

## **Meeting Minutes**

**January 7, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:02 pm on the above date on a Zoom Conference Call with presiding.

**Commissioners Present:** Bender, Kollar, Polinsky, Smith

**Commissioners Absent:**

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Legal Department Staff:** Rosetta Davis

**Council Liaison:** Councilwomen Abuzuaiter,

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

**IAC Liaison:** Siddiga Ahmed

**Visitors:** Ralieggh

### **I. Call to Order**

Chair Bender called the meeting to order at 6:02 pm.

### **II. Moment of Silent Meditation**

Chair Bender called for a moment of silence meditation

Bender thanked all attendees for being present

**Guest Speaker:**

### **III. Committee Reports**

#### **Chair Report**

Chair Bender said he has met with the Human Rights Director Dr. Love Jones to express ideas for the HRC in 2021. Bender asked for support regarding the agenda moving forward.

#### **Education Committee**

Commissioner Polinsky says there is a need for online support for students taking classes online. She is interested in planning a meeting regarding internet bandwidth Winston MacGregor, and Jane Nickles. The information can be shared with all community members because many are lacking internet access. A city-wide call for devices can be advertised and items collected can be fixed to be provided to children.

Chair Bender asked what the HRC can do. She responded by saying city staff can moderate the zoom meeting and invite other participants to speak at the meeting. Staff can assist with translation in different

languages to make the information available to the non-English speaker. Polinsky asked the commissioners to advertise the event.

Polinsky asked if the city can put out a call to the community for electronic devices, collect the items, and deliver it to Guilford County School

Councilwoman Abuzuaiter says she would need to get in contact with Guilford County Schools. She will create a report that can be shared with Council regarding drop-off stations.

Jones asked commissioners to come to consensus regarding what to do moving forward

**Motion to Create a meeting focused on assessing technological inequalities**

Motion 1<sup>st</sup> Polinsky

Motion 2<sup>nd</sup> Kollar

Unanimous vote to plan the meeting

**Employment Committee**

Vacant

**Human Services and Social Equity Committee**

Dr. Jones gave a report regarding the MLK program. The planning committee has agreed on a video production that will be released at 9:00 on January 18<sup>th</sup>. The Videos have been pre-recorded and will be viewed at the next planning meeting.

**Montgomery-Wells Housing Committee**

Commissioner Kollar says a Memo has been shared with the council regarding the housing commission. Jones says the Minimum Housing Commission and the Human Rights Commission began a conversation regarding housing in the Greensboro area. The memo was created to give the council a better understanding of the impact of evictions, and limited housing for low-income populations. The Human Rights Department releases the memo to City Manager Office, they will provide that information to the council. The City Manager's Office suggested the group that created the memo should get an update about grant distribution regarding rental assistance. Troy Powell from Neighborhood Development will provide those updates.

Marikay says all council members or on board with the issue regarding housing

**IAC Committee**

Siddiga reported that the IAC Participated in a food drive that distributed over 900 fresh food to families, participated in the MLK planning committee meeting, and assisted in providing masks for residents of Greensboro.

**Staff Report:**

Jones says the staff report will now be utilized to provide further information regarding a specific topic by way of doing research and providing information during commissions meetings. If there are professional

opportunities commissioners are interested in the HRD staff is open to using programming funding for professional development opportunities.

**Other Business:**

Chair Bender Mentioned the community sustainability Council shared with him by Raleigh Stout.

Stout says there are intercepting topics and ideas the Sustainability Council and Human Rights Commission has, the lead for city program related to the strategic energy plan for conservation aware program is to reduce the use of fossil fuels. Dr. Foust is extending an invitation to the HRC to attend the meeting in January because the program has human rights implications.

Chair Bender said he wants the first half of 2021 to focus on conducting listening sessions and partnering with organizations that can benefit community members.

Kollar says he supports the idea regarding the listening sessions for the community because it will give commissioners a better understanding of what community members need.

Commissioner Smith said moving forward the question that should be answered is what are the next steps after Covid and the moratorium. She said the HRC should promote programs that are going to address the issues that are underway. All commissioners agreed.

**Absences:**

**X. Meeting Minutes**

**Motion to Accept Meeting Minutes from June to December**

Motion 1<sup>st</sup>: Polinsky

Motion 2<sup>nd</sup>: Smith

Unanimous approval

**X. Adjournment**

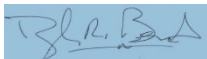
**Motion to Adjourn the Meeting**

Motion 1<sup>st</sup> Polinsky

Motion 2<sup>nd</sup> Kollar

Unanimous Consensus to end the meeting

Chair Bender adjourned the meeting at 7:37 pm.



Approved: \_\_\_\_\_

Chairperson  
HUMAN RELATION COMMISSION

\_\_\_\_\_ Date



## **Meeting Minutes**

**February 4, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:02 pm on the above date on a Zoom Conference Call with presiding.

**Commissioners Present:** Bender, Kollar, Polinsky, Smith, Cutler

**Commissioners Absent:**

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Legal Department Staff:** Rosetta Davis

**Council Liaison:** Councilwomen Abuzuaiter,

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

**IAC Liaison:** Siddiga Ahmed

**Visitors:** Raliegh Stout, Jared young, March Rivera, Khem Irby, Laine

### **I. Call to Order**

Chair Bender called the meeting to order at 6:03 pm.

### **II. Moment of Silent Meditation**

Chair Bender called for a moment of silence meditation

Bender thanked all attendees for being present

**Guest Speaker:**

### **III. Committee Reports**

#### **Chair Report**

Chair Bender began his report by thanking Raleigh stout for inviting him to the Sustainability council meeting in January. The energy plan and strategy brought a clear understanding of unintentional consequences in the community. There is sensitivity around the planning of energy. He will continue to stay close to the planning to prevent unnecessary consequences for the community.

He attended the briefing of the MLK video before it was released, he also attended the debrief which included conversations on how the MLK event can improve moving forward.

Chair Bender said he began interaction with the council to assist and move forward the work of the Human Rights Commissions

#### **Education Committee**

Chair Bender informed the members present that commissioner Polinsky has submitted her report previously on the monthly report submission.

### **Employment Committee**

Vacant

### **Human Services and Social Equity Committee**

Vacant

### **Montgomery-Wells Housing Committee**

Nothing to report

Jones says there are current trends regarding housing. Discrimination complaints focused on disability. People with mobility or mental health challenges are having difficulties keeping their areas clean, however, the HRD secured \$7,000 in remedy for conciliation. The Human Rights Department is working to get more staff support to assist in that area. Jones mentioned to members present that inviting a member from Neighborhood development to better explain the rental assistance program would be beneficial.

Councilwoman Marikay says there is an RSQ that is out asking those who are in need of assistance

Chair Bender mentions the extension on the Eviction Moratorium and Foreclosures to the March 31<sup>st</sup>

### **IAC Committee**

Chair Siddiga said the International Advisory Committee is continuing to working with the community. the committee is currently having an event regarding Covid vaccines and how they can be distributed to the international and minority populations.

Chair Bender said the work of the IAC is benefiting the international community.

### **Staff Report:**

Staff designated their time to the listening session

Chair Bender said the goal of the HRC is the promote Human Rights, Equity, and understanding for residents in Greensboro. The HRC is interested in working with the resident to understand the work that needs to be done before moving forward.

Bender asked attendees their reason for being present in the meeting

Rivera introduced herself and said because she is studying social work she wants to better understand what some of the issues are in the Greensboro area. She is an intern at the Center for New North Carolinians. Chair Bender said the Commission would be happy to have her work as a volunteer and participate in the meeting

Young is a resident at Charlotte NC and a student at UNCG. He is a volunteer with the Landlord-Tenant Dispute Program with the Human Rights Department. He wants to better understand the services provided to Greensboro Residents. He is passionate about education, he wants to make sure people are aware of what they are asking for and have access to resources. Chair Bender thank Young for being present

CSW Chair Marting said she attend the HRC meetings because she wants to stay informed and engaged in Greensboro. She wants to make sure she is resourceful and to do that she has to stay informed. Chair Bender said the HRC is happy to assist members of CSW with any outreach events.

Chair Bender asked Jones to give an overview of the HRC structure

Jones informed members present that City Council appoints 9 members to the HRC Commission, members can serve two three-year terms. While serving on the HRC members are encouraged to serve on a subcommittee. The committees include Education, Employment, Human Services & Social Equity, International Advisory Committee, and Montgomery Wells Housing Committee.

The IAC is a subcommittee but they are an individual body that I elected by the international committee in Greensboro.

Roles on the subcommittee include research on focused areas the committee is interested in learning more about and how it affects residents. Before Virtual meetings commissioners met face to face and plan events for the community to attend. Research, program planning, and community engagement are the main roles of subcommittees.

Commissioner Kollar said the more people involved in the commission and attend meetings, the more that can be done to better help communities.

**Other Business:**

Chair Bender said the HRC intends to allot time each monthly meeting to listen to community concerns. He encouraged members present to advertise the meeting and invite their friend

**Absences:** N/A

**X. Meeting Minutes**

**Motion to Accept January Meeting Minutes**

Motion 1<sup>st</sup>: Polinsky

Motion 2<sup>nd</sup>: Kollar

Unanimous approval

**X. Adjournment**

**Motion to Adjourn the Meeting**

Motion 1<sup>st</sup>: Kollar

Motion 2<sup>nd</sup>: Polinsky

Unanimous Consensus to end the meeting

Chair Bender adjourned the meeting at 7: 11 pm.



Approved: \_\_\_\_\_

Chairperson  
HUMAN RELATION COMMISSION

\_\_\_\_\_ Date



## Meeting Minutes

March 4, 2021

The Human Rights Commission convened for its regular monthly meeting at 6:02 pm on the above date on a Zoom Conference Call with presiding.

**Commissioners Present:** Bender, Kollar, Polinsky, Cutler, Shon Smith

**Commissioners Absent:** Commissioner Kentia Smith

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Legal Department Staff:** Rosetta Davis

**Council Liaison:** Councilwomen Abuzuaiter,

**CSW Liaison:** Chair Martin, Commissioner Morant,

**IAC Liaison:** Siddiga Ahmed

**Visitors:** Branda Ramirez, Megan Severn, Josephus Thompson

### I. Call to Order

Chair Bender called the meeting to order at 6:02 pm.

### II. Moment of Silent Meditation

Chair Bender called for a moment of silence meditation

Bender thanked all attendees for being present and asked Dr. Jones to introduce the speakers

### **Guest Speaker:**

Dr. Jones began by introducing Josephus Thompson who is working with students through the Poetry Project. She also introduced Brenda Ramirez, Megan Severn who will present the research they have done through UNCG

Josephus thanked Jones for the Introduction. He shared that the poetry project works with students for over 10 years. The Project works with students from kindergarten to 12<sup>th</sup> grade. Poetry is used as a resource to assist those learning English as it relates to their classes. They have created poetry clubs for interested students as a form of after-school extracurricular activity. Students are allowed to present their work at the Triad Stage in Greensboro. They also compete nationally in the Poetry Slam. Josephus informed members present that the Poetry Project has participated in the MLK Breakfast Multiple times. The Project is looking forward to collaborating with the Human Rights Commission to provide students a better understanding of Civic engagement.

Jones stated that the Human Rights Commission is interested in working with the 6-part series workshop that will be hosted every year. To encourage students to grow. He would create the model for youth about civic engagement and get involved with the Human Rights Department.

Jones said she has spoken with Chair Bender about the Poetry project and is more than happy to provide more information to commissioners

Chair Bender asked commissioners what their thoughts are as it related to the HRC working with the poetry project.

Commissioner Polinsky said she is aware of the work Josephus Thompson has done in the Greensboro area and is happy to collaborate with the Poetry Project.

Commissioner Cutler said he is interested in include the NAACP and the youth committee in the project.

Commissioner Kollar said he is interested in the HRC collaborating on the Poetry project. He is excited to see the talent from the youth in the Greensboro area.

Commissioner Shon Smith said he is in support of the project and is ready to work with the commission.

Josephus said he is looking forward to working with the commission. Jones reassured the group that the partnership would be available to the community equitably

Brenda Ramirez and Megan Severn began by providing a PowerPoint presentation titled Bridging the Gap: Linking Hard to Reach Populations to Resources, the research they have completed with NC works.

During their research, they analyzed resource utilization, while conducting outside research to determine who made up the population that uses NC Works. Brenda presented the finding of the research they have conducted along with suggested actions for the WorkForce Development office specifically in the immigrant and refugee population.

Megan provided research suggestions to commissioners to include; Connecting Communities and College populations to civic government opportunities, creating a mentoring program for international students in high school linking them to current college students or programs, create a job-specific training program targeting the immigrant and refugee population, train supervisors to assist with language barriers, analyze food insecurity, and Healthcare accessibility.

Jones said she invited the students to provide this presentation because subcommittee work might need assistance in research when interested in policy change.

Polinsky asked about the underutilized city services. Brenda responded stating their research focused mainly on the Workforce Development partnership with Coursera.

Chair Bender asked for a copy of the Presentation. He also asked for the motivation behind the research. Megan responded by saying the work began as a classroom assignment, however, it became personal after realizing how communities are affected. They want to continue with the research to benefit the community.

Commissioner Cutler said he is processing the information that was provided and is wondering how it would be presented to the council.

Jones clarifies that the presentation is an example of the work that can be done. The students are interested in doing similar work as it relates to the HRC.

Shon Smith asked Brenda and Megan for their student classification. Both are students in the Peace and Conflict Master's program and will graduate in May 2021. He also asked if there is a timeline for their work, Jones responded saying this is a pilot. The hope is to build a relationship with students for this opportunity to be on a rolling basis.

With the Consensus of the Commission, Commissioner can send questions to the HRD that will be shared with the student to begin a conversation on how the research would involve the community and look over time.

### **III. Committee Reports**

#### **Chair Report**

Chair Bender began his report stating he will be leaving shortly because of another meeting and asked Vice-chair Kollar to continue the meeting.

He reported that he is currently a member of the TedX event-planning group. He is interested in making connections with TedX and the Human Rights Commission.

He participated in the Greensboro NAACP board meeting; he stated there is opportunities for the HRC to connect with the NAACP.

#### **Education Committee**

Commissioner Polinsky said the program related to the ignite grant is not ready to be presented with the community. She will be working with Jodie and another committee that will create an event focused on mental health on the Student amid a pandemic.

She is interested in creating a program focused on Code for Kids program, and connecting with the GCS nutrition department. She asked which one commissioners prefer, she informed them to contact them offline.

#### **Employment Committee**

Vacant

#### **Human Services and Social Equity Committee**

Vacant

#### **Montgomery-Wells Housing Committee**

Reported about the meeting he attended focused on social housing as it related to and safe affordable housing

Commissioner Cutler asked if the Housing Committee is working with habitat for humanity because they work on providing affordable housing. Kollar said there is no current involvement with Habitat for Humanity, however, the committee is working with the minimum housing commission with their housing plan. Cutler said he could connect the HRC and Habitat for Humanity if interested.

Council members Abuzuaiter said the city is working to collaborate with housing provided to secure affordable housing. She also informed members about the rental and utilities assistance program the city has available to residents.

**IAC Committee**

Chair Siddiga shares that she became a new board member for Habitat for Humanity as a homeowner services assistance. The IAC also participate in the housing hangout hosted by UNCG

She participated in the program hosted by Faith Action call Stranger to Neighbor to bring all faith leaders together. The program will continue for the near future.

She has participated in the MLK breakfast debrief meetings.

She informed the commissioner that the IAC continues to educate communities about vaccines.

**Staff Report:**

Jones shared that Fair Housing Month will take place in April and more information will be shared with commissioners through email.

**Other Business:**

**Absences:** Commissioner Kentia Smith (Excused)

**X. Meeting Minutes**

**Motion to Accept February Meeting Minutes**

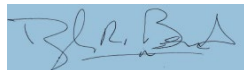
Tabled for April's meeting

**X. Adjournment**

**Motion to Adjourn the Meeting**

Unanimous Consensus to end the meeting

Chair Bender adjourned the meeting at 7: 21 pm.



Approved: \_\_\_\_\_

Chairperson  
HUMAN RELATION COMMISSION

\_\_\_\_\_

Date

## Meeting Minutes

April 8, 2021

The Human Rights Commission convened for its regular monthly meeting at 6:02 pm on the above date on a Zoom Conference Call with presiding.

**Commissioners Present:** Douglas Bender, Bob Kollar, Sue Polinsky, Akeylah Campbell, Shon Smith, Kentia Smith,

**Commissioners Absent:** Commissioner Cutler

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Legal Department Staff:** Rosetta Davis

**Council Liaison:** Councilwomen Abuzuaiter,

**CSW Liaison:** Commissioner Morant,

**IAC Liaison:**

**Visitors:** Gerry McCant

### I. Call to Order

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

### II. Moment of Silent Meditation

Chair Bender called for a moment of silence meditation

Bender thanked all attendees for being present and Welcomed Commissioner Campbell who is a new member of the HRC

### **Guest Speaker:**

Chair Bender introduced Mr. McCant who is the current chair for the NAACP black Economic Committee, president of the McCant Communications group, and works with several businesses in the community. Chair Bender informed members present that Mr. McCant will speak on Black economic Development.

Mr. McCant introduced himself as a native of South Carolina. He is interested in getting the commission's support in paying attention to the disparities happening in Greensboro and Guilford County. He states companies were award \$9 billion for their business however about 3% of that was awarded to Minorities. He says we cannot have a strong economy when a large percentage of the population is left out. This is because leadership is not paying attention to the situation. The city needs to assist the communities by having policy changes and financial support for this population. He says the information he is providing to members present has been

happening for as long as he can remember. He is interested in getting the city and the commissions to assist in changing history

Bender Thanked Mr. McCant for the motivational speech, he asked how can the Human Rights Commission help with some of the ideas he mentioned as they related to the NAACP. McCant said the work could begin internally by increasing the number of employees in the city of Greensboro.

Chairs Bender Asked What is the number 1 thing in your mind the economic development can work on and the Commission can support. He said there needs to be a meaningful plan with a timeline.

Polinsky asked if Mr. McCant can name something specific the city can do that has been successful and the HRC can participate in. He said charlotte NC is doing great with retired leadership members who are working with black own companies and investing in them to provide better economic opportunities.

Jones asks if there is currently an outreach plan that the Human Rights Department can Support, and has the Economic Development Committee review the MWBE model to understand what needs to change. Mr. McCant responded by saying the Human Rights Department and the NAACP need to work together and create an outreach plan to engage Minority business owners. The minority Businesses need to be aware of the services available. They are lacking in professional experiences and goods.

Bob Kollar asked Councilwoman Abuzuaiter to discuss what the council has been working on as it related to economic development.

Councilwoman Abuzuaiter informed members of the annual report recently provided by the MWBE provides an over of economic development

Kalvin Williams Jr who is a web developer who begins the Venture capital firm is someone who would be great to include in future conversations.

## **Committee Reports**

### **Chair Report**

The Chair yelled his time to committee reports

### **Education Committee**

Polinsky shared that CSW is working on an education series that will be a collaborative event with the HRC Education Committee. She informed members that she has met with Jodie to discuss the Intro to coding event, which will take place in the fall. The event will more than likely be virtual.

### **Employment Committee**

Vacant

### **Human Services and Social Equity Committee**

The New Chair of this committee is Commissioner Kentia Smith

**Montgomery-Wells Housing Committee**

Nothing to report

**IAC Committee**

Absent

**Staff Report:**

Love shared that a doodle poll will be sent to commissioners to learn of the best day and times to schedule a commissioner's retreat and plan for the next fiscal year. Some of the planning will take place during the monthly meetings and the rest will be with the other bodies in the Human Rights Department.

Zaynah informed members present that the HRC Fair Housing Event will take place on April 9<sup>th</sup>. She asked if commissioners have designated a person who will be present during the event. Commissioner Shon Smith says he will be present during the event. Chair Bender asked to be included in the email, he will be present.

**Other Business:**

Jones Shared a simple research design a social media research base on the challenges in Human Rights Services accessibility to the college-age population. Group has experience doing social media research with the city. Although the students are graduating, the Human Rights Department will work with the students to accommodate their schedules after graduation. She states this is not a financial collaboration, this is an opportunity to build a partnership, and the research is not paid.

**Absences:** Commissioner Cutler (excused)

**X. Meeting Minutes**

**Motion to Accept February and March Meeting Minutes**

1<sup>st</sup> Motion Sue Polinsky

2<sup>nd</sup> Motion Kentia Smith

Unanimously approved

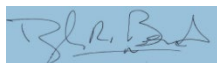
**X. Adjournment**

**Motion to Adjourn the Meeting**

1<sup>st</sup> Motion Polinsky

2<sup>nd</sup> Motion Kollar

Chair Bender adjourned the meeting at 7: 06 pm.



Approved: \_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Date

HUMAN RELATION COMMISSION



## **Meeting Minutes**

**May 6, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:02 pm on the above date on a Zoom Conference Call with presiding.

**Commissioners Present:** Douglas Bender, Bob Kollar, Sue Polinsky, Akeylah Campbell, Kentia Smith,

**Commissioners Absent:** Commissioner Cutler, Shon Smith

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Legal Department Staff:** Andrew Alen

**Council Liaison:** Councilwomen Abuzuaiter

**CSW Liaison:**

**IAC Liaison:**

**Visitors:** Jasmine Beard, Raleigh Stout

### **I. Call to Order**

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

### **II. Moment of Silent Meditation**

Chair Bender called for a moment of silence meditation

Bender thanked all attendees for being present

### **Guest Speaker:**

Chair Bender introduced Jasmine beard giving an overview of the work she had done, He says she has a passion for making a difference in the community and worked with multiple nonprofits. Benders say he is currently working with Ms. Beard through TEDx Greensboro. He believes Jasmine is the new leader for TEDx Greensboro.

Ms. Beard thanked the chair for the introduction and provided a PowerPoint about TEDx Greensboro. Beard introduced herself as Human, Greensboro Native, TEDx Greensboro 2021 Co-Organizer and 2022 organizer, a Strategic Planning Consultant, and Social Entrepreneur.

She informed members what TED is, Saying it is a New York based nonprofit organization that holds conferences and Activities based on ideas worth spreading. TED stands for Technology, Entertainment, and Design. There are over 1,000 participants in the annual conference. It is five days long with fifty speakers. Each talk is a maximum of 18 minutes about science, Business, Art, and the issues that challenge the world. All presentations are recorded and uploaded they can be accessed at TED.com

TEDx Greensboro is an independently organized local program and volunteer-driven by a 25 member leadership team. The program is built through Community input and speakers are not compensated. It is supported by sponsorships and registrations. Skip Moore acquired the license to be recognized by TED.

TEDx Greensboro was Establish in 2013 to begin thoughtful dialogue and engagement. The Theme for this year is NEXT! TEDx Greensboro explores what comes after the present, in technology, science, medicine, business, society, and our personal lives.

The impacts of TED Talks are to Fuel the need to become educated and connected global citizens.

10 things to learn from a TED Talk

1. You can train your brain to see negative situations as positive ones
2. “Define Failure” Holds us back from reaching our goals
3. There’s a benefit to celebrating our failures
4. You can become more creative as you get older
5. Improving your adaptability quotient can help you succeed
6. You can use a breathing technique to fight your inner critic
7. Most people ask questions in the wrong way
8. Adopting an actor’s mindset can help you communicate
9. Employee happiness is essential to success
10. Replacing sorry with thank you can make you more confident

TEDx Greensboro Hosts 3 types of programs: TEDX Greensboro – annual “TED-like” program, Salons – 3 to 5 annually, and Webcasts from national programs such as TEDWomen. This year's TEDx Greensboro will be held on Thursday, October 7, 2021, the call for speakers will be announced on April 1, and the final call will be April 30<sup>th</sup>. Selections will begin in May. This is Planned as a virtual event.

Jones asked Jasmine to talk about the importance of the representation of race and gender in TED. Jasmine responded saying input of different demographics is important because you might miss the opportunity to appeal to the community. The community is not one sided, you cannot speak for a demographic you cannot relate to.

## **Committee Reports**

### **Chair Report**

Chair Bender reported that he participated in the Statewide HRC event that was held last week along with two other commissioners.

Bender informed the member that he received an award from the University of Southern California because of the work he has done in the human rights area.

Participated in the orientation meeting with commissioner Campbell. Commissioner Campbell introduced herself and informed members of her excitement to Volunteer and chair the employment committee.

chair Bender informed members that all subcommittees now have a chair.

**Education Committee**

Polinsky shared she has been working with Jodie Stanley regarding the Coding event that will take place during the fall school semester. The event will be online in the fall and in-person during spring.

Attend 2 virtual events in the past 2 weeks regarding police and body Cameras and the LeadHerShip event. She informed the commissioner of an event idea regarding Public Defender and asked commissioners what their thoughts were. Commissioners agreed this event would be interesting if it is framed to look at the inequities.

**Employment Committee**

Nothing to Report

**Human Services and Social Equity Committee**

Commissioner Kentia Smith would like to work with the employment committee because of the increase in homelessness

Attended the World Relief and human trafficking conversation regarding labor trafficking.

**Montgomery-Wells Housing Committee**

Bob Kollar report 3.5 million has been approved for affordable housing

Reported there are 3 projects around housing for 264 apartments with beginning rent of \$273, \$304, \$310 per month

**IAC Committee**

Absent

**Staff Report:**

Jones reported on preparation for work plan development for the next fiscal year. The conversation about the work plan will begin in June and the retreat will take place in July with all-volunteer bodies present to report out their goals and measures.

**Other Business:**

**Absences:** Commissioner Cutler (excused), Shon Smith

**X. Meeting Minutes**

**Motion to Accept April Meeting Minutes**

1<sup>st</sup> Motion Sue Polinsky

2<sup>nd</sup> Motion Bob Kollar

Unanimously approved with correction

**X. Adjournment**

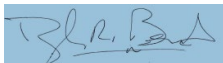
**Motion to Adjourn the Meeting**

1<sup>st</sup> Motion Kollar

2<sup>nd</sup> Motion Polinsky

Chair Bender adjourned the meeting at 7: 35pm.

Approved:



\_\_\_\_\_  
Chairperson  
HUMAN RIGHTS COMMISSION

\_\_\_\_\_ Date

## **Meeting Minutes**

**June 10, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:02 pm on the above date on a Zoom Conference Call with presiding.

**Commissioners Present:** Douglas Bender, Bob Kollar, Sue Polinsky, Kentia Smith, Shon Smith, Zanzella Savoy, Ivan Cutler, Anthony Izzard

**Commissioners Absent:** Akeylah Campbell

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Legal Department Staff:** N/A

**Council Liaison:** Councilwomen Abuzuaiter

**CSW Liaison:** Katredia Martin

**IAC Liaison:** Satta

**Visitors:** Traci Claywell, Raleigh Stout, Satta (last name?), Mia Ward, Jared Young, Franca Jollah

### **I. Call to Order**

Chair Bender called the meeting to order at 6:02 pm.

### **II. Moment of Silent Meditation**

Chair Bender called for a moment of silence meditation

Bender thanked all attendees for being present and asked visitors to introduce themselves

### **Guest Speaker:**

### **Committee Reports**

#### **Chair Report**

Chair Bender welcomed New HRC member Zanzella Savoy and yielded his time to the floor to listen to Commission members' reports.

#### **Education Committee**

Commissioner Polinsky informed members that the committee is in the process of creating a six-part series on legal issues that impact the community. She asked members about the topics they might be interested in seeing. The Topics are Expungments and transgender rights. Director Jones informed members there is a Transgender Task Force that will also focus on this issue.

Claywell said Eviction would be a great discussion; others said how to get representation from your public defender, or how to know if you have a record. The Education Committee could partner with the Greensboro Bar Association to educate the community.

### **Employment Committee**

Nothing to Report

### **Human Services and Social Equity Committee**

Nothing to report

### **Montgomery-Wells Housing Committee**

Commissioner Bob Kollar reported meeting with the City Council. Director Jones discussed the memo shared with the Council regarding local affordable housing average assistance of \$10,000 over the past 2 years. Councilwoman Marikay Abuzwaiter provided an overview of the housing assistance program and the funding that will be distributed.

Commissioner Shon Smith reported that a meeting was held to discuss a potential series of information sessions on housing, partnering with religious entities, and directed at college populations and other population demographics. The goal of the sessions would be to increase awareness and help the community stay informed about housing rights. The Housing Committee will host educational events during the National Fair Housing Month in April culminating in a Luncheon, inviting participants to continue learning about housing rights.

### **IAC Committee**

Nothing to Report

### **Staff Report:**

Director Jones reported on the Work Plan for Fiscal Year 2021-2022. She encouraged Commissioners to begin thinking about input to the work plan for the coming fiscal year, a drafts of which is due June 25<sup>th</sup>. All Commissioners will participate in the work. Director Jones provided a presentation discussing the model for identifying the Goals and Measures needed for Fiscal years 21-22. She informed members that a retreat will take place on July 14<sup>th</sup> and 15<sup>th</sup> from 6 – 7:30. Members can choose which day they want to attend the retreat. They do not have to attend both. Commission Chairs will report out on their recommended Goals and Measures during the retreat. A discussion was held regarding the virtual meetings currently in place. Director Jones states that as the number of Covid cases decreases Commissioners can continue to meeting virtually and meet face to face every quarter.

### **Other Business:**

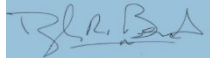
**Absences:** Campbell, Excused Absence

**X. Meeting Minutes**

The Motion to Accept May 2021 Meeting Minutes will be voted on in next meeting due to a lack of a quorum.

**X. Adjournment**

Consent to Adjourn the Meeting. Chair Bender adjourned the meeting at 7:19 pm.



Approved: \_\_\_\_\_

Chairperson  
HUMAN RIGHTS COMMISSION

\_\_\_\_\_

Date

## Meeting Minutes

July 8<sup>th</sup>, 2021

The Human Rights Commission convened for its regular monthly meeting at 6:02 pm on the above date on a Zoom Conference Call with presiding.

**Commissioners Present:** Douglas Bender, Bob Kollar, Sue Polinsky, Akeylah Campbell, Kentia Smith, Shon Smith, Anthony Izzard, Zanzella Savoy

**Commissioners Absent:** Commissioner Cutler, Shon Smith

**Human Relations Department Staff:** Zaynah Afada

**Legal Department Staff:**

**Council Liaison:** Councilwomen Abuzuaiter

**CSW Liaison:**

**IAC Liaison:** Liana Adron, Haya, Satta

**Visitors:** Jasmine Beard, Raleigh Stout, Mia Ward, Sanaa Sharieff

### I. Call to Order

Chair Bender called the meeting to order at 6:02 pm.

### II. Moment of Silent Meditation

Chair Bender called for a moment of silence meditation

Bender thanked all attendees for being present and ask for introductions

### **Guest Speaker:**

Chair Bender introduced Jasmine beard giving an overview of the work she had done, He says she has a passion for making a difference in the community and worked with multiple nonprofits. Benders say he is currently working with Ms. Beard through TEDx Greensboro.

Ms. Beard thanked the chair for the introduction and provided a PowerPoint about TEDx Salon. Beard introduced herself as the TEDx Greensboro 2021 Co-Organizer and 2022 organizer.

She informed members that TED stands for Technology, Entertainment, and Design, and how Ted Talks are organized along with where they can be found. Beard informed members about TEDx Greensboro and TEDx Salon. She provided information about the types of presentations that can be found in both. The Salon for 2021 will take place on August 26.

Beard asked commissioners if they are interested in sponsoring the August 26<sup>th</sup> TEDx Salon event. Chair Bender informed members he spoke with Dr. Jones regarding the sponsorship and



wants to ask if members of the Human Rights Commissioner are interested in supporting the TEDx Salon.

Kentia Smith asked if the Commissioner have to pay fees or have if they sponsor the event. The answer was no, no fee is required. Beard hopes to gain commissioners' assistance by helping reserve the Barber Park Event Center.

**Commissioner Kentia Smith Made a motion to have members of the Human Rights Commission assist TEDx Salon in securing support space for the TEDx Salon. Sponsorship in-kind**

Motion 1<sup>st</sup> Kentia Smith

Motion 2<sup>nd</sup> Zanzella Savoy

Unanimously approved with correction

**Committee Reports**

**Chair Report**

Chair Bender reported he is motivated to be a part of the community, he attended Street Talk at the Greensboro Civil Rights Museum and participated in the Greensboro Sustainability council discussion.

Chair Bwnder Thanked all members for doing their work and creating goals and measures for preparing the retreat.

**Education Committee**

Polinsky shared there was a meeting held with chairs of the Employment and Human Services and Social Equity Committee to work together and create an educational program. A six-part Learn your Rights program in areas about Human Rights in the Greensboro area. A survey will be held at the end to collect feedback from attendees at the end of the events. Communication will continue with the Human Rights Department.

**Employment Committee**

Commissioner Campbell reported on the meeting between Polinsky and Kentia Smith, She informed members of the committee's interest in creating the six-part series.

**Human Services and Social Equity Committee**

Commissioner Kentia Smith reported she participated in the meeting with Polinsky and Campbell. She informed members the committee is in the process of developing and finding members. The Goals and measures have been shared with HRD Staff.

**Montgomery-Wells Housing Committee**

Nothing to Report

**IAC Committee**

Liana Reported the team was shadowing and learning about the volunteer bodies and the work of the Human Rights Department. The Team has been working on its Goals and Measures along with reorganizing the ambassador program.

**Staff Report:**

Zaynah asked the commission to share their goals and measures for members present.

**Other Business:**

Commissioner Savoy informed members that the Human Rights Celebration event on June 30<sup>th</sup> was amazing. She enjoyed the event and looks forward to seeing it grow.

Bender asks Mia ward about the work of her committee with the Housing and health. Ward informed members that the mission of the Housing and Health is to empower communities. The topics have focused on Housing discussions, Topic on health will soon be discussed.

Council Woman Abuzuater advertised the Adult Recess that will take place on July 9<sup>th</sup>. She encourages members to attend and is happy to answer any questions they might have.

**Absences:** Commissioner Cutler, Shon Smith

**X. Meeting Minutes**

**Motion to Accept June Meeting Minutes**

1<sup>st</sup> Motion Sue Polinsky

2<sup>nd</sup> Motion Kentia Smith

Unanimously approved with correction

**X. Adjournment**

**Motion to Adjourn the Meeting**

1<sup>st</sup> Motion Polinsky

2<sup>nd</sup> Motion Kentia Smith

Chair Bender adjourned the meeting at 7:18 pm.

Approved: \_\_\_\_\_  
Chairperson  
HUMAN RIGHTS COMMISSION

\_\_\_\_\_  
Date



**Greensboro Human Rights Commission  
Meeting Minutes**

**August 5, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference Call with Chair Douglas Bender presiding.

**Commissioners Present:** Douglas Bender, Shon Smith, Bob Kollar, Sue Polinsky, Akeylah Campbell, Zanzella Savoy, Anthony Izzard, Kentia Smith

**Commissioners Absent:** Commissioner Ivan Cutler

**Human Relations Department Staff:** Love Jones, Jodie Stanley

**Legal Department Staff:**

**Council Liaison:** Councilwoman Marikay Abuzuaiter

**Council Representative:** Councilwoman Sharon Hightower

**Visitors:**

**I. Call to Order**

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

**II. Moment of Silent Meditation**

Chair Bender called for a moment of silent meditation.

Bender thanked the commissioners present for being active and engaged.

**Committee Reports**

**Chair Report**

Bender shared that he had rushed back from Atlanta in order to be present for his meeting. He felt that sometimes they took the work they did for granted, but it was very important work. He said he'd already submitted his report and wouldn't go over every detail in it. He thanked all commissioners for attending the Human Rights retreat the past month, noting especially the work of the subcommittee chairs and dedicating time to community engagement strategies. He asked all to keep Commissioner Cutler in their thoughts and prayers, as he'd called them on his way to the ER with medical concerns. He would update the commission as soon as he knew more.

### **Education Committee**

Commissioner Sue Polinsky shared that she wasn't able to attend the Transgender Task Force meeting she'd expressed interest in, she'd only been able to pop in and had asked Jodie Stanley to connect her with others interested in collaborating. She confirmed with Stanley that she planned to reach out to all bodies to gather information about their plans.

Bender asked if staff would be able to send out recordings for all of the commission/committee meetings. Stanley suggested all volunteer bodies could be copied on all meeting reminders and updates. Polinsky said that she already received many emails and preferred to keep the number down. Commissioner Smith suggested that all meeting minutes and recordings could be copied to a google drive. Dr. Jones shared that public shared folders might be challenging, and that staff didn't currently have the capacity to take on this task until additional staff were hired.

Stanley suggested that minutes and recordings could be sent out the day after each meeting. All agreed that that was a good option, and that if they were receiving too many emails from other bodies, they could opt out of the general list. Stanley clarified that if they opted out, they would only receive emails related to their commission.

### **Employment Committee**

Commissioner Akeylah Campbell greeted everyone and shared that she didn't have anything to add, however she commented that the retreat was a very helpful and insightful experience. She hoped there would be more opportunities to connect throughout the year and learn more about how they could help each other.

### **Human Services and Social Equity Committee**

Commissioner Kentia Smith also shared that the retreat was also very helpful to her as a newer commissioner. She added that the Transgender Task Force members brought up some very concerning issues that they dealt with. She added that she was ready to get to work on the 6 part series as soon as they were ready to start working on that. She added that she wanted to receive every email sent by the department.

She deferred to Commissioner Zanzella Savoy to give her the rest of the committee report. Savoy confirmed that she also wanted to receive all of the emails that staff shared. Savoy attended the Concerned Citizens of NE Greensboro, and they met at the same night they did, but met until 8 or 9. They were led by Bob Davis and they were focused on the NE communities of Greensboro and shared concerns of the HRC, including public safety, housing, food deserts, suspension rates and more. She'd sent everyone the link for tonight's meeting and invited them to join if they were able.

She shared that a customer she worked closely with, who struggled with mental illness and housing insecurity, received a tiny house that day. She would share more information about what he needed to furnish the house when she had it.

Savoy noted the importance of the role of the Board of Adjustments, that often the distance from other facilities and other zoning limitations were a major barrier for tiny houses or halfway houses. Jones shared that the department had rolled out a mental health series about 5 years prior, around the same time that many of the long term facilities' funding was pulled and they shut down. While fair housing prohibited steering, it was important to be able to guide people to housing that was available to them. She noted the importance of zoning laws, and perhaps the Commission could explore that as an opportunity engage, learn and advise.

Bender shared that he was very interested in this topic and was interested in learning more and seeing where there was potential to effect change and inform the community.

Commissioner Bob Kollar noted a lot of interest in tiny houses about 5 years prior, but he hadn't heard anything lately. Council Member Marikay Abuzuaiter noted one property on Causey St that was supported by a nearby church with a community garden that was very successful. There were plans for more, but many in the community were opposed to it.

Councilwoman Sharon Hightower added that there wasn't necessarily a big demand for or interest in tiny houses, very little market for them. She recalled that he also built a small community of tiny houses in High Point.

Kollar noted that many people who were housing insecure didn't want to be in an apartment, or in a house. They wanted to be with their community, living together. Hightower added that many didn't like restrictions, that they wanted the freedom and community of living with each other. She noted that it was important not to assume that we knew what people wanted – it was important to ask them what they needed. While tiny houses seemed like a good, low maintenance option, it was not a desirable solution for many in the homeless community.

Bender highlighted Hightower's comment that it was important to ask and learn first, and to pursue options that were best for most of the people.

Polinsky noted that Arizona solved their homelessness problem by finding unused parts of the City that were on transportation lines, take a square block, and add tiny houses on the outside of the block. On the inside of the block they would add recreational areas. City services would go to the community and serve everyone at the same time. She added that their efforts were focused on veterans and people with children. California had many problems with housing insecurity and they were looking at apartment buildings, which would be a disaster.

Savoy added that a high percent of veterans had mental illness. She asked Commissioner Kentia Smith to share her thoughts, as she worked with Partners Ending Homelessness. Bender asked to use his executive privilege for a moment and offered Kollar the opportunity to share his committee report before he had to leave the meeting early.

### **Montgomery-Wells Housing Committee**

Commissioner Kollar noted that it was interesting to him that housing was a consistent housing across all bodies and commissions. He didn't have anything specific to add to the housing discussion. Bender invited Commissioner Kentia Smith to share her thoughts.

Smith shared that they offered many relevant services through Partners Ending Homelessness, and didn't believe that anyone they'd served, didn't want housing. She was very interested in the tiny home initiative and wanted to see some for herself. She noted that practically, there were limited resources to build houses, or house people temporarily. She also noted that it was important to allow clients to self-determine, and if they chose not to pursue housing, their decision needed to be respected.

### **IAC Committee**

There was no IAC representation present.

### **Staff Report:**

Dr. Love Jones shared that while initially there was a great deal of interest in tiny houses, there was limited understanding about the zoning required to allow for a tiny house. In some cases it was the multi-income community that might be a good solution. A conversation that had not happened was a more systemic look at this solution. She encouraged commissioners to create a conversation around this experience, including crate housing, which was of interest at one point.

Jones noted that the eviction moratorium had lifted temporarily, until another was implemented until October 3. One of the issues was that people were coming before magistrates with rental assistance, but no proof of such on their person, and magistrates were still approving the eviction. Staff planned to get together with numerous community partners to talk about ways to partner and head off common issues, and perhaps take the opportunity to educate the community about how to prepare for the lifting of the moratorium.

Stanley shared that staff would be asking for commissioners to fill out a form outlining their programs and community engagement strategies, and would be setting up meetings with commissioners to review their ideas and potential for collaboration with others commissions and committees. It was important to meet with staff once the form was submitted, simply to avoid any conflicts with council and work that other bodies and departments were doing.

Bender thanked staff and expressed his excitement that commissioners were being offered this opportunity to take their work to the next level. While the form was an extra step he encouraged commissioners not to get frustrated with this, but see it as a positive way to stay organized and start moving forward with community engagement. He noted that this wasn't about perfection but a way to get started.

### **Meeting Minutes**

#### **Motion to Accept July Meeting Minutes**

1<sup>st</sup> Motion Shon Smith

2<sup>nd</sup> Motion Sue Polinsky

Unanimously approved

**Other Business:**

Commissioner Kentia Smith asked if the form needed to be filled out by each individual, or by subcommittee. Staff confirmed that it needed to be filled out by the subcommittee. Bender noted that they might have questions along the way and encouraged commissioners to keep lines of communication open.

Commissioner Savoy asked for an update on the TEDx event. Bender said it was scheduled for August 26, and while it was officially still in person, the committee was very mindful that they might need to pivot and make it a virtual event. Bender added that Dr. Jones would be the guest moderator for that event.

Bender said that while attendance was usually around 75-100 people, it was not possible to host that many for this event. They were in dialogue daily about restrictions and guidelines that were constantly changing. He stated his opinion that it would likely be a virtual event, on the same day, at the same time. Polinsky shared the link to register.

Savoy reminded everyone to join the Concerned Citizens of NE Greensboro meeting, saying that she'd sent the meeting link via email.

**Adjournment**

**Motion to Adjourn the Meeting**

1<sup>st</sup> Motion Sue Polinsky

2<sup>nd</sup> Motion Zanzella Savoy

Unanimously approved

Chair Bender adjourned the meeting at 7:21 pm.

Approved: \_\_\_\_\_

Chairperson  
HUMAN RIGHTS COMMISSION

\_\_\_\_\_

Date



**Greensboro Human Rights Commission  
Meeting Minutes  
September 9, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference Call with Chair Douglas Bender presiding.

**Commissioners Present:** Douglas Bender, Shon Smith, Bob Kollar, Sue Polinsky, Zanzella Savoy, Ivan Cutler, Kentia Smith

**Commissioners Absent:** Commissioner Akeylah Campbell

**Human Relations Department Staff:** Love Jones, Jodie Stanley

**Legal Department Staff:**

**Council Liaison:**

**Council Representative:**

**Visitors:**

**I. Call to Order**

Chair Bender called the meeting to order at 6:03 pm.

**II. Moment of Silent Meditation**

Chair Bender called for a moment of silent meditation.

Bender noted that the agenda was the standard agenda.

**Committee Reports**

**Chair Report**



Chair Bender thanked commissioners for their commitment to the work of the Human Rights Commission.

He noted that it had been a busy month for him, as it probably was for many. He was particularly passionate about TEDx Greensboro and the Community Sustainability Council, where he was reviewing the City's sustainability plan in light of environmental justice. He had also connected with the Concerned Citizens of Greensboro to see if there was an opportunity for partnership and connection in the future. He mentioned Lyndon Rego at CoMetta, who was working to unify the community around projects that leveraged community strengths. He noted that he'd participated in the MLK breakfast planning meetings and was very thankful that planning committee members were very serious and committed to creating an excellent program.

Bender noted that some commissioners had probably participated in the TEDx event in August, featuring Dr. Love Jones was an incredible moderator for the event. Attendees were very engaged and challenged to think about community improvement in a positive light. He thanked Dr. Jones for the way her moderation made the program a big success.

Bender finished with a reminder about monthly reports, noting that it was an important way to keep each other informed and let the community know about all of the great work the commission was engaged in. He shared that he kept track of his engagement throughout the month so that when it was time to report, he had the information readily available.

### **Education Committee**

Commissioner Sue Polinsky shared that she didn't have any updates, she was waiting to hear from Jodie Stanley.

### **Employment Committee**

Commissioner Akeylah Campbell was not in attendance. Chair Bender reminded all that even though each subcommittee had a chair, chairs needed support from others who were interested in supporting. He encouraged subcommittee chairs to ask for help if it was needed.

### **Human Services and Social Equity Committee**

Commissioner Kentia Smith attended several meetings the month prior. She did work on a homelessness event that was very successful. She encouraged all to park at the Mayor's Committee for Persons with Disabilities fundraiser parking lot if they attended the Folk Festival the coming week, funds went to the work of the Mayor's Committee. She also noted that there would be a Feed the 5000 event coming up, she would keep commissioners apprised of the details as they were confirmed. She encouraged everyone with future events to send them to Jodie Stanley, she was very interested in attending and learning more.

She finished with appreciation for the TEDx event and thanked Chair Bender and Dr. Jones for their participation in developing that program. Chair Bender noted that there was an annual TEDx event coming up on October 7, they were exercising an abundance of caution in light of Covid. There would be live speakers and he encouraged commissioners to attend, they could find more information on the TEDx Greensboro website.

### **Montgomery-Wells Housing Committee**

Commissioner Kollar attended two Zoom meetings related to housing, the first on September 2, hosted by the local NAACP, Serving While Black in an Economically Divided Greensboro. Many blacks today are disenfranchised from getting loans due to redlining, which started in the mid to late 1900's, and consisted of banks drawing red lines around maps where black people could not live. There were many things happening around housing, but if you were black and living in an area that was redlined, you may not qualify for a loan.

On September 3, he attended UNCG's Housing Hangout focused on student homelessness. There was some startling information provided, about 16,000 NC students were homeless. They had higher suspension rates, low graduation rates, and chronic absentee records. About 18% of Greensboro's population was below the national poverty line. These two issues together put homeownership out of reach for many people in Greensboro. Average rent for a two bedroom apartment in Greensboro right now was \$830, almost double what most people can afford.

He said that Greensboro was proud to be a very diverse city, but with the Afghan refugees coming, the housing stock was desperately low. He was working with various agencies to coordinate support.

Commissioner Polinsky noted that the faith community stepped up in years past to support refugees in the past. She didn't know what government money there was to support the Afghans that were coming. She added that Benjamin Briggs did an incredible presentation on redlining in Greensboro, a tragic and fascinating story.

Chair Bender recalled learning about redlining in the very early years of his service on the commission, and added his support for thoughtful, continued learning. He reminded commissioners about the City of Greensboro's interactive website where they could give feedback about the allocation of federal American Rescue Plan dollars. He would send the link to everyone.

Polinsky shared that the City offered an email sign up that was very informative, she encouraged all to sign up for updates.

Kollar noted that it was important to stay connected to City Council, and perhaps Dr. Jones could help them with that. He didn't always feel that they were closely connected to Council. Marikay Abuzuaiter was always in attendance and was very open and communicative, but it just seemed sometimes that there was a gap in communications between council and commissions over all, not just the Human Rights Commission.

Dr. Jones shared that in the past, staff had developed a regular communication process during commission/council retreats. There were challenges around quorum requirements and making the meetings public, when sometimes the conversations were more preliminary and internal by nature. The alternative was to schedule 4 invitations, allowing various Council to attend at different times, but it still did not address the issues with quorum. The challenges revived former processes of simply relaying information via written emails and documents, and by way of the Council liaison. She certainly understood the urgency of the matter and was open to recommendations.

Kollar noted that there was so much talent in the group, so much potential for change, and it was about making a difference for people and accomplishing needed tasks. He knew it was a big challenge for the right hand to let the left hand know what was happening, coordination between bodies was often a challenge.

Bender invited Commissioner Savoy to weigh in on the conversation. She agreed with Commissioner Kollar's assessment that there was often a gap in communication, although everyone seemed passionate. There were meetings all the time, often at the same time, but it would be great to see council on a rotating basis perhaps? She agreed that a little more connection to council would be great.

Bender invited Commission Smith to add his thoughts. He recalled past meetings regarding housing solutions, including zoning, that seemed to end up at a dead end. He wondered if it was good to start first with the intentional conversations about logistics, then go to City Council with a solution. He committed to partnering with Commissioner Kollar in reaching out to the Zoning Commission.

Commissioner Cutler encouraged commissioners to consider how they could live out their mission statement of 'fair treatment and promoting mutual respect.'

### **IAC Committee**

There was no IAC representation present.

### **Staff Report:**

Dr. Love Jones recalled that each commission had developed a workplace and had options to carry that out. She reminded commissioners that they'd outlined policy review as a goal, which was a good way to get the attention of Council, and a good way to provide actionable items for Council to carry out. Commissioners had listed many things at the meeting outlining potential action. She reminded commissioners to wrap back around to staff with ideas and plans, whether they were tangible and programmatic or just a plan to approach an issue.

She shared a brief update for pending Afghan refugee resettlement, noting that it was very important for the community to come around these vulnerable residents because they wouldn't have access to the resources necessary to succeed. She suggested that the commission may want to start thinking about serving as a resource. She invited Stanley to share more details.

Stanley shared that Greensboro was a resettlement community and did a good job at resettlement. Greensboro expected about 200 humanitarian parolees who would not qualify for services that refugees would qualify for. Church World Services and African Services Coalition would be the points of contact. It would be critical in the days to come for community volunteers to commit to helping.

Commissioner Savoy asked if they would receive medical coverage. Stanley shared that they would receive about 8 months of Medicaid coverage, and local agencies (Orange Card network, Mustard Seed Clinic and Congregational Nurses) would be tapped after that.

Polinsky asked if anyone knew of someone who would pick up donated baby items. General discussion was held around donation options, Bender and Stanley offered to help.

Staff offered a brief update on the MLK breakfast, noting that Nikki Giovanni was secured as the speaker, and that the committee had determined to host the event virtually, as they did the last year. She invited commissioners to share performer suggestions. Dr. Jones noted that the commission was privy to this information and asked them to please not share it with the community, there would be a formal announcement made when plans were formalized.

### **Meeting Minutes**

#### **Motion to Accept August Meeting Minutes**

1<sup>st</sup> Motion Shon Smith

2<sup>nd</sup> Motion Sue Polinsky

Unanimously approved

**Other Business:**

Commissioner Ivan Cutler suggested that the HRC could be instrumental in implemental a cultural calendar that unified all holidays, beyond the date. They could combine all of the different holidays and include a description, common terms, and how to celebrate. They could use this to unify and inform all. He noted that it would need to be done in pieces.

Commissioner Savoy shared that she thought it was a great idea. There were holidays that had been celebrated in the United States for a long time and people still had no idea about the right way to celebrate. Cutler added that the idea had been with him for a long time, in part inspired by a calendar at Johns Hopkins in recognition of their student body. Bender added his support for the idea, noting that it didn't have to be perfect at the start. Cutler expanded on the idea, noting that perhaps they could invite an Imam to talk about Ramadan. He suggested a soft target date of Thanksgiving.

Bender noted Council Member Abuzuaiter's absence, noting her longstanding commitment to the HRC. He noted that she had informed all several weeks prior that she would not be able to attend.

**Adjournment**

Chair Bender noted that they no longer had quorum. After one final thanks to all of the commissioners, he closed the meeting at 7:29 pm.

Approved: \_\_\_\_\_  
Chairperson  
HUMAN RIGHTS COMMISSION

\_\_\_\_\_  
Date



**Greensboro Human Rights Commission  
Meeting Minutes  
October 7, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference Call with Chair Douglas Bender presiding.

**Commissioners Present:** Douglas Bender, Bob Kollar, Sue Polinsky, Ivan Cutler, Kentia Smith, Akeylah Campbell

**Commissioners Absent:** Commissioner Shon Smith, Zanzella Savoy

**Human Relations Department Staff:** Love Jones, Jodie Stanley

**Legal Department Staff:**

**Council Liaison:**

**Council Representative:**

**Visitors:** Skylar Mearing, CSW Commissioner

**I. Call to Order**

Chair Doug Bender called the meeting to order at 6:03 pm.

**II. Moment of Silent Meditation**

Chair Bender called for a moment of silent meditation.

Chair Bender invited Skylar Mearing, commissioner with the Commission on the Status of Women, to introduce herself and share about a project he believed the commissioners would find interesting.

CSW Commissioner Mearing shared that the CSW Women and Health Subcommittee was committed to learning more about women's experiences in Greensboro. They would use the data they received to

inform policy, advise council, provide perspective to community partners, and guide CSW goals and future projects. They were developing an anonymous survey for women over the age of 18 in Greensboro, paying special attention to background, zip code, and more, reflecting the whole of women's experiences. They also planned to gather stories and anecdotal data to build life around the data.

She provided a list of priorities like transportation, education, health and more, and asked commissioners for their assistance in prioritizing these particular topics.

Commissioner Sue Polinsky noted that this was an ambitious project and asked Mearing how they planned to connect with the wide array of people they planned to reach. Mearing shared that this was the only project their committee was working on this year noting their goals to develop partnerships and roll out the survey in February. Polinsky noted that there were some questions she wouldn't respond to in an online survey due to the personal nature of the questions, also noting that it would be important to ask about child care.

Mearing finished her presentation by noting that it would be shared with all commissions before circulating to get their feedback. She also asked if anyone was interested in serving as a liaison to the project. Chair Bender advised they would discuss and wrap back around with her.

Commissioner Kentia Smith asked if there would be planning meetings and expressed interest in supporting through her work with Partners Ending Homelessness. Polinsky expressed some interest in reviewing and Kentia Smith agreed to be the formal HRC representative. Bender encouraged Smith to provide high level reports as appropriate.

## **Committee Reports**

### **Chair Report**

Chair Doug Bender encouraged people to submit their feedback to the City on how to use Federal dollars allocated for recovery post Covid. MLK Breakfast planning meeting, reflecting a good cross section of the community. He also participated with the planning of TedEX Greensboro. Bender shared that Base 11, a national stem and workforce accelerator was committed to advancing opportunity in communities of color, had invited him to speak at their virtual conference and he was also now the chair of the agency.

Bender also shared that he was recently appointed to serve on the new Cultural Affairs Commission.

### **Education Committee**

Commissioner Sue Polinsky shared that their committee was planning a 6 part series entitled "Let's Talk Law," titled by Commissioner Kentia Smith. They proposed that their first session on November 4 would take place during the November HRC meeting. The topic would be expungements and expunctions and the potential keynote speaker would be Don Vaughan, an attorney and former NC senator.

Bender expressed his support for using the November 4 meeting to really get some traction behind this series, noting that earlier in the year they'd expressed a desire to really roll up their sleeves and get to work, and this was a result of that commitment. All commissioners expressed support for this model and decided to move forward with it.

She shared that the TEDxGreensboro event took place today and it was a huge success.

### **Employment Committee**

Commissioner Akeylah Campbell was having connectivity issues, Bender expressed hope that she would return.

### **Human Services and Social Equity Committee**

Commissioner Kentia Smith shared that she'd been supporting the Let's Talk Law series. She also noted several upcoming events regarding feeding the homeless and she also planned to represent at an upcoming career fair hosted by Goodwill.

### **Montgomery-Wells Housing Committee**

Commissioner Bob Kollar had left the meeting for another engagement.

### **IAC Committee**

There was no IAC representation present.

Commissioner Polinsky shared about Afghan refugee resettlement, they'd received their first family the past week. Marikay Abuzuaiter shared that she'd shared a resolution in support of Afghan refugee resettlement two days prior, and the faith communities had really rallied around the two resettlement agencies.

Bender invited Commissioner Cutler to provide an update regarding the Greensboro Cultural Calendar Project. Cutler shared that it was an evolving project that would likely be developed with the support of a community task force, including faith leaders and cultural/community leaders.

### **Staff Report:**

Dr. Love Jones shared that the City's calendar was being shared on the Human Rights page until such time as the Cultural Calendar was available to share. Jodie Stanley added that the MLK Planning Committee was exceptionally committed and the only things they had to determine were the emcee and faith leaders to conduct the unity message.

### **Meeting Minutes:**

#### **Other Business:**

Commissioner Kentia Smith asked if the City would generate marketing material around the series and the first event. Stanley replied that yes, a flyer would be created, it would be sent to the Thrive (reentry) distribution list, and a press release would be sent out.

#### **Absences:**

Chair Bender noted that Zanzella Savoy had a family emergency and was out of state. He had not heard from Shon Smith.

### **Adjournment**

Chair Bender noted that they no longer had quorum. After one final thanks to all of the commissioners, he closed the meeting at 7:05 pm.

Approved: \_\_\_\_\_

Chairperson  
HUMAN RIGHTS COMMISSION

Date





**Greensboro Human Rights Commission  
Meeting Minutes  
December 9, 2021**

The Human Rights Commission convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference Call with Chair Douglas Bender presiding.

**Commissioners Present:** Douglas Bender, Bob Kollar, Sue Polinsky, Ivan Cutler, Akeylah Campbell, Shon Smith, Kentia Smith

**Commissioners Absent:** Commissioner Zanzella Savoy

**Human Relations Department Staff:** Jodie Stanley

**Legal Department Staff:**

**Council Liaison:** Marikay Abuzuaiter

**Council Representative:**

**Visitors:** Melody

### **Call to Order**

Chair Doug Bender called the meeting to order at 6:05 pm.

#### **I. Moment of Silent Meditation**

Chair Bender wished all happy holidays and called for a moment of silent meditation.

### **Committee Reports**

#### **Chair Report**

Chair Bender shared that he had participated in the planning of the MLK event, noting that Jodie Stanley would share more about the details of the event later. He also noted that he was a member of the new

Cultural Affairs Commission and would share more about that later. Bender reminded all that the statewide HRC retreat was coming up soon and he encouraged all to attend if they were able. He thanked the commissioners who were involved in organizing the Let's Talk Law series, saying that it was an excellent example of the impact the commission could have on the community.

### **Education Committee**

Commissioner Sue Polinsky provided an update on the last Let's Talk Law series, sharing that she received really great feedback on it. The speaker did an incredible job. She encouraged all to mark their calendars for February 3, which would be the session on Probation, Parole and Plea Bargains.

### **Employment Committee**

Commissioner Akeylah Campbell shared some of the information on the education series with her coworkers and they were also interested in participating. She expressed excitement for the committee's next steps.

Polinsky asked if council members ever shared their events. Council member Abuzuaiter said she'd be more than willing to share events, that she often did. Stanley noted that she had not created a Facebook event for the second session but would for the third.

### **Human Services and Social Equity Committee**

Commissioner Kentia Smith shared that she had been participating with the Let's Talk Law series and she was very happy with their success with that series. She invited all to Center City Park on December 16 for a holiday event for the homeless. The week of Christmas they would be having an annual memorial to commemorate homeless people who were lost that year. There was also a walk on December 21 that she invited them all to participate in.

### **Montgomery-Wells Housing Committee**

Commissioner Bob Kollar shared that he didn't have anything to report at this time.

### **International Advisory Committee**

Jodie Stanley shared that their most recent event focused on mental health and homelessness which was especially challenging for non-English speakers. They hoped to make some progress in addressing these issues.

Commissioner Kollar suggested that an immigration attorney would be a great addition to the Let's Talk Law series. Stanley stated that she knew an attorney who could assist with an overview. Commissioner Kentia Smith noted that she and other agencies could use information on how best to assist non-English speakers. Polinsky asked Stanley to set up a meeting for the committee to discuss.

Chair Bender asked if anyone else would like to share updates. Commissioner Shon Smith shared that he had been volunteering with the MLK planning committee and was organizing a watch party subcommittee to organize watch parties for the event on January 17.

Commissioner Ivan Cutler shared a brief update on the human rights calendar process, noting that he hoped to have a draft in the next 6 months or so. The calendar had the potential to brand Greensboro as an inclusive city.

Cutler also noted that the following day, December 10, was Human Rights Day and that the HRC should recognize it. Stanley noted that communications was already working on a social media post that should be ready to post the following day. Commissioner Shon Smith asked if it was possible to ask City Council to pass a resolution. Stanley stated that more lead time was needed, typically 5-6 weeks. Councilmember Abuzuaiter shared that resolutions always happened on the first meeting of the month. Kollar asked Stanley to ensure that a few quotes from the actual UN agreement be included in the statement.

Polinsky noted that the calendar would be full of many holidays for many faiths, and how was this information to be used? Chair Bender and Commissioner Cutler noted that the calendar was a work in progress and they would work out these details with the help of a committee.

Chair Bender shared that he'd spoken with Commissioner Savoy. She was healing well and while she was absent, she was with them in spirit and very excited to see everyone again.

### **Staff Report:**

Jodie Stanley shared a brief update on the MLK event, noting that she'd recorded keynote speaker Nikki Giovanni that afternoon and planned to record the faith message of unity the following day. She also passed along Dr. Jones' suggestion that all commissions meeting together quarterly, and finished by saying that they could expect a new staff member that would start the following week.

Commissioners Kentia Smith and Kollar shared their support for quarterly meetings. Polinsky noted that 4 a year seemed excessive, perhaps it could be twice a year. All expressed general support for this meeting schedule.

### **Meeting Minutes:**

Commissioner Polinsky noted 4 errors in the October meeting minutes:

Second page: Sue noted – she would not respond to in an online as they are very personal questions.

Tedx Greensboro, spelling is wrong.

Polinsky is spelled wrong on page 3.

Under meeting minutes, "Chair Bender shared that..." sentence needs to be finished

### **Motion to Accept October Meeting Minutes as Amended**

Motion 1: Sue Polinsky

Motion 2: Shon Smith

Unanimous approval

### **Other Business: Election**

Chair Bender shared that as he took a position on the new Cultural Affairs Position, he would need to step down from the HRC and it was time for the commission to elect a new chair. He noted that they would need nominations and would conduct the election in January.

Chair Bender noted that two people dialed in, and asked them to introduce themselves if they were visitors. Caller named Melody called in to listen and learn more about the meeting.

Kollar thanked Stanley for all of her work on the MLK event, noting her facilitation skills.

Councilmember Abuzuaiter shared that Toyota was coming to the megasite, bringing 1750 jobs in the first phase, and up to 4000 jobs in the second phase, with billions of dollars invested. Council was very intentional about finding companies that were offering livable wages, valued diversity, and were fair in their employment practices. They were very excited about the jobs this would bring to Greensboro.

Melody asked what bus routes were available to this site, and if any thought had been given to ensuring that the people that needed the jobs, could get to them. Councilmember Abuzuaiter shared that she was on the board that determined PART services, and that many had discussed exactly this issue and were working to address it. Thankfully they had a few years before the company would open.

Commissioner Kollar expressed his appreciation and support for the Greensboro community, noting that it was the reason big companies were willing to come. Commissioner Kentia Smith shared that she often used transportation services and would love to provide feedback, as she often saw areas for improvement. She asked Councilmember Abuzuaiter to share information about the types of jobs that would be coming to Greensboro. Councilmember Abuzuaiter responded that she didn't yet have the information but if Commissioner Smith could send an email requesting it, she would pass it along when it was available.

**Absences:**

Chair Bender shared that Zanzella Savoy would return as soon as possible.

**Adjournment**

**Motion to Adjourn**

Motion 1: Kentia Smith

Motion 2: Ivan Cutler

Unanimous approval

Chair Bender adjourned the meeting at 7:30 pm.

Approved: \_\_\_\_\_  
Chairperson  
HUMAN RIGHTS COMMISSION

\_\_\_\_\_ Date