



Meeting Minutes

January 9th, 2020

The Human Relations Commission convened for its regular monthly meeting at 6:03 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

Commissioners Present: Chair Issifou, Coleman, Bryant, Bender, Newton (Pre-orientation)

Commissioners Absent: Hamlin

Human Relations Department Staff: Love Jones, Zaynah Afada

Legal Department Staff: Andrew Kelly

Council Liaison: Marikay Abuzuaiter (absent)

CSW Liaison: C'Mille Best

Visitors: Raleigh Stout

I. Call to Order

The chair called the meeting to order at 6:03 pm.

II. Moment of Silent Meditation

Chair called for a moment of silence

III. Introduction of Visitors and Speakers

The Chair thanked visitors for attending the session and asked if there were any speakers.

Raleigh Stout introduced himself and mentioned he was appointed to the Sustainability Council which is a three-year appointment.

Dr. Love Jones introduced the new HRC Commissioner, Donna Newton. Dr. Jones also introduced Andrew Kelly who will be taking the role of Rosetta Davidson while she is out on Maternity leave.

Andrew Kelly introduced himself and stated the departments he represents.

Donna Newton the newly appointed member of the HRC, introduced herself and stated the organizations she worked with.

IV. Committee Reports

Chair Report:

Chair attended the MLK Breakfast Planning meeting, Winter Social at Magnolia House, and the Second Chance Landlord Think Tank was well attended. The Chair stated that two people showed interest in wanting to volunteer with the housing committee and the employment committee at the Winter Social.

Education Committee:

Nothing to report

Employment Committee:

Attended the Winter Social and met Fanta Darley who is interested in volunteering with the Employment Committee. The Commissioner asked if there is a way the Employment Committee meeting can be streamed live for those who are not able to attend or participate. Dr. Jones responded stating there is a possibility of using Facebook live, however, before that is decided there needs to be enough staff in place that can support the streaming of the meeting. The Commissioner stated during the Employment Committee meeting she wants two new business owners to speak on what they do, how they started their business, and the process they went through for 30 minutes each with 10 minutes question and answer time.

Montgomery-Wells Housing Committee:

The event for 2019 has taken place. The year 2020 events are in progress

IAC Committee:

Members of the International Advisory committee were not present. The chair is sick.

Dr. Jones gave an update for the IAC general meeting on January 16th which will be a six month follow up of what the committee has accomplished so far. The YMCA swim night for women only has received pilot dates between February and April.

V. Staff Report:

Dr. Jones is happy to return and gave an update on her schedule. She stated there is a challenge with lining up dates, and opportunities with Magnolia House and HRC. Commissioner Coleman is interested in having another Meet and Greet in the spring. MWBE made sure HRD is following the proper procedure in partnering with a business.

Dr. Jones gave an update about Joann Holder stepping down from her role of Commission Support to complete her final semester as a graduate student.

Dr. Jones MLK Breakfast update: Everything is on target, all seats are sold out. Six hundred tickets were sold in the first two days. People were put on the waitlist because of their interest in wanting to participate in the event. Lynch Hunt is the speaker. Grimsley High School will be singing Lift Every Voice. The Poetry Project will be presenting.

The HRD is looking forward to the feedback after the MLK Breakfast. Commissioner Coleman stated the Human Relations Department needs to make sure the event begins on time.

Dr. Jones responded stating there was someone who closed the door when they were not supposed to do so. The fundraisers for Bennett College took extra time, and the speaker at the time was a popular person. The HRD was not expecting that amount of influxes.

Chair Issifou asked if we can have tables reserved next year for youth organizations interested in attending the MLK Breakfast. Dr. Jones stated that she asked for a budget increase for MLK.

HRC Mid-Year report: Joann completed the stats and Dr. Jones asked if the report can be reviewed by the commissioners before it is presented to the community. The presentation will be available at the next HRC meeting.

Dr. Jones reminded Commissioners about the Council retreat which will take place in February.

Commissioner Black asked a question about police response time mentioned in the October meeting. She asked if there is any information that can be shared with the commissioners about the time when an officer is supposed to arrive after making the 911 call. Black also asked about the New Speech Policy during City Council meetings.

Dr. Jones responded saying she will follow up with the City Manager Office during a meeting about police response time and the New Speech Policy during City Council meetings.

VI. Items for Discussion

Approval of Meeting Minutes

Motion to Approve the November 7th, 2019 Minutes

Moved by: Commissioner Bender

Seconded by: Commissioner Bryant

The motion passed unanimously

Motion to Approve the December 5th, 2019 Minutes

Moved by: Commissioner Bryant

Seconded by: Commissioner Bender

The motion passed unanimously with the recommendation to change Farm to Forum

VII. Other Business

Commissioner Bryant stated she was approached by an employee from the Coliseum about bad working conditions. Bryant asked what the best way to approach that problem is.

Dr. Jones stated the best thing to do is to not advocate from one side. Jones encouraged Bryant to refer that employee to their supervisor and follow through with their Human Resources Department.

Chair Issifou stated that The Islamic Center had an event on the 24th of December but many were not available to attend. They want to change the time to a Saturday, however, the city will not be able to spend money for police officers on a Saturday.

Dr. Jones stated that she will bring this topic up on her Wednesday meeting with the City Manager Office.

Commissioner Coleman stated that panhandlers are getting out of control because they are now in the streets.

Dr. Jones stated she is not aware of any upcoming discussion about panhandling. Jones stated that if she meets Council Woman Marikay Abuzuaiter before the February monthly meeting. Jones will inquire if panhandling will be a topic of conversation at a council meeting.

Raleigh Stout mentioned that 221 cards are ways to assist.

Commissioner Black stated there is a new adaptive playground but there is no public transportation to the location.

Dr. Jones stated there is a conversation about route expansion but there needs to be funding available. Commissioners can inquire about information on the expansion of routes of Keely Park.

Commissioner Coleman asked if commissioners can be introduced during events for members present and the community to know who they are.

Dr. Jones responded stating that is not a problem. Name of commissioners can be added to event programs and the committee of which that they are a part of.

The Second Chance Act: Automatic expungement, individual petition for nonviolent Misdemeanor expungement after seven years of good behavior. Members of the Second Chance Act Committee asked if the HRC can support the Second Chance Act. All Member reached consensus to support the Second Chance Act.

VIII. Absences

Commissioner Hamlin

IX. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Black

Unanimous Approval

The meeting was adjourned at 7:25 pm.

Approved: _____

Date

Chairperson
HUMAN RELATIONS COMMISSION



Meeting Minutes

March 5th, 2020

The Human Relations Commission convened for its regular monthly meeting at 6:08 p.m. on the above date in the Melvin Municipal Office Building Plaza Level Conference Room with Interim Chair Issifou presiding.

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

Commissioners Absent: Commissioner Hamlin, Black

Human Relations Department Staff: Love Jones, Zaynah Afada

Legal Department Staff: Rosetta Davis

Council Liaison: Marikay Abuzuaiter

CSW Liaison: C'Mille Best

Visitors: Raleigh Stout

I. Call to Order

The chair called the meeting to order at 6:08 pm.

II. Moment of Silent Meditation

The Chair called for a moment of silence

III. Introduction of Visitors and Speakers

The Chair thanked visitors for attending the session and recognized Marikay Abuzuaiter and Rosetta Davis. The Chair also congratulated Mrs. Davis on her baby.

IV. Committee Reports

Chair Report:

Chair attended the Student Loan and Housing Crisis event in February at Bennett College

Education Committee:

Commissioner Coleman stated she has been educating young adults about what voting is and how important it is to vote. There have been decent turnouts for the event.

Employment Committee:

Nothing to Report

Human Services and Social Equality committee:

Nothing to Report

Montgomery-Wells Housing Committee:

The Chair spoke about the Fair Housing Lunch in April that will be focused on Nuisance Management.

IAC Committee:

Marikay gave an update about the IAC Lunch and Learn which focused on Mental Health in Immigrant Communities. She stated there was a PowerPoint about Mental health that can be shared with those who attended the Lunch and Learn. She shared that the IAC has another meeting coming that will take place on March 19th at 5 Pm at the cultural Art Center in room 203.

V. Staff Report:

Dr. Jones answered a question regarding personnel matters with the speaker of the floor at the City Council meeting. The language regarding changes that affect speakers of the floors is focused on speakers not making a negative comment about city employees or inquire about action that will affect a city employee. However, speakers are allowed to bring up interactions they had with city employees.

Dr. Jones has submitted an inquiry with Public Safety regarding police response time. The question asked was, what is the general and standard response time? She is waiting for a response from public safety before sharing the information she receives. She hopes to receive the response in April.

Commissioner Bender asked if there are any data the HRC can look over regarding police response. Dr. Jones Responded stating the answer she will receive from Public Safety should include the data he is requesting.

Dr. Jones stated that the retreat schedule is under review based on the doodle that was sent out to commissioners. The sample topic will be shared and the HRD is open to receiving information from commissioners about the topic they are interested in discussing if it is not a part of the sample topics originally sent.

The Thrive UDE K-12 event had over 25 people who attended. Most were service providers from the school system and community members. The topic focused on the Justice System, how it affects youth in High School, and how the city can assist youth who have entered the justice system with adult charges that will later affect their lives. The immigrant community was able to express their concerns to Guilford County school service provider about the school not accepting community volunteers release form as appropriate documentation to have them as a contact with the school. A decision was made by the service providers to provide release forms to community service providers for the school to have contact information of those assisting families.

Dr. Jones shared the conversation she had with Reading Connection that will lead to a partnership focusing on working with the immigrant community on literacy. Reading Connections wants to target their service to a specific population that needs the services they provide. The service will include, Fair Housing education and utility application to name a few. She spoke about The Poetry Project that will focus on social justice topics through the school system facilitated by city staff for 6-8 months for youth to understand why marginalization matter where they live and how important it is for them to become active in their communities. The agreement with the poetry project is that at the end of the 6 to 8 month period, there will be a show with about 200 people present to listen to the information the youth will provide.

Commissioner Bender asked, what the benefit of the HRC partnering with both Reading Connections and The Poetry Project? Dr. Jones responded stating the city already has a grant with Reading Connections. The city simply wants to have a focused topic with the organization for the community to benefit from the grant funds. The Poetry Project has worked with the city and the HRD for a long time. This will simply allow the HRC to have some form of connection with the youth.

Commission Newton asked, how can commissioners contribute to the partnership with both Reading Connection and The Poetry Project? Dr. Jones responded stating that information will be shared during the retreat. Both the Partnership will last into the next fiscal year.

Dr. Jones gave a presentation about the Mid-year data for both the Human Relations Commission and the Commission on the Status of Women. There has been an increase in participation with attendance and visitors to the HRC meetings. The meet and greets event had the most visitors. The number of programs and community participation influences the number of people who are aware of the HRC, which is why submitting monthly reports are important. There are no action items for City Council from commissioners at the moment. Commission correspondence and emails are to

provide evidence of the amount of interaction between the Department and the HRC. The information is important for the budget. Dr. Jones gave an overview of the HRD budget, where the money is often pulled from, and how that has supported different programs in the HRC, CSW, and IAC.

VI. Items for Discussion

Commissioner Bender stated he wants to have a discussion about the Charter for Compassion during the next HRC meeting.

Approval of Meeting Minutes

Motion to Approve the February 7th, 2020 Minutes

The vote has been tabled because there were not enough members to vote.

VII. Other Business

Marikay spoke about transportation, public transportation, and how that can be referred to her because she is chair of the Transportation committee. She also spoke about Vision Zero, the goal is to reduce traffic fatalities to zero. She shared information about city employees who have experienced traffic fatalities. On March 18 there will be a Vision Zero event at Four Seasons Mall at 11 am. She encourages everyone to attend. The data from 2018 police response time will be shared with Dr. Jones and Ms. Afada to be shared with Commissioners.

Commissioner Coleman asked if the city is doing anything regarding panhandling. Marikay responded saying the city attorney's office is working on what can be done. She said the city does not want to take away their first amendment right. The Chair asked if a study can be conducted to understand the reason why panhandling has increase, and what can be done to reduce the number of panhandlers.

Raleigh Stout gave an update regarding the sustainability council. They have an Earth Day event coming soon along with 2 other events on the way.

VIII. Absences

Commissioner Hamlin, Black

IX. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Bender

Unanimous Approval

The meeting was adjourned at 7:37 pm.

Chairperson
HUMAN RELATIONS COMMISSION

Approved: _____
Date



Meeting Minutes

May 7th, 2020

The Human Relations Commission convened for its regular monthly meeting at 6:10 p.m. on the above date on a Zoom Conference Call with Interim Chair Issifou presiding.

Commissioners Present: Chair Issifou, Commissioner Coleman, Bryant, Bender, Hamlin, Polinsky (Pre-orientation)

Commissioners Absent: Commissioner Black, Newton

Human Relations Department Staff: Love Jones, Zaynah Afada

Legal Department Staff: Rosetta Davis

Council Liaison: Marikay Abuzuaiter

CSW Liaison: Chair Morant, Vice-Chair Martin

Visitors: IAC Chair Siddiga Ahmed

I. Call to Order

The chair called the meeting to order at 6:10 pm.

II. Moment of Silent Meditation

Chair called for a moment of silence meditation

III. Introduction of Visitors and Speakers

The Chair thanked Marikay Abuzuaiter and Rosetta Davis for being present during the HRC meeting.

I. Committee Reports

Chair Report:

Chair Issifou attended a meeting in April regarding the management of Corona Virus in the community. He stated he has been active in the Islamic Community distributing food and gift cards for food, the gift cards contain \$50 each.

Commissioner Bender asked, how many people were aware of the gift cards before they were given out. The chair responded stating the information was advertised using WhatsApp for the community to easily share the information and interpret the advertisement.

Education Committee:

Commissioner Coleman assisted with food distribution in the community and made sure students received food. She states, not all students are submitting their assignments. The concern is that they do not have computers or do not know how to do their work. She states there might be a set up that can bring people out to help students during the summer to catch up on work because of the fear of those students being behind in class when school begins. Social distancing community center to tutor students during the summertime might be the best solution for tutoring sites.

Commissioner Coleman stated there have been numerous car break-ins in Greensboro, and she reported that to the police, but they said they have to catch the people during the act of breaking in a car before arresting them.

Employment Committee:

Commissioner Bryant reached out to the people who were lined up to speak for the May 6th even to let them know the event is postponed. She stated she has been in contact with the union during the Zoom meeting with Josh Stain. Mr. Stain said anyone whoever is still working but their hours have been cut qualifies for unemployment because of reduced hours.

Montgomery-Wells Housing Committee:

Nothing to Report

IAC Committee:

Chair Siddiga Ahmed reported she participated in meetings focusing on how there can be information shared with the community in different languages. She created a WhatsApp community integration group with community leaders to share information about resources and the virus. Videos in different languages have been recorded about COVID to share with community leaders, this was done with the partnership of the Human Relations Department.

Staff Report:

Dr. Jones gave an update regarding the commissions meeting moving forward that was decided by the City Manager's Office. CMO decided that commissioners will only meet on an as-needed base to discuss the most pertinent issues. The reason for this decision is because there is a new way of notifying the public about upcoming meetings. There are new portals call for the meeting, all meetings have to be announced and be on the Zoom platform for the public to get the link to the meeting in time.



She gave an update on the Language Access Support the department has provided to the community. The Human Relations Department is working with other departments to make sure they have the languages needed in their advertisement to make sure the information provided is accessible to the international population. Print materials that are translated can be hard to read for those who cannot read, because of that, videos have been made in different languages by community members.

Dr. Jones stated there has been an increase in positive cases in the international community because of the lack of gloves and masks during transportation to work. Information on how to access gloves and masks has been conveyed to community leaders in other for them to share with other members of the community.

Commissioner Bryant asked about the CARES Act, Dr. Jones gave more information about the CARES Act, who it applies to, and who it does not apply to. Commissioner Bender asked, who is the best person to get in contact with for more information regarding the CARE Act? Dr. Jones responded stating NeWorks is the best place to get information.

Dr. Jones went over a chart that shows the most critical issues to the Human Relations Department. The chart includes home eviction that will potentially take place, National origin discrimination against Asian descent, the Justice served population and small businesses recovery.

The Charter for Compassion is about sending a strong message to the community showing our support and making sure that the residents know the stance of its leadership when it comes to navigation challenges.

Dr. Jones gave the HRC an overview of budget cuts. All departments were asked to be prepared for budget cuts. Dr. Jones stated that money for face to face programming will be reduced because most of the events can be provided online. Departments money has been reduced because it is being used as a cushion for recovery for the City. There is a Fair Housing budget that is available to the Human Relations Department that can be used to outreach events with housing components.

VII. Other Business:

Chair Issifou expressed his concerns about the increase in violence in Greensboro with murder. He asked if the Human Relations Department knows any information regarding that. Dr. Jones says we do not have data regarding the increase in the number of violence.

Approval of Minutes

Motion to Approve January 9th, 2020 Minutes

Motion 1st: Commissioner Bender



Motion to Approve January 9th, 2020 Minutes

Motion 1st: Commissioner Bender

Motion 2nd: Commissioner Bryant

Unanimous approval

Motion to Approve March 5th, 2020 Minutes

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Bender

Unanimous Approval

IX. Absences:

Commissioner Black, Newton

X. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Bender

Unanimous Approval

Chair Issifou adjourned the meeting at 7:40 pm.

Approved:

Chairperson
HUMAN RELATION COMMISSION

Date



Meeting Minutes

June 4th, 2020

The Human Relations Commission convened for its regular monthly meeting at 6:03 p.m. on the above date on a Zoom Conference Call with Interim Chair Issifou presiding.

Commissioners Present: Chair Issifou, Commissioner Coleman, Bryant, Hamlin, Black, Polinsky (Pre-orientation)

Commissioners Absent: Commissioner Bender

Human Relations Department Staff: Jodie Stanley, Zaynah Afada

Legal Department Staff: Rosetta Davis

Council Liaison: Marikay Abuzuaiter

CSW Liaison: Chair Morant, Vice-Chair Martin, Katherine Magid.

Visitors: Greensboro Police Chief Bryan James, IAC Chair Siddiga Ahmed, Katie, Raleigh,

I. Call to Order

The chair called the meeting to order at 6:03 pm.

II. Moment of Silent Meditation

Chair called for a moment of silence meditation

III. Introduction of Visitors and Speakers

The Chair thanked Marikay Abuzuaiter and the police Chief for being present

The Greensboro police chief Bryan James introduced himself to members of the HRC. He stated he was sworn into his office on January 31st and have been having community meeting with residents of Greensboro because he wants to know what the community vision for the city is. There were eight community meetings planned but only 6 were completed before COVID and the murder of Goerge Floyd. Police chief Bryan James gave updates about the protest in the city, he stated the protests have been peaceful and that the police have created a good relationship with the protesters. He stated the protesters came to Downtown Greensboro and demonstrated their first amendment right the right way and the meaningful way. However, there were some property damages later during the night but there are no



serious injuries the police department is aware of at this time. Chief James said if there were any questions the HRC had he will be happy to answer.

The Chair opened the floor for members present to ask questions to chief James.

Commissioner Coleman brought up the issue with law enforcement. She stated she was on a conference call titled A Call of Concerns that focused on civil unrest, systematic racism, improving law enforcement in Greensboro and holding our elected officials accountable. The discussion focused on how African American men are being killed by law enforcement after officers have taken the oath to protect the lives of those living in the community. A suggestion given was that officers should be held more accountable for their actions. Commissioner Coleman stated some officers are let go from their positions as a result of misconduct, race discrimination, and more but they continue to work in law enforcement. She also stated there has been a decline in body cameras being used by officers when asked why the cameras are not being used the response of it being forgotten is used.

Chief James responded to commissioner Coleman's questions beginning with evaluations. Chief James stated there are over 18,000 police departments. He said the Greensboro Police department has been accredited to make sure they have best practices. Newer officers are evaluated frequently however performance should be looked at by a supervisor. Before someone is hired intense background checks and psychological tests are performed. If a body camera is not activated during a call the officer is disciplined. If it is a continuous problem then that officer will not be allowed in the police department. In terms of police officers joining other police departments when they are fired from their original position, there is a state body called the North Carolina Criminal Justice Education Training and Standards Commission that holds each officer's certification. They are responsible for ensuring that each person is suitable for the police department. Some policies and procedures are followed to determine if a police officer is qualified for the position.

Commissioner Coleman asked what the evaluations look like in the city of Greensboro. Chief James responded stating supervisors conduct spot checks if there are concerns about an officer or if there is a complaint against that officer. Coleman asks at what point can the police department decide to dismiss an officer. Chief James stated if there are accumulations of policy violations but it is on a case by case-based. The professional standards division monitors and alerts the police department if a person has abnormal incidences in a short time actions will be taken against that individual. These incidences can include but are not limited to lying during an investigation, and excessive use of force against residents.

Coleman asked what is the Police department doing to engage with residents in Greensboro and allow them to feel safe. Chief James responded stating there is an office of community engagement and community resource officers in each district to connect with various community groups to allow communities to feel safe. Some events happen during the school year to connect with youth in the school.

Commissioner Black asked if there is a use of force continuum that is used with the officers and is explicit with the types of weapons that can be used to deescalate the situation. Chief James said there is a



use of force continuum that is thought before they join the police force. There are presence, verbal commands, placing hands-on people if it's justified, there are pepper spray, tasers, and then the firearm. He stated there are situations where an officer can arrive after being called and there is a firearm present in the situation, the officer does not have to begin with the bottom of the continuum in this situation. Black asked if officers are exposed to tasers and pepper spray during the training. Chief James responded yes.

Commissioner Black asked chief James what the police department want the role of the Human Relations Commission to be, and how would the police department want to be interacted with. Chief James responded stating he wants to get back out in the community and the commission can assist by allowing the people to talk to the police and making people comfortable to have a conversation. Black asked if there are plans to decrease violence by looking over certain policies. Chief James responded stating there is an accreditation manager that looks at their policies and make sure they have best practices. In terms of violence, the police will make sure the appropriate force is being used when responding to calls, and make sure the police are trained in an intervention.

Commissioner Hamlin stated protesters are being threatened by white nationalist, she wants to know what is being done to make sure those people are safe because there will be multiple peaceful protests that will take place. Chief James responded stating the police department is trying to identify those who are present for destruction. Because there is a curfew the police department announces the curfew and makes sure the protesters leave.

Siddiq Ahmed, the Chair of the International Advisory Committee stated that during this time the international community needs to be protected and supported, is there a way there can be a meeting with the international community for them comfortable around the police. Saddiga also asked if diversity training is provided to police officers. Chief James responded stating he wants to meet with the international community to begin a conversation, that has been on his agenda since he has taken the office. He stated the those who are hired go through an implicit bias test and psychological test to make sure they are aware.

The chair asked if neck restraint practice. Chief James stated neck restraint is not practice or thought since he first became a police officers. The Chair asked about the choke hold and the chief said should not practice in law enforcement. That should be an option of last resort.

Commissioner Coleman asked chief James would do anything different in Law enforcement based on what he heard from the meeting and the protest that have taken place. Chief James responded saying the first thing that all police department should do is check their policies and their hiring process to make sure those coming in are monitored. He said when he watched the video of George Floyd the first thing he thought was, nobody should be dehumanized intentional and that person should never have been in law enforcement. He stated there should also be people from communities to participate in the police department. He also stated the Human Relations Department can help with police recruitment.



Commissioner Polinsky asked if there is a decrease in police officers in the city. Chief James said there are 24 vacancies in the police department and about 23 in training, because of that they are not at full capacity. Polinsky asked if the Chief knows why people are not joining the police department. She said the trainings are great but people leave Greensboro to go to smaller cities for higher positions. Chief James said a lot of police department have multiple vacancies because many do not want to join. Polinsky asked if the chief was involved in making the decision of the curfew and how long it will last. Chief James said it was not his decision, but he hopes the curfew stage passes the weekend.

The Chair thanked chief James for being present and answering the questions of the Human Relations Commission.

I. Committee Reports

Chair Report

Attended two events, which include the GSO Planning Community on May 20th and second event was a March he participated in the show solidarity with the community.

Education Committee:

Commissioner Coleman reported that she made a call to governor Coppers office and left a voice message with the secretary to keep North Carolina safe and to not hold the republican convention in Charlotte because there is a spike in COVID cases. She also reached out to other council women to discuss civil unrest. Due to the virus Guilford county schools are offering counseling to high school students who are dealing with depression and anxiety.

Employment Committee:

Nothing to Report

Human Services and Social Equity Committee

Has no members

Montgomery-Wells Housing Committee:

Nothing to Report

IAC Committee:

Saddiga stated those working at Tyson have a larger exposure to COVID. She has been working to form a committee in communities that can provide the proper information to their communities. The IAC and the Human Relations Department Staff provided video and flyers in different languages to different communities in order for them to stay informed. She has assisted distributing masks and hand sanitizers



IV. Staff Report:

Jodie gave the staff report in the absence of Dr. Jones

1. Meetings will continue to take place on an online platform until further notice from the city manager's office.
2. Commission orientation is overdue. There is currently an effort to have a separate orientation for each commission, but also a combined orientation. The entire orientation will be virtual. Staff will generate a list of topics to be vetted, complete with the opportunity for Commissioners to write in topics. Then the agenda will be approved by the leadership of each Commission. Further details are forthcoming.
3. Please be mindful of stances taken on social media regarding the current unrest. You are not censored in your ability to express your opinion, please note that those opinions need to reflect a stance that you would uphold as a commissioner across any audience.
4. There is a virtual meeting taking place with the Criminal Justice Commission at 6:30 pm on Thursday June 18th. Zaynah will forward the email to all commissioners with instructions on how to join the meeting.
5. Governor Cooper has extended Hosuing evection to June 21st. there are discions taking place on how to help people in need when that takes place.

VII. Other Business:

Commissioner Black said there have been a lot of information shared about what the polic department should do and change. She says the HRC should ask more questions about the policy practiced by the police department and conduct more diversity trainings. She also stated the HRC should do more to educate themselves on police issues.

Council woman Marikay stated chief James does not shy away from conversations with counities and he is happu to discuss the conversations commissioners hear from other police officers in the community. After becoming the police chief the first thing he did was band the shooting of vihecal

Commissioner Hamlin stayed chief James did not address her question about white nationalist being present during peaceful protest. Others agreed stating people are fearful which makes them come to the protests armed to protect themselves.

Comissioner Coleman asked where the protest taking place during the weekend will be held. Hamlin said she is getting the actual location because there are multiple meetings taking place. Black said the leaders are trying to keep the meeting close to keep them safe.



Chair Issifou said the conversation can be extended to make a recommendation to council. He also stated that there should be a quato in order for the police to recruit accordingly.

Black stated we need to do a better job of taking power away from police unions that put pressure on council to not procecute police officer to hold them accountable. She said until that issue is solve there is not much that can be done with recruitment.

Polinsky asked Marikay if the police department monitors the social media account of officers to see if they are apart of other groups. Marikay said she thinks they do however she will find out and share the information with Jodie.

Approval of Minutes

Motion to Approve May 7th, 2020 Minutes

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Coleman

Unanimous approval

Motion to Extand Meeting Time by 30 Minutes

Motion 1st: Commissioner Black

Motion 2nd: Commissioner Bryant

Unanimous approval

IX. Absences:

Commissioner Bender

X. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Black

Unanimous Approval



Chair Issifou adjourned the meeting at 7:50 pm.

Approved: _____
Chairperson
HUMAN RELATION COMMISSION

Date

Meeting Minutes

August 6, 2020

The Human Relations Commission convened for its regular monthly meeting at 6:07 pm on the above date on a Zoom Conference Call with Chair Issifou presiding.

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

Commissioners Absent:

Human Relations Department Staff: Love Jones, Zaynah Afada

Legal Department Staff: Rosetta Davis

Council Liaison: Marikay Abuzuaiter, Sharon Hightower

CSW Liaison: Joyce Morant

IAC Liaison: Siddiga Ahmed

Visitors: Raleigh Stout

I. Call to Order

The chair called the meeting to order at 6:07 pm.

II. Moment of Silent Meditation

Chair called for a moment of silence meditation

III. Introduction of Visitors and Speakers

Chair Issifou welcomed Raleigh Stout and Council Member Abuzuaiter and visitors for being present for the meeting.

IV. Committee Reports

Chair Report

Nothing To Report

Education Committee

Commissioner Coleman reported she participate in a call with chief James, Cherif Rogers, and Avery Crompt present. The conversation during the call included plans on how to move forward with the social unrest taking place. She also participates in a zoom call that focused on education and food concerns. There were food donations on July 23rd in a food desert. Participated in a City Council meeting on July 21st and attended the retreat on July 22nd. She stated Guilford County Schools are working to make sure students can access their materials event though many students do not have access wifi; however teachers

are retiring from schools because they are not happy with COVID decisions regarding schools. Shelters are not accepting new clients in the homeless population because of COVID-19 people are being placed in hotels until test results are received. Commissioner Coleman stated this present meeting will be her last meeting as a commissioner because she has completed her term with the human relations Commission. Thanked all commissioners

Employment Committee

Nothing to Report. Commissioner Bryant said this will also be her last meeting with the HRC. She thanked all members

Human Services and Social Equity Committee

Nothing to report.

Montgomery-Wells Housing Committee

Nothing to report.

IAC Committee

Nothing to report.

Staff Report:

Dr. Jones thanked everyone for participating in the retreat that took place in July. She is inviting everyone to continue debriefing their meeting and what their next steps will be in programming for the coming years. Terms that conclude in the HRC will get a letter to notify if their seats have been filed, until then they can stay in their position. Zaynah will send out information to let commissioners know whose seat is terminated. There are 3 open seats.

Commissioner Coleman stated her replacement was announced on July 23rd

New commissioners will join in on the plan that already exists. It should be solidified by September, so there is a structure when new members join.

Dr. Jones stated Election for Chair and Vice-chair is on its way.

Commissioner Polinsky asked how the meetings and discussions become a solidified plane. Dr. Jones asked the HRC to commit as a body of what they would like to include in the programming calendar for the coming year for the events to be merged with the CSW and IAC calendar.

Commissioner Bryant asked what the MLK Breakfast will look like because of COVID. Jones responded stating the HRD is looking into how the event can be held on an online platform such as Zoom.

Other Business:

The Chair brought up the information about the retreat meeting that took place in July. He opened the Floor to all commissioners to speak on what they discussed in their group. Commissioner Black said she had her meeting with the HRC chair about creating a more equitable Greensboro and how to move towards that direction.

They identify 4 areas, Human Services and Social Equity Committee to partner with the GC Jack for written consent regarding traffic stops, Learning more about the policy of social media with the

Greensboro police department, Education committee, and the students not having internet access, have the Human Service and Social Committee work with voting access to make sure the community is educated on absentee ballot voting. Access to Parks and Recreation regarding the fees that are charged, not many families will be able to afford the fees during the pandemic.

Rosetta Davis said she supports the GC Jack but they already have recommendations ready to go to the council. She is not sure how much farther they are willing to go with the written consent.

Commissioner Bryant talked about 2021 developing the 3rd alternative. Commissioner Bender talked about having a process of developing an agenda that allows commissioners to develop their passion for the communities they will serve. Chair Issifou said the identified items can be used as an exploration item for other passions. More items can be added in the future.

Commissioner Bryant agreed with the chair and Dr. Jones to have listening sessions with the community to get them involved in the Commission meeting to gain more participation in the meetings.

Councilwomen Hightower asked if there is a voting committee or if there is a plan to create the committee. Dr. Jones responded stating there is a Human Services committee that would house this kind of conversation.

Commissioner Hamlin stated she is working with a church to help distribute absentee ballot documents to those interested. Dr. Jones said Commissioners can partner with the church to continue working on voter's education instead of having to create something from the ground up. Commissioner Hamlin said she will provide contact information for Lolita Watkins from the St. James Church regarding the voting committee.

Commissioners agreed on a consensus of a hybrid model of the HRC working with the Voting Committee with St. James Church.

Chair Issifou and Joann Black thanked Coleman and Bryant for serving on the Human Relations Commission

Absences:

X. Meeting Minutes

Motion to Accept July Meeting Minutes

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Black

Unanimous Approval

X. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Bryant

Motion 2nd: Commissioner Coleman

Unanimous Approval

Chair Issifou adjourned the meeting at 7:31 pm.

Approved: _____
Chairperson
HUMAN RELATION COMMISSION

_____ Date

Meeting Minutes

October 8th, 2020

The Human Rights Commission convened for its regular monthly meeting at 6:08 pm on the above date on a Zoom Conference Call with Chair Issifou presiding.

Commissioners Present: Chair Issifou, Bender, Kollar, Polinsky

Commissioners Absent: Commissioner Black, Hamlin

Human Relations Department Staff: Love Jones, Zaynah Afada

Legal Department Staff: Rosetta Davis

Council Liaison: Marikay Abuzuaiter,

CSW Liaison: Chair Morant, Commissioner Martin, Magid, Rudd

IAC Liaison: Darma Satty, Siddiga Ahmed

Visitors:

I. Call to Order

The chair called the meeting to order at 6:25 pm.

II. Moment of Silent Meditation

Chair called for a moment of silence meditation

III. Introduction of Visitors and Speakers

Chair Issifou rearranged the meeting agenda, to begin with, the staff report

Staff Report:

Dr. Jones stated the name of the Human Relations Department has been changed to the Human Rights Commissions. Rebranding of the department will begin. All legal documentation has been changed.

There will be a new committee focused on African American disparities.

In phase 3 of the governor's order, vulnerable population will be affected. City sponsored events will continue to be on an electronic platform.

Chair Ahmed asked if the members of the African continent will be included in this committee. Jones respondent stating the African population will not be left out.

IV. Committee Reports

Chair Report

Chair Issifou stated he attended the IAC meeting on September 17th and the Statewide Human Relations Commission meeting.

Education Committee

Vacant

Employment Committee

Vacant

Human Services and Social Equity Committee

Vacant

Montgomery-Wells Housing Committee

Nothing to Report

IAC Committee

Chair Ahmed stated the IAC hosted meetings to educate the Committee about voting.

Other Business:

Chair Issifou stated community participation since online meetings have begun has been difficult. The roles were more defined when meetings were attended in person.

Commissioner Bender says the reason Duties and Roles is on the agenda is because he want to add value to the commission. He feels his role is unclear to him and does not feel he has contributed to the Human Rights Commission.

Commissioner Polinsky says there is no task for her and has nothing to report except attend meetings. She wants to know what each commissioner is supposed to do.

Chair Issifou says each commissioner is supposed to join a committee and create events in the community with the help of staff.

Commissioner Kollar says commissioners need to find out where there is a need for something to be done instead of being on the committee. He says he want the commission to be productive

Commissioner Bender says the next meeting topic should be about helping Commissioners understand how to properly help residents living in Greensboro.

Satty says members of the IAC had similar questions when they took office however as they continued attending meetings they became aware of what needs to be done.

Absences: Commissioner Black, Hamlin

X. Meeting Minutes

Meeting Minutes have been tabled for next meeting because the was no quorum

X. **Adjournment**

Motion to Adjourn the Meeting

Chair Consensus to end the meeting

Chair Issifou adjourned the meeting at 7:41 pm.

Approved: _____
Chairperson
HUMAN RELATION COMMISSION

Date

Meeting Minutes

November 5th, 2020

The Human Relations Commission convened for its regular monthly meeting at 6:08 pm on the above date on a Zoom Conference Call with Chair Issifou presiding.

Commissioners Present: Chair Issifou, Bender, Kollar, Polinsky

Commissioners Absent: Commissioner Black, Hamlin

Human Relations Department Staff: Jodie Stanley, Zaynah Afada

Legal Department Staff: Rosetta Davis

Council Liaison: Marikay Abuzuaiter, Sharron Hightower

CSW Liaison: Commissioner Martin

IAC Liaison: Siddiga Ahmed

Visitors:

I. Call to Order

The chair called the meeting to order at 6:08 pm.

II. Moment of Silent Meditation

Chair called for a moment of silence meditation

III. Introduction of Visitors and Speakers

Chair Issifou welcomed visitors and thanked them for being present for the meeting.

IV. Committee Reports

Chair Report

Attended the MLK planning meeting in September

Education Committee

Vacant

Employment Committee

Vacant

Human Services and Social Equity Committee

Vacant

Montgomery-Wells Housing Committee

Nothing to Report

IAC Committee

IAC Chair Ahmed stated she has participated in different events in the community to educate others about voting, partnered with Reading connection for job training in the International Community, and advertised the IAC executive body to Greensboro residents.

Staff Report:

Jodie Stanley gave an overview of the MLK Planning meeting that has taken place in the past 2 months. She also gave a presentation of event ideas for the HRC that can take place in the fiscal year 2020-2021 to include the Poetry Project, Fair Housing Lunch, the Human Rights Gala, and the African American Ad-hoc Committee. Councilwoman Sharon Hightower gave more information on the African American Ad-hoc committee and the reason it was created.

Guest speakers

Commissioner Bender introduced Lyndon Rego and Tim Leisman from CoMetta. Bender said they have done a lot of work to assist communities in the Greensboro area.

Tim Leisman introduced himself, stating he works with Code for Greensboro affiliated with Code for America. They aim to help the community and local government use technology effectively.

Rego and Leisman provided a presentation on data from a community poll call Re-Genesis Greensboro. The poll was conducted through google forms for 8 weeks asking people what their vision for Greensboro was. The information collected was anonymous and 325 responses were received. Volunteers use qualitative data to collect information. The 3 main focuses were better Future, the foundation of a good life, and things that need to be fixed for a better future in the city. Based on the data collected, the items making the quality of life worst in the city are poverty, lack of safety and justice, racism and inequality, homelessness and housing, and hunger and food insecurity. The items needing to be present to make Greensboro a better place are healthcare, education, a sense of community, economy, government, art., better environment, and better gathering areas. The overall narrative of that data that emerged are

1. Greensboro is a place people believe has much going for it, one that has much promise
2. Deep concerns about inequality permeate most everything
3. The governance we have isn't adequate or responsive to our challenges
4. Community is key – that includes everyone

Commissioner Bender says he appreciates the presentation but wants to know the steps the city needs to take to make Greensboro a better place.

Chair Issifou thanked both the presenter for providing the information, he said the work of the Human Rights Commission is closely aligned to what was presented. He asked if the data was collected before the city presented its new development plan.

Rego responded stating the process of making Greensboro a better place begins with a deep understanding and creating a better and trusting relationship with residents. CoMetta has been working on

creating these relationships with the community. Commissioner Bender says the Human Rights Commission is working to do better with awareness, understanding, and action while trying to find ways to support the community.

Jodie said the information collected and provided is valuable to the community and wants to know if the data is available online for others to view or use. Rego responded saying the data is available online on the CoMetta website. Bender asked if the HRC can be included on the mailing list and Rego agreed to add members of the HRC to the mailing list.

Motion to Accept Commission name

Motion 1st: Commissioner Hamlin

Motion 2nd: Chair Issifou

Unanimous Approval of the name change from the Human Relations Commission to the Human Rights Commission

Other Business:

Jodie stated that Chair Issifou's term has ended and the HRC needs to begin thinking about who to nominate as new chair and vice-chair.

Commissioner Bender thanked Chair Issifou for serving as Chair of the Human Rights Commission.

Commissioner Kollar asked Jodie if the Minimum Housing Commission can partner with or participated in any of the HRC meetings. Jodie said not to her knowledge. Kollar said it would be beneficial if the HRC can have a safe and affordable housing meeting with the Minimum Housing Commission.

Commissioner Bender asked if Lyndon Rego and Tim Leisman can present at the CSW meeting. Bender said he would be happy to give an overview of the work of Cometta if they are not able to present.

Absences: Commissioner Black, Hamlin

X. Meeting Minutes

Motion to Accept Meeting Minutes

Motion 1st:

Motion 2nd:

Tabled for next meeting

X. Adjournment

Motion to Adjourn the Meeting

Chair Consensus to end the meeting

Chair Issifou adjourned the meeting at 7:41 pm.

Approved: _____
Chairperson
HUMAN RELATION COMMISSION

_____ Date

Meeting Minutes

December 10th, 2020

The Human Rights Commission convened for its regular monthly meeting at 6:06 pm on the above date on a Zoom Conference Call with presiding.

Commissioners Present: Bender, Kollar, Polinsky, Hamlin

Commissioners Absent: Commissioner Black

Human Relations Department Staff: Love Jones, Zaynah Afada

Legal Department Staff: Rosetta Davis

Council Liaison:

CSW Liaison: Chair Martin, Commissioner Morant

IAC Liaison: Siddiga Ahmed

Visitors:

I. Call to Order

The executive Secretary Love Jones called the meeting to order at 6:06 pm.

II. Moment of Silent Meditation

The Executive Secretary called for a moment of silence meditation

III. Vote For Chair Nomination

Jones asked if commissioners would like to add any other nominations before proceeding with the nominations on the table.

Bender for Chair

Motion 1st Hamlin

Motion 2nd Polinsky

Unanimous vote for Commissioner Bender to become the HRC chair

Kollar for Vice-Chair

Motion 1st Polinsky

Motion 2nd Bender

Unanimous vote for Commissioner Kollar to become the HRC vice-chair

Chair Bender asked the executive secretary Love Jones to continue the meeting.

IV. Committee Reports

Chair Report

Nothing to Report

Education Committee

Vacant

Employment Committee

Vacant

Human Services and Social Equity Committee

Vacant

Montgomery-Wells Housing Committee

Nothing to Report

IAC Committee

Staff Report:

Jones asked if commissioners have decided on a committee they would be interested in joining, if not, she asked members present to consider choosing a sub-committee to participate in.

Commissioner Polinsky asked for an overview of what is expected of her as a member of the education sub-committee.

Jones responded stating all sub-committees are focused on assessing inequalities and barriers to access to resources. The education sub-committee focuses on addressing any inequitable distribution of educational resources that are not only limited to K-12. Jones Encouraged Polinsky to pick a theme with a narrowed focus and the HRD staff will assist in planning events for the committee. Polinsky responded stating she is interested in working on the Education Committee.

Jones also gave an overview of the employment committee stating that it examines the barriers preventing people from the opportunity of employment.

Jones says a conversation series with residents might be the best way to learn about community needs. Bender says the commission should regroup and dedicate a session in January to begin a conversation with residents and work on filling committee vacancies. A 2-hour listening session is the best way to begin that conversation. Jones agreed and said Jodie Stanley would be the best person to reach out to regarding event planning. Polinsky asked if the 2-hour meeting can be scheduled midday instead of it being an evening meeting. Jones says the 2-hour meeting will have to be scheduled on a different date than the regular meeting time.

Other Business:

Food insecurity conversation is tabled for the January agenda.

#KeepGreensboroWarm initiative circulated by Jodie is a PSA that encourages both landlords and tenants to work together to find a solution on payments made for people to keep their homes. Commissioners are invited to participate by holding a sign with #keepGreensboroWarm with a script ready to be read. Jodie is the best person to speak with regarding the PSA.

Siddiga said the IAC has partnered with the Islamic Center to have a food drive on DEC 18th at the Islamic Center of Greensboro. There will over 1000 food boxes distributed to families.

Absences: Commissioner Black,

X. Meeting Minutes

Motion to Accept Meeting Minutes

Motion 1st:

Motion 2nd:

Tabled for next meeting

X. Adjournment

Motion to Adjourn the Meeting

Unanimous Consensus to end the meeting

Love Jones adjourned the meeting at 7:15 pm.

Approved: _____

Chairperson
HUMAN RELATION COMMISSION

Date