

Issifou asked about the diversity of the candidates. Stanley shared that about 4 were from African countries, 2 from Latin American countries, and two were yet unidentified as they had not completed application.

Chair Report:

Issifou shared that he attended the MLK Breakfast, one of the most attended so far. It was an event that would continue to grow and be something that the community would embrace. It was encouraging to see people live their lives according to Dr. King's legacy. He also attended the statewide HRC meeting in Fayetteville, where the primary topic discussed was cyber-sexting. He also shared that they revived an old committee and were recruiting members to be a part of that. He hoped to hear more from the State HRC and would pass along information as it was available. It was important to be informed about issues and how to respond.

Issifou added that perhaps the Greensboro HRC could host a statewide meeting in the future.

VI. Staff Report:

Jones echoed the sentiments of Dr. Issifou with the statewide HRC meeting, sharing that they covered statewide trends, the hate crime reports, and local happenings in other commissions. She encouraged other commissioners to make time to attend future statewide meetings. Gene Troy seemed very committed to getting feedback from local commissions and what could be accomplished at the State level.

Jones encouraged commissioners to review the housing outreach session information that was previously circulated and make sure to provide feedback on the final session, April's Fair Housing Month Luncheon which would focus on housing and education.

Stanley provide a brief overview of the MLK Breakfast evaluation report, noting 250 positive comments and complaints which focused primarily on music and food service.

Coleman asked what music people wanted. Stanley shared that choirs were frequently requested. The planning committee's initial goal was to gather college students from all local schools, only the group from UNCG responded. Jones added that A&T's choir was frequently invited, but they were very busy with other events and programs happening at the same time. In addition, college choirs were out of class during the MLK event. The event happened so early in the semester that students were not yet in school. Jones shared that next year, they would probably need to connect with a local choir at least 6 months in advance to plan the group's attendance.

Rosetta Davidson commented that the group remixed "Lift Every Voice." Staff agreed that attendees' comments reflected frustration with the different version. Murphy suggested that three different faith

groups should be represented in performances. Jones shared that while Lift Every Voice has been requested each year, there was space to invite other performers to attend, keeping time in consideration. Larger groups also required comp'd tickets. Jones stated that in about two months, planning would begin again.

Stanley covered the draft agenda for the upcoming HRC commission retreat on February 16. Davidson apologized for not being at the event, as she had a previous engagement, but she would provide the requested legal information for distribution at the retreat.

Jones covered the last item on the staff report, the structure of committees. By design, committees should be supported by the community. It was important to keep an efficient model, and that chairs were open to recruiting community members to support the development of particular projects. Community members were usually more open to volunteering for shorter periods of time.

Jones brought their attention to the list of committees, noting that the Committee for Social Equity was rolled into the Human Services Committee. Coleman asked Jones to elaborate on each committee.

As far as the Education Committee, Jones shared that it included many experiences, from Kindergarten through college and adult education. It could include topics, such as safety, but the focus was to review the equity, diversity and inclusion aspects of educations. It could mean supporting local efforts with existing programs, or generating unique experiences and events.

The Employment Committee was designed to focus on equity and inclusion as far as employment access, pay equity, whether people were being adequately trained in their employment efforts. CSW often looked at women in the workforce but there were other demographics that needed to be considered, such as criminal backgrounds.

Human Services Committee was often the committee that had a focus on health disparities. Now that it was combined with the Social Equity Committee, it was about examining social trends, the climate around being differently abled, the climate of race relations, police community relations, environmental equity (which she defined as areas of the city that were in food deserts without access to fresh food, were exposed to emissions, etc). This was the committee that was responsible for generating the mental health series several years ago, a series that was extremely fruitful.

Jones noted their awareness of the International Advisory Committee's work, adding that it was important to acknowledge the unique needs and challenges of this group.

The Montgomery-Wells Housing Committee was tasked with ensuring that there was safe, affordable and fair housing for all and was an extension of the department's fair housing division. It also could incorporate elements of the code compliance office, homelessness and other issues.

Coleman asked who the Education Committee might partner with. Jones responded that it depended on what she wanted to accomplish, providing various examples including K-12 education and adult education. It was important to identify the program ideation, then identify partners. Coleman asked if staff would provide a list of contacts for the retreat. Jones stated that the list would be extremely long, but if commissioners wanted to identify an issue or event, staff would then identify key contacts. Jones also suggested that it was possible for multiple committees to combine efforts, if they chose.

VII. Items for Discussion

Commissioner Involvement in Committees

Issifou shared that commissioners were always welcome to support each other in their programming.

Commissioner Availability

Issifou shared that the reason they wanted this on the agenda to discuss because there would be events coming up in the future that they would want to coordinate attendance. The goal was to communicate with the effort to represent the HRC at local events. Bryant suggested a shared calendar. Issifou added that it could include assignments for upcoming events.

Jones suggested that during their retreat, they could list and mention all of the events they wanted to cover, then assign commissioner representation at each event. It was exhausting for some commissioners to always represent at events while others didn't go to anything.

Coleman asked if it was possible for staff to circulate a monthly calendar of meetings to attend. Stanley shared that this was a time consuming task and inevitably became political because something was always left off the list. Murphy suggested that the commission narrow their perspective first, then decide what they needed to do to focus on that. Jones added that starting with a theme, or tying a series together with a theme, was sometimes really helpful when it came to branding and narrowing a focus.

Commissioners Direct Outreach of Events in the Community

Issifou mentioned that commissioners were always welcome to add items to the agenda, and Coleman suggested that it was her thought that each commissioner could reach out to the Council Members that appointed them. Each district was unique, and Council Members could let commissioners know what the issues were and what they wanted commissioners to focus on.

Jones shared that staff had a list of Council priorities already listed, and perhaps if commissioners wanted to follow up and elaborate on that list with Council, they could so. As far as reaching out to each district, each Council Member had a different approach. Some used town hall meetings which were useful events to gather information. Jones suggested that commissioners think about their approach and share that approach with their council members. Coleman stated that they were all approachable and knew that HRC was there to support them. Jones shared a caution that the HRC took that approach over the past few years, and that it was important to consider how it reflected on Council Members if a community meeting was hosted and the representing Council Member was not in attendance. It was perhaps better to support the Council Member's town hall or event rather than creating a new event.

Jones added that bringing Council Members together, especially more than 5, counted as a public meeting. Coleman suggested that commissioners could also attend work sessions in an effort to stay in close touch with Council Members. Jones agreed, noting that observers were always welcome, and in addition, if they wanted to be added to the work session agenda, they could request that through staff.

Budget

Issifou asked if the HRC had a budget. Jones shared that there was one line item for programming for HRC, CSW and IAC. There were limited funds available, so it was always best to make the most of sponsorships and in kind support. Murphy added that the City's budget was online for all to view.

Coleman asked if Outling paid out of pocket for the coffee for Java with Justin, or if it came out of the City's budget. Davidson suggested that she believed each Council Member had a set budget for outreach. Coleman said she could see HRC generating a few programs in the coming year and said that she just wanted to know what was available. Jones replied that the way it worked was that commissioners would inform staff of their needs, and staff would assess the cost and try to make it work. Often there were policies relating to the use of funds.

VIII. Approval of Meeting Minutes

Motion to Escuse Commissioner Lowe

Motion: Commissioner Bryant

Second: Commissioner Murphy

Voting Results: Unanimous

Motion to Approve January 2019 Minutes

Motion: Commissioner Murphy

Second: Commissioner Bryant

Voting Results: Unanimous

Other Business

Murphy expressed a hope that other commissioners would be appointed. Jones noted that if new commissioners were appointed just before or after the retreat, that the commission carry out the vision they determine for the year and encourage new commissioners to support, instead of reframing the vision each time new appointments were made.

Issifou noted that he had spoken with the commissioners who were removed for attendance purposes and that all seemed to understand the situation. Issifou welcomed Samuel Hawkins to the meeting.

**Motion to Recommend Removal of David Craft Based on Poor Attendance Pending Staff Review
of the Attendance Report**

Motion: Commissioner Coleman

Second: Commissioner Bryant

Voting Results: Unanimous

VIII. Adjournment

Motion to Adjourn

Motion: Commissioner Murphy

Second: Commissioner Coleman

Voting Results: Unanimous

Meeting was adjourned at 7:29 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date: _____



Meeting Minutes

March 25, 2019

The Human Relations Commission (HRC) convened for a special meeting at 12p.m. on the above date at City of Greensboro Plaza Level Conference Room.

Commissioners Present: Issifou, Coleman, Lowe,

Commissioners Absent: Bryant

Human Relations Department Staff: Love Crossling, Jodie Stanley (absent)

Legal Department Staff: Rosetta Davidson (absent)

Council Liaison: Marikay Abuzuaiter (absent)

CSW Liaison:

Visitors: John Hammer, Reporter at Rhino Times

I. Call to Order

Chair called the meeting to order 12:20 pm.

II. Moment of Silent Meditation

Speaker: None

Chair Issifou welcomed everyone to the special meeting, reminding the members that the goal was to follow up from the retreat and plan for the general monthly meeting in April. Chair Issifou then deferred to the Human Relations Director, Dr. Love Jones to provide a retreat recap, as well as provide information to support future plans of the HRC for the 19-20FY.

Dr. Jones provided a recap of the topics covered in the HRC retreat on February 16 to include: budget, communications standards, the role of support staff, public meeting laws, conflicts of interest, and commission structure.

At the request of the HRC members, Dr. Jones covered the topic of visioning and planning, the focus of the special meeting. She did a presentation, which addressed:

An overview of departmental areas of support. Dr. Jones offered that the core departmental functions included general office management, Fair housing/ Landlord-tenant dispute, Education and Outreach, and Commission Management. Dr. Jones reiterated that the department was in the process of hiring a position that would provide additional support for commissions, and thanked members for their understanding. Dr. Jones also emphasized her availability for one-on-one support while on-boarding new staff.

Annual Report FY17-18 program measures, and FY18-19 projections. Dr. Jones highlighted that the HRC, because they were recalibrating across FY 18-19, their program measures may be lower. Dr. Jones also emphasized two highlights for FY17-18 to include a total of 54 programs, and reaching 4,576 residents in Greensboro, and the securing of 236 partners for Thrive GSO (the reentry hub managed by the Human Relations Department). Dr. Jones also provided an overview of two upcoming initiatives of the reentry efforts; Thrive Latino/International, and Thrive EDU. Commissioners Lowe and Coleman requested to be added to the Thrive GSO list-serve so that they could represent the Human Services and Education subcommittees of the HRC (respectively).

The relationship between Council and Departmental priorities. Dr. Jones stated that due to a reduction in capacity, the HRD had the opportunity to reassess the focus of the department. The goal was to find ways to sustain excellence in customer service, and provide the most critical services to residence related to Human Rights. She stated that the goal was to create synergy between the Human Rights challenges that Council wanted to address, with those of the department in order to leverage support and resources. Council priorities included eradicating homelessness, public safety, employment access, and general inclusion of marginalized populations. These were related to departmental focus areas which included fair housing, reentry efforts, international community support, and commission support.

An observed model for Council's approach to Human Rights work. Dr. Jones offered that after observation during Town-Hall City Council Meetings, she observed that Council's approach to human rights concerns was based on learning the needs of the community, whether or not those needs were connected to a policy, convening in order to gain different perspectives regarding the policy, and *then* engaging in decision-making based on the scope of authority. She offered that commissioners as *liaisons* between the community and council, would need to understand this model in order to make effective recommendations to Council.

A recommendation for a new Commission Engagement Model. Dr. Jones presented a trifecta engagement model, which emphasized the relationship between community needs, policy development, and council priorities. She covered the current engagement models to include collaborative programming, organic programming, and community presence. She reiterated that this model would support all three approaches to engagement, and that with departmental support, there would be an increase in relevance, and a decrease in the duplication of efforts. She also offered that the simpler the connection between city leadership efforts and those of the commission, the more seamless the support may be from City Council.

A sample programming model applied to Thrive GSO. Dr. Jones presented a sample of a Human Relations Commission programming that could be connected to the Thrive initiative. The reason, she offered, for offering the sample through the lens of Thrive, is because it had enough components that linked community needs to council priorities. However, she reiterated that it was merely a sample, and that the real goal was to offer a model that connected all of the HRC subcommittees to programming that focused on community need, policy, and council focus areas. She requested that whatever the topics of programming, that the HRC consider the structure of the trifecta engagement model. After review of the program sample topics, the commissioners confirmed their interest in the model. Commissioner Lowe suggested that the group move forward with not only the model, but with the topics connected to Thrive GSO. The discussion resulted in the following:

Motion to adopt the programming model complete with Thrive GSO for FY19-20.

Moved by: Commissioner Lowe

Seconded by: Chair Issifou

The motion passed unanimously.

Chair Issifou raised the issue of commission leadership. There was consensus that Commissioner Lowe had reached out individually to members to express her interest in the role as vice chair. She inquired of Dr. Jones as to whether or not there would be an opportunity for leadership orientation in order to know how to conduct meetings. Dr. Jones confirmed that there would be. The discussion resulted in the following motion:

Motion to vote to instill Commissioner Lowe as the Vice Chair of the Human Relations Commission.

Moved by: Chair Issifou

Seconded by: Commissioner Coleman

The motion passed unanimously.

Members of the HRC discussed the importance of new membership understanding the plans for FY19-20. Dr. Jones program planning portion of the presentation would be shared with new commissioners during orientation.

Commissioner Lowe requested that one additional program be offered in preparation for FY19-20. She suggested that a meet and greet be hosted by the HRC, since new appointments were being made, and the community needed a chance to meet the revived body. Dr. Jones confirmed that she and the education and outreach coordinator would explore ways in which to support the program.

Commissioner Coleman inquired as to whether or not there was an update to the attendance policy for commissioners. Dr. Jones offered that the City's Legal Department was in the process of reviewing Boards and Commissions process in general, and would provide an update once completed by Legal.

Motion to adjourn.
Moved by: Chair Issifou
Seconded by: Vice Chair Lowe
The motion passed unanimously.

Meeting adjourned 2:02 pm.

Minutes Approved by:

Signed: _____

Chairperson

Greensboro Human Relations Commission

_____/_____/_____

Date



Human Relations Commission

Meeting Minutes

April 11, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:00 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Lowe, Coleman, Bryant, Murphy, Black, Hamlin

Absent:

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence: Rosetta Davis

Human Relations Department Staff: Jodie Stanley

Visitors: Raleigh Stout, Tyler Bradley (UNCG), Amanda (UNCG), Chris (UNCG), Kenecia (UNCG)

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:08 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

Visitors introduced themselves. UNCG students were there to observe as part of a class requirement. Raleigh Stout spoke briefly about the Sustainability Council, stating that he simply wanted to bring their work to the attention of the HRC. He also mentioned the PlanIT Greensboro efforts. He mentioned that there may be an upcoming event in the fall. Chair Issifou thanked Stout for sharing.

V. Committee Reports

Chair Report:

Chair Issifou shared that the IAC held their election recently, he volunteered and attended. He also attended a large event at the Civil Rights Center and Museum on March 24 called Stop Hate, an event that was inspired by what happened in New Zealand recently. It was an event designed to show solidarity with what happened and to make a statement that this community would stand together. He noted that Council Member Abuzuaiter was there and shared a powerful message. Issifou also attended a community event hosted by the Sudanese community and was awarded an award for community work. Council Member Abuzuaiter and Jodie Stanley were also recognized.

Education Committee:

Commissioner Coleman attended the IAC election event as a volunteer as well, as well as the March 24 event, and a meeting with Superintendent Contreras and the pulpit forum where they decided that they wanted to rebuild the three schools that were damaged by the storm last year. She planned to attend a meeting on April 22, a town hall meeting, as well as Thrive GSO's upcoming event on June 5 and the Fair Housing Luncheon on April 24.

Employment Committee:

Commissioner Bryant also volunteered at the IAC election and was struck by the many languages spoken. She drew their attention to the printed report provided in their folders, noting the attendance of the many agencies at the recent NCWorks Partners meeting. Bryant asked questions at this event about seniors and people with disabilities, noting that she may focus on this population in the coming year as not much was being done.

Human Services and Social Equity Committee:

Commissioner Lowe attended a gang prevention meeting with the Greensboro Police Department where they discussed restorative justice practices and how to apply these practices instead of punitive charges. She attended a meeting focused on this topic where UNCG and Guilford County Schools provided information on restorative justice.

Montgomery-Wells Housing Committee:

Interim Chair Issifou invited staff to share about the upcoming April 24 Fair Housing Month Luncheon. Stanley shared that it would be focused on the experience of housing insecure children and families navigating education. Registration was available online, and Stanley promised to share the registration link the next day.

Sekinah Hamlin and Joanne Black, the new commissioners, were invited to introduce themselves

IAC Committee:

Stanley shared IAC activity, which included the results of the recent IAC election and resource fair.

VI. Staff Report:

Stanley shared that staff did not have anything additional to report at this time.

VII. Items for Discussion

Commissioners agreed to decide on a theme to move forward.

1. What It Takes to Move Greensboro Forward
2. Quality of Life
3. Commissioners in Action

Commissioner Black if they had yet defined what “forward” meant. Issifou stated that moving forward would indicate progress in equity and the way people had access to information, human rights were consistently improving, that all people felt treated equally and welcome in this community. Commissioner Black asked what the theme in the past year was. Issifou responded that this was the inaugural year for a theme. Bryant suggested that all committees should be committed to quality of life. Lowe submitted commissioners on the move to show that commissions were active and working to improve life in the community.

Issifou suggested that he preferred the first, “What it takes to move Greensboro forward,” because there were so many groups working in this direction trying to move Greensboro into a space of addressing inequality. Council Member Abuzuaiter suggested that Commissioners in Action sounded great and talked about combining them into “Commissioners in Action Moving Greensboro Forward to a Better Quality of Life.” Black suggested referring to equity vs equality, saying something about a more equitable Greensboro. Discussion was held around how quality of life would encompass equity. Issifou stated that perhaps it was important to include the word equity, as quality of life was defined by all.

Motion to Elect the 2019 Theme:

“Commissioners in action moving toward a more equitable Greensboro”

Motion: Commissioner Bryant

Second: Commissioner Black

Voting Results: Unanimous

VIII. Approval of Meeting Minutes

Black mentioned that on pg 2, landlords is missing a “d.”

Motion to Approve March 2019 Minutes as Amended

Motion: Commissioner Coleman

Second: Commissioner Lowe

Voting Results: Unanimous

Other Business

Coleman addressed Council Member Abuzuaiter, saying that the commissioners were concerned about moving forward with City Council in one accord, and asked if Abuzuaiter thought there would be any issues in meeting with City Council. Abuzuaiter mentioned the difficulty of meeting with enough to count as a public meeting. She suggested that it would perhaps be best to reach out to several Council Members at a time to connect. Abuzuaiter suggested that Council Members that were liaisons did their best to connect with commissioners and talk about upcoming events. Many members of Council were very busy, she also noted that it was difficult to get everyone in the same room at the same time. Lowe suggested that they could host a social event only. Abuzuaiter agreed that this might be a good way to meet the commissioners. Stanley cautioned that they would need to be careful about discussing business in a social setting.

Discussion was held around district representation on the commission. Rosetta Davidson suggested that it may not be realistic to have a social event at an HRC meeting, but asked the question about commissioners coming to visit City Council just before City Council meetings when Council ate in the break room before the meeting started. Abuzuaiter suggested that logistically, this may not work out well.

Stanley suggested that commissioners could reach out to Council Members one by one, and that they had direction from Council from priorities already defined during the Council retreat. Commissioners reviewed the minutes to review this information.

Stanley shared about the upcoming Thrive EDU event on June 5 from 2-3:30 pm at Guilford College.

Coleman stated that they had previously discussed talking about commissioner availability so that they could ensure that they could cover events. Lowe asked for clarity about executive meetings. Davidson shared that if the executive meeting had quorum or more, it would qualify as a public meeting. Issifou clarified that Coleman was referring to coordinating presence at social events or community engagements. Commissioner Black discussed using a shared calendar. Rosetta clarified that their attendance at events only qualified at public meetings if they had quorum AND they were discussing business. Rosetta asked Stanley to forward the memo on public meeting laws to the new commissioners. Stanley asked if it would qualify as public record. Davidson stated that yes, it would qualify as public record so staff should be copied. Staff agreed to create a google document.

Council Member Abuzuaiter extended a very heartfelt thank you to all for supporting the recent IAC election, mentioning that she and Mayor designed this event specifically around the needs of the Summit Ave. immigrant community, thanking Stanley for her efforts in coordinating the event and students for volunteering. She noted the many departments who represented at the event, so many ran out of supplies to give out, much information was shared and there was nothing but positive feedback from the community about this event.

Issifou thanked the students for all they had done to help at the IAC Election and invited them to come back, and to tell their friends that they were always welcome. He noted that it would one day be them volunteering and serving on commissions and committees.

VIII. Adjournment

Motion to Adjourn

Motion: Commissioner Bryant

Second: Commissioner Coleman

Voting Results: Unanimous

Meeting was adjourned at 7:11 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date: _____



Human Relations Commission

Meeting Minutes

May 9, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:00 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Lowe, Coleman, Murphy, Hamlin

Absent: Black

Excused: Bryant

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence: Rosetta Davis

Human Relations Department Staff: Jodie Stanley

Visitors: Raleigh Stout

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:08 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

Visitors introduced themselves.

V. Committee Reports

Chair Report:

Chair Issifou attended a PlanIT community meeting that was in the process of collecting information about how they defined the identity of Greensboro. There were about 7 different committees with different focus areas that were gathering information.

Education Committee:

Commissioner Coleman attended a town hall meeting at Hemphill Branch Library, at Stephanie's with CM Kennedy, and the PB Campaign, which was over now, but she heard D5's needs. Commissioner Coleman also spoke with law enforcement to address safety concerns on W Vandalia regarding pedestrians that were crossing the road wearing dark clothing, and there had been at least one fatality. She also attended the Fair Housing Month Luncheon at Revolution Mill Events Center. She suggested that the commissioners might be willing to support the YWCA by donating food.

She also spoke with Siddiga Ahmed, who was concerned about students who had missed several days because of Ramadan and other holidays. A call was placed to the superintendent, who decided not to penalize the students for not attending on those days. In addition, an Arabic interpreter was needed for students who attend Guilford County Schools. Coleman spoke with Mayra Hayes who addressed the issue.

Some residents were talking to Coleman about Hampton School being rebuilt. The students were placed in another school that was far away and causing inconveniences for families. According to Byron Gladden, GCS did not plan to rebuild Hampton at this time; however, GCS would work with the families to ensure that the students were placed in schools that were closer.

She shared that some of the immigrants were struggling with knowing their rights as far as housing. She suggested that the HRC could host an event to reach out to the immigrant population. Director Love Jones shared her intent that staff was in process of developing an outreach plan for the immigrant population and that they would welcome the input of HRC as soon as that plan was in place, as their input was valued.

Employment Committee:

Commissioner Bryant

Human Services and Social Equity Committee:

Commissioner Lowe

Montgomery-Wells Housing Committee:

Interim Chair Issifou shared that he did not have any updates at this time.

IAC Committee:

Mustapha Laidi shared that he had lived in Greensboro since 2008, helping out in the school system with language needs and DSS with language and service provision.

VI. Staff Report:

Dr. Jones introduced Joann Holder, the new part time roster who would be responsible for commissioner support. Jones shared that Holder would cover meetings, support administratively, and be the initial point person for program development where Jodie Stanley would continue to provide event support and outreach work. Jones invited Holder to introduce herself.

Holder shared that she was a Masters student at UNCG, originally from Guyana, who was very passionate about becoming engaged in public service. Jones stated that she would be working closely with Holder to ensure that everything was solidified.

Jones also thanked Stanley for covering commission support work as a volunteer, as commission support was historically covered by two full time positions and over time both positions were lost. She covered the work with excellence and a good attitude and her work was appreciated.

Jones shared a presentation on potential programming for the next year, including potential dates for the Thrive series, including September 4, December 4, March 4 and June 3. These programs were usually designed as day programs and lunch and learns but could be flexible. Jones stated that Holder and Stanley would be sending out information to gather information about program development. She noted that information gathering would be a critical part of the process, and that at the second half of June, staff would send out more information. Even those who were not a part of a subcommittee could get plugged in to a program if something piqued their interest.

Overview of Community Engagement Efforts

Jones noted that there was concern about how to engage the community and there had been a request to set up a calendar. Jones did ask commissioners to share what groups they were interested in getting information from, and Holder would then research distribution lists and groups that they could get connected to. She also offered that because consistent, significant engagement was critical to success, they might want to focus on their top three organizations. This process also allowed commissioners to control which agencies they wanted to hear from. Holder would send an email requesting their preferences.

Stanley clarified that per their request in the last meeting she had created a Google calendar and shared it with them. She was following up with IT to ensure that the calendar could be archived in a way that was compliant with Public Information Laws. The calendar was designed for commissioners to add events to and check in with each other about who could represent the commission.

Retreat should be designed for strategic planning for the upcoming year. Staff wanted to be thoughtful about the information that was presented on a quarterly basis and present helpful, relevant information to the commissioners during a monthly meeting. This 20 minute presentation would include important information, policy updates, community concerns, or any information that impacted the work of the commission.

Jones suggested that they could also incorporate a meet and greet session. For the sake of simplicity and clear communication they could host these at monthly meetings.

She added that it was important to think about how to stay engaged with the State HRC meetings, which were typically a 4 hour session that took place across the State. If there were conferences to attend, the department could support their attendance. Commissioner Lowe asked if there was a meeting coming up. Jones and Stanley shared about the upcoming meeting on May 28 in Oxford, NC. Stanley stated that staff had shared information electronically two weeks prior. She also sent a calendar invitation to the commissioners present via email and encouraged them to review the email.

Orientation Manual

Jones shared that it was necessary to review and vote on the new orientation manual. Stanley promised to share the document electronically. Jones stated that they would receive a final copy that they could then sign at the next meeting.

New Boards and Commissions Guidance

Council reviewed the functions of boards and commissions, and came out with new guidance. In the introduction of the presentation, Jones covered the importance of ensuring that the conduct of commissioners should be held to the same high standard as the City as an organization.

1. Attendance and Punctuality

If commissioners were to arrive late or early they should make arrangements with the chair, 24 hours in advance as much as possible. Appointees were allowed no more than 3 unexcused absences in a rolling 12 month time period, after which an appointee would be subject to dismissal. She explained that subject to dismissal included consultation with the chair. Lowe asked if they could increase the number of absences. Jones responded no and explained that this was a set decision that came directly from Council. Jones also clarified that excused absences is defined as written medical justification signed by a Doctor or due to a family death, emergency or illness. Davis suggested that it was important to remember the intent behind the policy, that this was designed to address those with attendance issues. Davis also added that subject to dismissal would be a decision made by the appointing council member. Lowe shared that it sounded like it was also important to communicate with Council.

Jones encouraged them to always notify the chair as soon as was practical.

Chair Issifou wondered if this would deter some people from volunteering. Jones and Davis emphasized again that the point of the attendance policy was to ensure that commissions were functioning well.

2. Code of Conduct

Dress Code: business casual was the acceptable dress code of commissions.

Phone and Electronic Use: use of cell phones and electronic devices such as iPods and MP3 players for personal use was not permitted. If they had to make a call, they needed to step out of the room. Electronic devices could be used for business during the meeting if necessary. The goal of this policy was to ensure that commissioners were engaged. Davis added they had received PIRT requests asking for the records of Council phone use during meetings when there was a question about whether they were communicating with each other during the meeting.

Teamwork: they were encouraged to work together, refrain from using profane or derogatory language, recognize and accept each other's skills and abilities, and work together to achieve goals. Jones stated that if there was a lack of harmony, it impacted the effectiveness of the commission; a moment of frustration was just that. Commissioners should be mindful about the way that they talk about the work of the commission and how they represented the work of the group.

Rights and Discipline: conduct that interferes with the work of the commission as defined by the chair would be subject to disciplinary action, which would depend on the seriousness of the action, the member's record, the member's ability to correct their conduct, action taken with respect to similar conduct by other members, and any other circumstances. Jones added that situations would be considered on a case by case basis. She encouraged those with any questions to check with the chair or staff before action was taken.

Positive Work Environment, Diversity and Equity: environment should be free of discrimination, bias, and bullying. Jones offered some nontraditional examples of bullying to include back door conversations designed to change or influence, and the use of one's power to control another in the group. The environment should remain respectful at all times.

Communication: mutual respect and feedback that are constructive and beneficial to job improvement as well as to all related parties.

Personal Data: commissioners were encouraged to keep staff, chair, and City Clerk apprised of any changes to contact information.

Thank You: the City appreciated the work of the commissions and what they contributed to the community.

VII. Items for Discussion

Stanley shared about the May 22 Thrive International Planning meeting, invited commissioners to attend the June 5 Thrive Event, and gave a brief update on the MLK Breakfast debrief meeting.

VIII. Approval of Meeting Minutes

Meeting was adjourned at 7:28 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date: _____



Human Relations Commission

Meeting Minutes

June 6, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:06 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Lowe, Coleman, Bryant, Black

Absent: Commissioner Hamlin

Excused: Commissioner Bender

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence: Rosetta Davis

Human Relations Department Staff: Love Jones, Joann Holder

Visitors: Raleigh Stout, IAC Vice Chair Saroj Patnaik

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:06 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

The Chair thanked visitors for attending the session.

IV. Committee Reports

Chair Report:

Chair Issifou shared that he attended the Thrive GSO planning meeting. He remarked that the meeting was well attended; he suggested that the attendance number reflected the community's interest in the topic. He also attended Thrive EDU session. He expressed the hope that there would be more persons in attendance in the future, particularly those who are concerned with and/or working in the interest of the justice served population.

Education Committee:

Commissioner Coleman shared that she attended the Greensboro Business League meeting. She has been working to with persons who have recently relocated to the area and who have been in the process of trying to find jobs. She attended a meeting about the closure of Hampton Elementary. Coleman noted that the displaced students would not be able to self-select into a magnet program, but they would have to go through the application process as all others who would like to attend these schools. She also shared that she attended the Thrive GSO meeting, a seminar on HIV/AIDS, and the Triad Health Project. Coleman noted that the Triad Health Project would be hosting the *Greensboro Gathering: A Social Impact Event* on June 30, 2019.

Employment Committee:

Commissioner Bryant said she has been working with the Industries of Blind in Durham, and Winston-Salem in an effort to diversify the portfolio of services/opportunities provided by the Greensboro branch.

Human Services and Social Equity Committee:

Commissioner Lowe mentioned that she attended the NC Human Relations Conference in Oxford, NC. She said that based on the presentations given at the event that she was able to glean that there was more that needed to be done with the immigrant population. Lowe also shared that she attended the Thrive GSO and EDU events. She thanked Commissioner Black for her contribution as a panelist at the Thrive EDU event. Further, Lowe stated that she attended the MLK planning meeting during the week and that the next meeting would be on July 30. She explained that the commission should expect to be updated further on the plans for the event during the next meeting.

Montgomery-Wells Housing Committee:

Issifou stated that he did not have anything to report at the time.

IAC Committee:

Vice Chair Patnaik indicated that the City of High Point HRC hosted several local HRCs at a dinner last month. However, no one from Greensboro's HRC attended. Patnaik encouraged the commission to have some representation at the next event, as it would be a good opportunity to network.

Patnaik stated that the IAC executive meeting was held on May 10, which was used as an opportunity to inform new members of the committee about the committee bylaws and their responsibilities as committee members.

He also attended the Thrive GSO Meeting and remarked that he was pleased with the turn out.

Patnaik reminded commissioners and staff about the upcoming soccer tournament which would be held on June 21 to June 23 at Jaycee Park.

V. Staff Report:

Dr. Jones reminded subcommittee chairs that Joann Holder would be reaching out to them in the upcoming week to schedule one on one meetings to begin the program planning process. The planning would be based on the Thrive driven programming across subcommittees. Dr. Jones reminded the commission that a unanimous decision was made to do so at the HRC retreat earlier in the year. Jones said that the HRD would circulate the PowerPoint document on Thrive GSO sample programming series that focused on reentry across subcommittees.

Jones explained that there would be a focus on series branding this year and that all programs would be marketed by August 1, 2019. Also, there would be repeat releases of marketing closer to the date of the event.

In addition, Jones said that the Human Relations Department would be releasing several updates for the commissions in July, which would include a roll out of the department's work plans. The purpose of providing these updates was to keep the commission informed as far as what the department was doing, while also looking at the work done by the commission, reexamining the council driven priorities, and synergizing the efforts of all three bodies in addition to meeting community needs.

Jones said that the department would also be rolling the professional development curriculum. The professional development sessions would take place during six out of the eleven regular commission meetings; the presentations would focus on updates on human rights trends and other issues and concerns at the national and local levels that would inform the work of commissioners. The department would also be presenting general fair housing information aside from what the Montgomery/Wells Subcommittee would be working on.

Jones responded to a question that was initially posed by Lowe at the HRC retreat about a possible meet-and-greet experience with the commissioners. One idea that was previously circulated involved embedding the experience into one or two meetings for the year, but the commission would have to be strategic about determining a date/time for the event. This event could be publicized as an opportunity for persons to meet commissioners. Jones suggested that the commission might want to change the location of the meeting. In addition, she reminded commissioners that they had discussed but had not yet solidified plans for a celebratory experience that would honor the work of human rights workers in the city, to be held at the end of the next fiscal year. Jones said that the department along with the human services chair were in the process of developing a suitable framework for the event.

Jones noted the legislative update that came out of the recent NC Human Relations Commission Conference. These bills touched on a gamut of issues including hate crime consequences, affordable housing studies, and allowance of emotional support animals in rental units. She noted that staff was

working to incorporate these bills into the trend reports to keep the commission abreast with what is happening as it relates to human rights work.

VI. Items for Discussion and Vote

Jones noted that there was a need to vote on the date for the next meeting given that the first week of the month would be running into July 4 holiday which may have an impact on attendance.

Bryant asked whether it was possible to forego meeting in the month of July to which Jones responded that August would be a packed month and advised commissioners to keep that in mind when making that decision. Jones also noted that a new commissioner's onboarding would be delayed if a meeting was taken off the calendar.

Black said that she was inclined to make the time in July since it was apparent that there was a considerable amount of work to be done.

Motion to Cancel the July Meeting

Motion 1st: Chair Issifou

Motion 2nd: Failed

Motion to Move the Upcoming Meeting to July 11, 2019

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Black

Unanimous approval

VII. Approval of Meeting Minutes

Motion to Approve the May 2019 Minutes

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Coleman

Unanimous approval

VIII. Other Business

Chair Issifou made the suggestion to the commission to consider hosting the next statewide HRC meeting. Jones indicated that Gene Troy, Program Manager for NCHRC, had already reached out to her with this request. She noted that HRC would need to secure the date and that the commission would need to consider our calendar of events in the upcoming year to make a determination about the commission's

ability to host the session. Coleman asked what hosting involved and whether it was open to all HRCs. Jones said yes and that hosting involved planning the agenda, the meal, the opportunity for social interaction, and door prizes.

Lowe inquired about promotional items. Jones indicated that Jodie Stanley had already ordered promotional items in bulk, but the department was in a position to make new purchases because there was a separate line item for this kind of spending.

Lowe raised a question about changing the day of the meeting from Thursdays to another day in the week. Jones stated that according to standard process and procedure, the commission would have to vote to make a request for consideration of the change; at the same time, she noted that the meeting day was specified in the city ordinance. Jones added that the time of the meeting was permitted to change without any change to the ordinance.

Coleman raised a question about the willingness of the commission to donate food to the YWCA. Jones clarified that Coleman's request was a follow-up to Perry-Garnette's open request for donations at the recent fair housing luncheon. Jones asked Coleman whether she had an idea about the parameters of the request. Coleman suggested donations could be made every other month or as commissioners desired. Jones offered that Coleman could reach out to YWCA to find out how often and what were the types of in-kind donations received by the organization to add context to the decision making process. Coleman also stated that she knew of shelters that could also benefit from the donations. Black suggested interchanging the recipients of donations throughout the year. Issifou asked Coleman to formalize plans around the donations. Coleman agreed to communicate this information to the commission at the next meeting.

Patnaik asked whether YWCA had tapped into other community resources. Coleman responded that there was uncertainty around intake, which influenced the availability of food supplies at shelters. Jones offered a framework for the development of the project; there were white flag locations pop-ups for the homeless during the winter season. These locations would begin food donations from October for the December-January period and this would give the commission a window of time to collect food periodically with October being the designated deadline. She suggested planning the initiative around a specific season of the year, for example, the commission could take on project white flag for the year, which would give the commission time to plan. Lowe suggested that the commissioners could give their time as an alternative project. Jones suggested putting this initiative as a business item on the July agenda to allow commissioners time to do some fieldwork around the logistics of the initiative.

Black asked commissioners to consider doing the donations during the off seasons given that it was a time when donations were typically low. She also suggested supporting the back pack or Out of the Garden program and to consider incorporating children as a special population. Coleman agreed that a back to school initiative would be a good outreach event. Jones said that the GPD hosted a similar program annually and that the commission may collaborate with them on this event. Further, Jones said that donations and volunteerism could be one of the focuses for the 2019/2020 program agenda for the July meeting. Patnaik added that the initiative could be opened to all commissions and subcommittees. Black suggested extending an invitation to nonprofits and other members of the community for this project.

IX. Absences

Commissioner Hamlin.

X. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Coleman

Unanimous Approval

Meeting was adjourned at 7:05 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date



Human Relations Commission

Meeting Minutes

July 11, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:07 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Bryant, Black, Hamlin

Absent:

Excused: Commissioners Bender, Coleman, Lowe

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence:

Human Relations Department Staff: Love Jones, Joann Holder

Visitors: Raleigh Stout

I. Call to Order

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

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors

The Chair thanked Raleigh Stout for attending the session.

IV. Committee Reports

Chair Report:

Chair Issifou shared that he attended the MLK Breakfast planning meeting on June 25 at the Central Library, an event that he said was well attended. The Chair said that he, along with Commissioners Bryant and Coleman, attended a panel discussion hosted by the city of Raleigh; the presenters spoke on the issue of gentrification. The Chair noted that one of the important points brought up during the session involved looking at ways to reduce the impact of gentrification; one suggestion was to convene persons affected by the phenomenon in the conversation. He noted that it would be a great way to inform homeowners about how to proceed in event of this occurrence. He also mentioned that he attended the international soccer tournament, the success of which he credited in part to the support of the community.

Employment Committee:

Commissioner Bryant said she has been working with HRD staff to develop the Thrive GSO entrepreneurship program. She noted that the date for the program would be May 6, 2020.

Human Services and Social Equity Committee:

In the absence of Commissioner Lowe and at the pleasure of the Chair, Dr. Jones gave updates coming out of the MLK Breakfast planning meeting. Jones indicated that there has been a sizable turnout from members the community to these meetings. She noted an increase in the number of members on the MLK Breakfast planning committee from 12 person last year to about 27 persons for the current year. Further, Jones indicated that the planning would take place in phases. The first phase involved becoming familiarized with those who are on the committee, the review of the planning calendar, and an overview of program logistics (location, price of tickets). She noted that the committee chose the theme for the program (*Live the Dream-It's Time!*) at the planning meeting held on June 25. Jones said that the next phase of planning would involve the selection of the speaker and performers. She noted that there would be some time devoted to looking at video clips of the nominees at the next upcoming meeting. Jones commended Commissioner Lowe for the facilitating the planning process.

Montgomery-Wells Housing Committee:

The Chair stated that the committee was collaborating with HRD to host a series of fair housing events. The theme for the new fiscal year would be the Year of Innovation. The program was developed as a four part series: (i) Housing & the Opioid Crisis; (ii) Second Chance Landlords Think Tank; (iii) Student Loan Crisis; and (iv) Fair Housing Month Conference: Approaches to Nuisances. The Chair noted that the first two programs would be held later in 2019, while the other two programs would be held in 2020.

IAC Committee:

The updates were provided via the staff report.

V. Staff Report:

Jones stated that she would be covering an overview of the HRD FY19/20 forecasting for Commissions/Committees. This was an opportunity to give commissioners a perspective on where the HRD was headed and how this was related to the work of the commission. She discussed the following with commissioners:

- **HRD Organization Chart**
- **Department Mission & Vision**
- **Annual Work Plan/Goals FY 19/20:**
 - Greensboro's City Goals
 - Department Vision & Strategies/City of Greensboro Vision
 - Council-Department Synergy Opportunities
- **Work Plan Trajectory for Commission/Boards**
 - Commission Support
 - Training and professional development
 - Commissioner presence and participation at state level
 - Volunteer body reporting mechanisms to CMO/Council
 - Attendance/reporting protocols to chair and staff
 - Internal branding of commission/Departmental work
 - Paid: probono ticket ratio
 - Opportunities for council-community engagement
 - Development of Ambassador program for IAC
 - Processes and deadlines for program development
 - New programming series model
 - Annual data to support work/increase capacity
 - Outreach
- **Commission/Committee Focus Areas FY 19/20 Overview**
- **Calendar Highlights**
- **Budget for FY 19/20**
- **Commission/Committee Professional Development**

Women's Equality Day Breakfast

Jones invited commissioners to be a part of the Women's Equality Day Breakfast that was being hosted by the Commission on the Status of Women. W.E.D. event was scheduled for Saturday, August 17, 2019 with Valda Ford slated as the keynote speaker. Jones noted the price for early bird tickets was \$20.00 and after August 1, the price for tickets would be \$25.00. She noted the participation of the HRC in this event over the years and she said that those persons interested in securing tickets could do so by contacting the HRD office.

Volunteer Opportunities

Food Security Sites

Jones referred to the schedule of food security locations that was provided to commissioners at the meeting. She asked that commissioners who wished to volunteer do so by informing HRD staff who would then connect with Britt Huggins to determine the likelihood of the commissioners being able to support the initiative.

Operation Pass: Beyond the Backpack

Jones provided commissioners with a follow-up to their request for community outreach opportunities. She noted that the Greensboro Police Department's *Annual Operation Pass: Beyond the Backpack* program. The event would take place August 10 from 9:00 am to 11:00 am. The backpacks would be packed the day before the event. Commissioners Black and Bryant signaled their interest to volunteer at the event. Commissioner Hamlin inquired whether fliers for the event was circulated to churches. Jones stated that that was the practice; she said that she was aware that circulation of marketing material for this event was done at the beginning of August. She indicated she was not certain whether this was done given that it was a program coming out of the GPD. Councilmember Abuzuaiter indicated that she was aware that fliers were circulated to churches.

VI. Items for Discussion

Approval of Meeting Minutes

Motion to Approve the June 2019 Minutes

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Black

Unanimous approval

VII. Other Business

Raleigh Stout indicated that the Community Sustainability Council met to introduce Greensboro LEED for Cities project on Monday, July 8, 2019 at the Central Library. He noted that part of the discussion centered on working out a strategy to pursue the energy conservation program. He said one of the issues involved housing; the city's effort to get all parties who had a stake in the initiative to participate was complicated by the high number of renters in the area. He explained that the number of renters may outweigh the number of homeowners and property owners—owners who may operate rentals, but they may not reside within the state or the country. Notwithstanding projections for participation, the program was a rich opportunity to bring people to bear on the problem of conserving energy/reducing energy consumption in an effort to reduce carbon dioxide emissions in the atmosphere. Chair Issifou requested a summary of the meeting to be shared with the commission.

Councilwoman Abuzuaiter asked commissioners to make a note of the food sustainability sites list, which was distributed at the meeting. She recalled receiving a call from someone with a question about eligibility to receive free meals at these sites. She said the caller wanted to know whether individuals had to be residents of the neighborhoods in order to qualify. She clarified that individuals need not be residents to receive meals. Moreover, Abuzuaiter encouraged commissioners to market this opportunity because the need existed. Jones suggested that perhaps there was a need for Nasha McCray to send out another press release noting this clarification. Jones said that this situation exemplified the reason that there was a focus on fewer commission programs—that this was an effort to be more effective as a

commission. Chair Issifou asked whether schools made an announcement about this opportunity. Bryant indicated that Guilford County Schools placed calls to households informing them of these food sites.

IX. Absences

Commissioners Bender, Coleman, and Lowe

X. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Black

Unanimous Approval

Meeting was adjourned at 7:10 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date



Human Relations Commission

Meeting Minutes

August 8, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:05 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Bender, Lowe, Coleman, Hamlin

Absent: Commissioner Black

Excused: Commissioner Bryant

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence: Rosetta Davis

Human Relations Department Staff: Love Jones, Joann Holder

Visitors: Raleigh Stout, IAC Chair Saddiga Ahmed

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:05 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

The Chair thanked visitors for attending the session.

IV. Committee Reports

Chair Report:

Chair Issifou shared that he travelled to Minneapolis, MN at the invitation of an African group; he was the keynote speaker for the event. A series of events was scheduled from July 26 to July 31 to mark the launching of the diaspora organization.

Education Committee:

Commissioner Coleman said that she did not have anything to share.

Employment Committee:

Commissioner Bryant was absent (and excused) from the meeting because of an injury she had recently sustained.

Human Services and Social Equity Committee:

Commissioner Lowe stated that she attended a suicide prevention program for youth on August 3. She noted that the next MLK Breakfast planning meeting was scheduled for August 27 from 12:00 pm to 2:00 pm.

Montgomery-Wells Housing Committee:

The Chair stated that they were on schedule for upcoming programming.

IAC Committee:

Chair Ahmed stated that the committee met with officials at the YMCA to talk about a women's only swimming program; the committee was expecting a final decision soon. She stated that the program was necessary for inclusiveness; it would give women an opportunity to participate in a leisure activity in a safe environment. This discussion stemmed from the responses garnered from a survey conducted during the recent IAC elections; there were numerous responses stating that there was a need for a swimming facility for women.

V. Staff Report:

Dr. Jones shared that last month staff went over the annual work plan for commissions/committees which included a calendar of all programming happening for the new fiscal year. She encouraged commissioners who would be working with staff on developing programs to include the progress of planning for individual programs in their monthly reports. She reminded the commissioners that the main theme for the year was Thrive GSO. She said that from this point that staff would meet with them regularly to begin mulling through the process of program development. There would be preliminary program work for all topics to provide context. She said that while the justice served population provided the general context for the development of HRC programs, there was be a need to narrow the focus for individual programs in the series to include topics such as second chance landlord/tenant opportunities as well as meeting the needs of voting, employment (vis-à-vis entrepreneurship), and education. She encouraged commissioners to be committed to the research of developing programs so that they would be knowledgeable in providing directives needed for the development of successful programming.

Jones said that part of the responsibility of the Montgomery-Wells Housing Committee was to support the staff in the development of the yearlong fair housing series and other housing driven programs led by the commission. The theme selected for this year's series was "The Year of the Innovation." The program's focus was to examine evolving policies and how they affect various members of the community. The series topics included second chance landlord think-tank; the opioid crisis; student loan crisis; and approaches to nuisances.

Jones noted that the HRD was working on incorporating the professional development topics suggested by commissioners into the curriculum. She thanked those who were able to make submissions. She offered commissioners who had not taken the opportunity to make submissions to do so as the department would continue to receive them until the end of August. Additionally, Jones said that the department staff was working on connecting with community opportunities, and conferences—activities which would be funded by the department.

She reminded commissioners about meet-and-greet session which was an idea that was initially floated at the HRC retreat. The meet-and-greet sessions would be held periodically, at least twice per year. Jones said that hosting this event at the MMOB would not be conducive to the nature of the event given the new security measures and constraints. She said that a public announcement of the session would be made of the location change. She also suggested that the location could be one with accessible space such as a coffee shop. She said that the session would still qualify as a public meeting given that commissioners would be assembling in the same place in a number that would qualify as meeting quorum. As such, commissioners would need to conduct themselves in way that would be becoming of their position. She said that there would be a brief meeting to cover all of the work of the commission; at the same time, it would need to be a gathering that was conducive to interaction between commissioners and the public. That said, the department would be prepared to support the commission to make it a lively event rather than a standard business meeting. At this point, she paused for commissioners to provide suggestions about the time and location for the event.

Coleman asked whether it was too late to begin planning for meet-and-greet sessions this year. Jones responded no, and that one could take place in 2019 and the other in 2020 if the commission desired to have two sessions fiscal year. Jones stated that if it was held in December that it should not be called a holiday event because there were members of the community who did not observe the Christmas holiday. She pointed out that the HRC was established as a human rights commission whose focus was on inclusion; therefore, she cautioned the commission to be mindful about how they branded event. Coleman noted that part of November and that all of December would be challenging to host such an event. Commissioner Hamlin suggested hosting the event at the beginning of November recognizing that it could be a precursor to Thanksgiving season, a season in which the focus was on the spirit of gratitude and connection among community members. Chair Issifou said that he was willing to look at early November as well.

Coleman asked what was required for planning the event. Jones said that planning would be minimal; she said that a regular meeting would be used to host the meet-and-greet session and that the preparatory work would be in marketing the session. The other planning involved the way in which the commissioners would allow the public to get to know them, for instance, activity/activities that allowed their personalities to be exhibited, or opportunities to share more about themselves. She reiterated that the

format would be by design of the commission. Coleman asked whether light refreshments would be provided. Jones responded yes.

Jones asked whether they had a consensus about hosting the event at the November 7 meeting. The commissioners decided to move forward with this date to host a meet-and-greet session in addition to the standard meeting. Jones invited commissioners to be part of the planning process. Lowe and Coleman signaled their interest in being part of the planning. Jones assured commissioners that they would be updated on aspects of the planning as they evolved.

Bender asked about the purpose for hosting meet-and greet sessions. Jones said that the meet-and-greet session would be an opportunity to recruit. She noted that with fewer programs, the more robust the awareness raising event needed to be. She said that it would take more than just the commissioners to get the work done. The meet-and-greet session was an opportunity to get persons excited about the work of the commission. She also noted that the event was about engagement and networking—the more people know who they were, the greater the opportunities to be a part of other community events.

Bender asked how do commissioners know what would be helpful to the community. Jones responded that members of the community may request that the commission address certain buzz topics. She noted that at other times, commissioners may have an interest in specific areas which may motivate them to want to know how specific policies intersect with that issue. Coleman offered that speaking regularly with her councilmember has helped her stay informed about interests of the community.

Jones reminded commissioners about the Operation Pass event which was scheduled for on Saturday, August 10. She said that volunteer activities would take place on August 9 from 1:00pm-6:00pm. She noted that community engagement was paramount and encouraged commissioners to reach out to staff if they needed help narrow their interests.

Coleman asked Councilmember Abuzuaiter whether she had any updates for the commission. Abuzuaiter said that she was working along with city and state partners on *Vision Zero Greensboro*—a strategy devised to substantially reduce traffic fatalities and serious injuries with a long term goal of zero by 2040. Abuzuaiter said that she was the chairperson of the Greensboro Urban Metropolitan Planning Organization which managed the surface transportation needs in the area. Additionally, she said that council was working on economic development initiatives, responses to the opioid crisis, and a mental health initiative that would make provisions for support from mental health professionals to work along with officers when they respond to a call. Also, Abuzuaiter noted that MWBE program was recently revamped. She said that council was also looking at railroad safety in light of the recent incident.

Jones asked whether town hall meetings were being filmed. Abuzuaiter responded yes. Jones noted that the council meetings can be viewed by accessing the city's website. She said that the first meeting of the month was for the presentation of community concerns to council. In addition to viewing sessions online, town hall meetings were designed to occur in all districts thereby making it more conducive for community members to attend these meetings in person. Abuzuaiter noted that the town hall meeting for district 1 took place last month and that the session for district 2 would occur in the month of August.

Issifou thanked Abuzuaiter for delivering the updates. He mentioned the most recent railroad death and asked Abuzuaiter about the responses to prevent or minimize these occurrences. She noted that railroad

companies in other cities have erected fences along the railroad as a preventative measure. However, council was looking at alternative ways to address the problem. Hamlin noted a recent documentary on railroad safety; she noted that the report shed light on a system designed to slow down the trains to reduce passenger-train accidents. Jones said that the discussion brought to light how themes and topics for the calendar year were developed. She noted that the commission could spend some time looking at safety equity as a theme for next year. She said that the common assumption was that safety was for all persons, but that it could become a human rights issue when it involved differences in how people were able to access safety. She said that staff would be available to give them more information about safety equity or connect them with safety equity conversations in the city if the commission desired. Council member Abuzuaiter added that government was listening to the community. She commended the NC Department of Transportation for working toward the reconstruction of the railroad crossing at the intersection of Franklin Boulevard and East Market Street, which was a response to the number of deaths occurring there within the last seven years.

Coleman noted that panhandlers were a continuous concern. She related her personal experience where the individual was beating on her car. Abuzuaiter stated that council would have to go back to review the issue because they have been receiving a number of calls on the issue. Issifou stated that panhandling was a challenging issue. He referred to the use of intervention methods that did not involve reliance of law enforcement as a way of deterring panhandling activity. Coleman said that when she spoke to community members about it, she advised them to channel that concern to the relevant agencies. Hamlin asked about looking at the trend or uptick in reports to police about persons approaching residences for money. Jones said that this part of the conversation was a demonstration of the work and responsibility of the staff to provide information to them. In part, the department was tasked with providing an overview of trends that would be incorporated in the professional development presentations. At this point, Jones noted that the department recently welcomed new staff, Zaynah Afada. Afada was a LEAD fellow who would be working full-time in the department for two years.

VI. Items for Discussion

Approval of Meeting Minutes

Motion to Approve the July 2019 Minutes

Motion 1st: Commissioner Coleman

Motion 2nd: Commissioner Bender

Unanimous approval

VII. Other Business

Bender asked for clarification on information that was circulated to commissioners about food security sites. Jones stated that one of the focus areas identified by the commission for community engagement and volunteerism was the effect of school closures over the summer on child nutrition. She noted that the

information was circulated as a response to commission’s request to connect them with volunteer opportunities that sought to address this need. Hamlin said that she appreciated the information and that she relayed the information about these sites to her church members.

Chair Issifou mentioned that he received a report about the Community Sustainability Council from Raleigh Stout. Issifou said that document provided details about the program. He said that he believed that there were opportunities for partnership between the council and the commission given that work of the council involved some aspects of housing. He said that he requested that Stout keep the commission updated on the work of the council in this regard. He gave the floor to Stout to provide the commission with an update. Stout said that it was difficult to provide updates on the sustainability council meetings since he was not on the council, and that the council meetings were held after the HRC met. He said that he would prefer to do the updates via email as it was a more efficient means of communication. Bender asked whether the council was a new organization. Abuzuaiter said that the organization was at least five years old.

VIII. Absences

Commissioners Bryant, and Black

IX. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bender

Motion 2nd: Commissioner Coleman

Unanimous Approval

Meeting was adjourned at 7:28pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date



Human Relations Commission

Meeting Minutes

September 5, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:04 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Bender, Coleman, Bryant

Absent:

Excused: Commissioners Black and Hamlin

HRC Council Liaison:

Legal Presence: Andrew Kelly

Human Relations Department Staff: Jodie Stanley, Joann Holder, Zaynah Afada

Visitors: CSW Commissioner Best, city staff Tracy Nash, Raleigh Stout, Eduardo Pinero with UNCG Peace and Conflict Studies Program

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:04 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

The Chair thanked visitors for attending the session.

IV. Committee Reports

Chair Report:

Chair said that he attended the 2nd Annual Triad Afro-Caribbean Festival on Saturday August 31, 2019. He stated that he also attended the Women's Equality Breakfast event on August 17, 2019, and Thrive International Planning meeting on August 29, 2019.

Education Committee:

Commissioner Coleman said that she has been working with members of the community to help to resolve the problem of bullying in schools. She recalled one incident where she attended a parent teacher conference with a resident whose child was being bullied.

She said that she also attended the MLK Planning Committee meeting held on August 27, 2019, the Operation Pass event hosted by Greensboro Police Department, and Trinity Church's Back to School event. She said that she was in the process of helping to collect items for the teacher supply warehouse.

Employment Committee:

Commissioner Bryant said that she attended the Operation Pass event and MLK Breakfast Planning Committee meeting as well. She said that she was still in the process of planning for subcommittee programming.

Montgomery-Wells Housing Committee:

Chair Issifou announced that the first program in the Thrive GSO Outreach series, *Housing and the Opioid Crisis* was scheduled for October 31, 2019, which would be followed by *Second Chance Landlord Think Tank* scheduled on December 4, 2019.

IAC Committee:

IAC Secretary Darma Satty said that committee members participated in the Unity Walk on August 17, 2019. IAC Executive Member Amber Khan made a presentation at the event. Satty said that the event was a great opportunity for members of the community to welcome the immigrant population.

Jodie Stanley asked whether there was an update on the YMCA women's only swimming program. Satty said that the community was excited about the opportunity to have conversations with individuals and agencies who were supportive of their endeavor. She said that the community was in discussion among themselves as well to try to find a resolution to the issue. Satty noted that these conversations have inspired some of the women from the community to apply for membership to the YMCA to access the swimming pools.

Coleman asked whether there were any educational concerns within the community. Satty said yes, that there have been many requests for English classes for the adults and reading classes for their children. Stanley suggested the New Arrivals Institute as an option. Satty said that one of the major challenges was transportation. Zaynah Afada offered that the Institute provides child care and vouchers for participants to

ride the bus. Afada also noted that there may be a small fee for accessing to childcare services at the Institute.

V. Staff Report:

Stanley shared updates on programs, programs which she said were closely related to the work of the HRC. She shared information about Thrive International program series that was being led by the International Advisory Committee. She said that the underlying thread of the series was to highlight the experiences of immigrants who navigate the criminal justice system. She shared that the IAC recently hosted the first program in the four-part series, *Serving and Protecting Immigrant Residents: A Welcoming Approach to Public Safety* on August 21, 2019. Other programs in the series include *Immigrant Youth and Criminal Records* scheduled for September 19, 2019, *Immigration Consequence of Domestic Violence* scheduled for November 13, 2019, and *Mental Health and Reentry* which would take place on June 3, 2020.

Stanley noted the first program in the fair housing series, *Second Chance Landlord Think Tank* scheduled for December 2019. She said that the program would be an opportunity to have conversations with landlords about providing services to members of the justice served community, and also an opportunity to cover fair housing law as it pertained to members of this community. She said that commissioners and staff were working together to finalize plans for *Thrive EDU*, and *Entrepreneurship and Reentry* programs.

She noted that the MLK Breakfast planning committee was in the process of determining the speaker. She said that the next step would be for the committee to select the performers for the event. At this point, Stanley invited commissioners to submit suggestions for performers.

VI. Items for Discussion

Approval of Meeting Minutes

Motion to Approve the August 2019 Minutes

Motion 1st: Commissioner Coleman

Motion 2nd: Commissioner Bryant

Unanimous approval

VII. Other Business

Chair noted that he received an email from Church World Service-Greensboro inviting the commission to be a part of a community effort to encourage local and state officials to weigh in on the administration's position on refugee resettlement. Stanley asked whether both commission and council could submit letters

to elected officials. Bender said that this was an opportunity that should be supported. Stanley asked whether he would like staff to review the letter and send out the revised version to the commission soon. Chair said yes and that the CSW and IAC should be invited to be a part of this effort as well.

Raleigh was given the floor to provide updates from the Community Sustainability Council. He said that there was a recent city council meeting in which Steven Drew, Director of Water Resources for the city and the LEED liaison for the city mentioned that they were nearing the completion of data collection phase of the LEED for Cities program and to expect the next step. Eduardo said that he appreciated the opportunity to witness the proceedings.

VIII. Absences

Commissioners Black, and Hamlin

IX. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Bender

Unanimous Approval

Meeting was adjourned at 6:55pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date



Human Relations Commission

Meeting Minutes

October 10, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:04 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Bender, Black, Bryant, Coleman, Hamlin

Absent:

HRC Council Liaison:

City Manager's Office: Chris Wilson

Legal Presence: Terri Jones

Human Relations Department Staff: Joann Holder, Zaynah Afada

Visitors: IAC Member Ram Mohan, Raleigh Stout

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:04 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

The Chair thanked visitors for attending the session.

IV. Committee Reports

Chair Report:

Chair Issifou said that he attended the *Immigrant Family Safety* planning meeting on September 27. The program would focus on exploring factors that contribute to the frequency of DV violations and charges in immigrant communities as well as the implications of DV related criminal charges for members of the immigrant and refugee population. Chair also noted that he attended the *Police Chief Hiring Input* meeting on September 30.

Education Committee:

Commissioner Coleman said that she attended the *Folk Festival* which was held in downtown Greensboro. Colman noted that she also attended the city council meeting on September 11 at Windsor Community Center, the *North Carolina NAACP* meeting and banquet, two public input meetings which focused the discussion on the search for Greensboro's new police chief, and the *Immigrant Family Safety* planning meeting. She said she assisted some residents through the process of securing employment.

Employment Committee:

Commissioner Bryant said that she attended the *PlanIt Greensboro* series on September 23 and 24. The keynote speaker for both programs was Bruce Katz. She said that at the first session, Katz spoke about getting people, organizations, and businesses to invest in the City of Greensboro. Bryant noted that she attended the *Statewide HRC* meeting in Durham on October 1, 2019 where presentations were made on the history of the city, and the study of land and housing inequality in Durham, NC. She said that the next statewide meeting would be in Rocky Mount and the meeting would be held in Greensboro the following quarter. Bryant noted that as far as program planning, the committee identified its third speaker as Commissioner Douglas Bender.

Montgomery-Wells Housing Committee:

Chair noted that the committee along with the department continue to plan for its program series, the *Year of Innovation*.

IAC Committee:

Ram Mohan noted that the IAC recently hosted the *Immigrant Youth: Engagement, Diversion & Criminal Records* program on September 19 which was held at the Glenwood Library. Mohan noted that he attended an event at Newcomers School—a program which focused discussions on the immigrant community and their reasons for migrating to the U.S.

V. Staff Report:

Holder led the first presentation in the *Volunteer Professional Development series 19-20: Framing Policy*.

VI. Items for Discussion

Approval of Meeting Minutes

Terri Jones noted a correction to a name—Andrew Kelly to replace Andrew King on the first page.

Motion to Approve September 5, 2019 Minutes as Amended

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Coleman

Unanimous approval

VIII. Other Business

Chair opened the floor for the discussion of other business.

Commissioner Black noted the introduction of a new set of rules that would govern City Council forums. Black said that the rules may be infringing on first Amendment rights as these rules sought to limit speech. She said that this recent move by council brought two questions to the fore: (i) why was speech being limited; and (ii) what could be done about it.

Commissioner Hamlin remarked that the commission was not clear about the process and decisions of the council, and there was need for accountability. She suggested that staff could work on finding out about how council made its decisions and the process for doing so, and report back to the commission.

Black also spoke about a recent article in which it took 22 minutes for police officers to respond to a call from a resident. She said that she was interested in finding out whether this was a common occurrence and whether there was unequal treatment in terms of the number officers assigned to districts as this would affect their ability to respond in a timely manner. Black noted that she was interested in seeing the data for average response time by district.

Commissioner Bender noted that he agreed with Black's assessment about the need for data while also noting the role of housing inequality as it intersects with police response time.

Coleman raised the concern about the timeliness of invitations being sent by the staff for commissioners to attend events in the community. Holder acknowledged timeliness as an issue, but pointed out that staff forwarded these communications to commissioners as soon as they were received by the department.

Bender said that he recently came across the 211 service provided by United Way. He noted that the service was available to all North Carolinians who were interested in being connected with local resources. He suggested that HRC could help to market this service to Greensboro residents, particularly those who may be in need of these resources. Bender also noted that he made some suggestions to the department about professional development training for commissioners. He suggested adding cultural sensitivity training to the list that the department had already received.

Coleman asked whether the HRC meet-and-greet social was still scheduled for November 7. Holder responded yes--that the department was in the process of drafting a list of locations where the social could

take place and that this information would be forwarded to commissioners for them to make a decision. Holder offered that the Historical Magnolia House was one of the options. Coleman added that locations under consideration should be accessible to members of the community, particularly those who would be using public transportation.

IX. Absences

None

X. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Bender

Unanimous Approval

Meeting was adjourned at 7:54 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date



Human Relations Commission

Meeting Minutes

November 7, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:00 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Black, Bryant, Coleman

Absent:

Excused: Commissioner Bender, Hamlin

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence: Andrew Kelly

Human Relations Department Staff: Joann Holder, Zaynah Afada

Visitors: IAC member Amber Khan, Raleigh Stout

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:00 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

The Chair thanked visitors for attending the session.

IV. Committee Reports

Chair Report:

Chair Issifou shared that he attended several events during the month of November including the *Equitable City: Prosperity, Opportunity, Leadership* and the *Housing and Opioid Crisis* on October 30. He stated that he also attended PLANIT Greensboro Advisory Committee Meeting on October 23 and that he gave a presentation about the commission during a session of City Academy on October 29.

Education Committee:

Commissioner Coleman said that she also attended the Housing and Opioid Crisis on October 30. She said that she attended a town hall meeting, the MLK Breakfast planning meeting, as well as the recent city council meeting.

Coleman also updated commissioners about new suspension policy Guilford County schools, which gave parents the right to appeal short term or long term suspensions.

Employment Committee:

Commissioner Bryant said that she attended the PLANIT GSO meeting. Bryant also said that she attended the MLK Breakfast planning meeting while noting that the committee was in the process of determining program participants.

Montgomery-Wells Housing Committee:

The Chair stated that its first program, the Housing and Opioid Crisis, was held recently and that the second program in the housing series was scheduled for December.

IAC Committee:

Khan said that the IAC held its monthly meeting on November 1. She indicated that there was a representative from the city of Charlotte who was interested in replicating IAC as a model for that city. Khan also noted that Chair Ahmed represented the committee at the Newcomers Symposium in Winston-Salem on November 1. Khan shared that the Thrive International program would be on November 13.

V. Staff Report:

Holder shared that staff was working along with the Montgomery Wells Committee and the IAC to provide support for their upcoming programs. She noted that the *Immigrant Family Safety* program would be on November 13 and that *Second Chance Landlords Think Tank* was scheduled to take place on December 4 at the Historic Magnolia House.

Holder also mentioned that the staff was working on the final details for the commission upcoming meet-and-greet social. She requested feedback from commissioners about their preference for the structure of the meeting. She also said that she was aware of the absence of some commissioners at the meeting and as such, she said that she was willing to discussion will continue over email.

VI. Items for Discussion

Approval of Meeting Minutes

Motion to Approve the October 10, 2019 Minutes

Motion 1st: Commissioner Black

Motion 2nd: Commissioner Bryant

Unanimous approval

Election of Vice Chair

Motion to Elect Commissioner Black as Vice Chair

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Issifou

Unanimous approval

VII. Other Business

Coleman asked whether the commissioners would receive complimentary tickets for the MLK Breakfast. Holder noted that she was not aware of any precedent concerning the matter and that she would provide commissioners with feedback once she was able to confer with department leadership.

VIII. Absences

Commissioner Bender, Hamlin

IX. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Black

Unanimous Approval

Meeting was adjourned at 7:00 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date

DRAFT



Human Relations Commission

Meeting Minutes

December 5, 2019

The Human Relations Commission convened for its regular monthly meeting at 6:09 p.m. on the above date at the Historic Magnolia House, 442 Gorrell Street with Interim Chair Issifou presiding.

Present: Interim Chair Issifou, Commissioners Black, Bender, Bryant, Coleman, Hamlin

Absent:

Excused: Commissioner Black

HRC Council Liaison: Marikay Abuzuaiter

Legal Presence:

Human Relations Department Staff: Jodie Stanley, Joann Holder, Zaynah Afada

Visitors: IAC members Siddiga Ahmed, Amber Khan, and Ram Mohan; Raleigh Stout

I. Call to Order

Interim Chair Issifou called the meeting to order at 6:09 pm.

II. Moment of Silent Meditation

Chair Issifou called for a moment of silent meditation.

III. Introduction of Commissioners

The Chair introduced himself by stating that he was originally from Togo in West Africa and that he has been a resident of the Greensboro community for 19 years. He said that he has been serving on the commission for the past four years and that it has been an enjoyable experience.

Commissioner Bender said that he began his term with the commission in April. He said that he said that he was excited to make a meaningful contribution to the community where he lived. Commissioners Hamlin, and Bryant expressed similar sentiments.

Commissioner Coleman said that she represented district 5 on the HRC. She said that apart from her work with the commission that she was a retired educator, a church elder, a member of the pulpit ^{forum} ~~forum~~, and that she was involved in outreach and prison ministry.

The Chair thanked visitors for attending the session and gave them an opportunity to introduce themselves.

IV. Announcements

Jodie Stanley noted that the commission recently hosted the *Second Chance Landlords Think Tank* program. She announced that the *MLK Breakfast* was scheduled for January 20, 2020 and that tickets would go on sale from December 9, 2019.

Bryant announced that the employment committee was working to develop a program focused on entrepreneurship and the reentry population. She said that the program was scheduled for May 6, 2020 and that Bender would be one of the presenters.

V. Absences

Commissioner Black

VI. Closing Remarks

The Chair said that he was grateful for the show of support from the community and that he was hopeful about the outlook for the area. He invited the visitors to become actively involved with the work of the commission.

VII. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Coleman

Unanimous Approval

Meeting was adjourned at 6:57 pm.



Chairperson
HUMAN RELATIONS COMMISSION

Approved: 01/09/20
Date