



HUMAN RELATIONS COMMISSION

Quality Services for a Quality Community

MEMBERS

Patrick Cannon
Chuck Grigsby
Karen Hoene
Carla McWherter, Vice Chair
Liz Miller
Talyce Murray, Chair
Sean Perry
Thasin Sardar
Quentin Tyler

City Council Liaison

Aaron Stephens

Staff Liaison

Shelli Neumann
(517) 319-6893

City of East Lansing DEPARTMENT OF HUMAN RESOURCES

410 Abbot Road
East Lansing, MI 48823

(517) 337-1731

www.cityofeastlansing.com

AGENDA

January 15, 2020, 7:00 PM

**Court/City Council Conference Room
East Lansing, MI 48823**

- 1) Opening
 - A) Roll Call
 - B) Review of Agenda for January 15, 2020
 - C) Approval of Minutes for December 4, 2019
 - D) Introduction of Commissioners
 - E) Election of Chair and Vice Chair
- 2) Public Comment
- 3) Written Correspondence
- 4) Council Liaison Comments
- 5) Staff Liaison Comments
- 6) Commissioner Concerns
- 7) New Business
 - a. 2019 Year in Review (Attachments)
 - b. Upcoming ELPD Complaint Report
 - c. Plea Bargaining (Attachment)
 - d. MSU ADA Compliance
 - e. HRC Ordinance
- 8) Old Business
 - a. Subcommittee Expectations
 - b. *Coffee & Conversation*
- 9) Adjournment

CALENDAR:

January, Stalking Awareness Month
January 20, Martin Luther King Jr. Day
March 7, East Lansing's Ban on Discrimination Based on Sexual Orientation
April, Crime Victims' Week
April, Sexual Assault Awareness Month
July 26, Anniversary of the Passage of the Americans with Disabilities Act (ADA)
October, Domestic Violence Awareness Month & Breast Cancer Awareness Month

PLEASE NOTE: Meeting starts at 7:00 PM and will be held in the Court/City Council Conference Room. If you will not be at the meeting, please call Shelli Neumann (319-6893).

HRC 2019: A Year of Growth

Theme: The year the Human Relations Commission of East Lansing embraced the themes of radical listening and growth.

Leadership: In 2019, the Human Relations Commission of East Lansing underwent a change in leadership as a result of Commissioner departure. Chairwoman Talyce Murray and former Chair Daniel Baum worked to ensure a seamless transition occurred after the election of Chairwoman Murray in August. Vice-Chairwoman Carla McWherter and Mayor Pro-Tempore Aaron Stephens have served in their roles through the entirety of 2019.

Major Successes:

Co-Sponsored the annual Michigan State University Dr. William G. Anderson Lecture Series, Slavery to Freedom: An American Odyssey. The HRC unanimously supported to continue this financial support in 2020,

Appointed five new Commissioners, each representing different experiences, protected classes, and perspectives to further the spirit of growth within the HRC,

Supported the passing of the Ban on Conversion Therapy in Minors,

Worked with CATA and East Lansing City Council to ensure that our city's public transportation is accessible to all within our community,

Created monthly "Coffee and Conversation" community meetings focused on a variety of the 14 East Lansing Protected Classes. The HRC plans to continue this throughout 2020,

Saw an increase in community involvement at monthly HRC meetings by way of written and public comment,

Updated the official City compliant process to allow for greater access to report if one experiences a violation of their rights in our City,

Invited an East Lansing High School student to shadow and work with Chairwoman Murray to learn more about local government,

Recommended the creation of a Public Safety Oversight Task Force to City Council. After incredible community involvement this document was designed to reflect the mindset of the community and protect all our protected classes.

To learn more about our meetings or community programs, please go to East Lansing website, or email Staff Liaison Shelli Neumann at: sneuman@cityofeastlansing.com

East Lansing Human Relations Commission

Strategic Planning Report of Results

February, 2019

COMMISSION MEMBERS

Daniel Baum, Chair
Dana Watson, Vice Chair
Pat Cannon
Carla McWherter
Liz Miller
Talyce Murray
Suzanne Sonneborn

CITY COUNCIL LIAISON

Aaron Stephens

STAFF RESOURCE

Shelli Neumann, Human Resources Director

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PURPOSE

The East Lansing Human Relations Commission (HRC) is a nine (9) member Commission, appointed by East Lansing City Council, whose purpose is:

To protect and promote human dignity and respect for the rights of individuals and groups within the City through implementation of the civil rights ordinance of the City of East Lansing and enhancement of the provisions of the civil right ordinance as set forth in the city code.

Realizing a need to develop unified priorities and agree on realistic goals for the near future, the HRC completed a strategic planning process in September and December, 2018.

DUTIES

The duties of the Human Relations Commission are defined in the Civil Rights Ordinance of the City of East Lansing Code of Ordinances Part II, Chapter 22, Article II, and in Chapter 2, Article V, Division 6, Human Relations Commission. The duties are as follows:

1. Study human relations issues and make recommendations on such to City Council:
 - a. Study problems arising between groups or individuals within the city which may result in tensions, discrimination, or harassment on account of religion, race, color, national origin, age, height, weight, disability, sex, marital status, sexual orientation gender identity or expression student status, or because of the use by an individual of adaptive devices or aids.
 - b. Issue reports and make recommendations to City Council based upon its studies and findings from public hearings.
 - c. Review the status of social services provided to East Lansing residents including the nature, quality, effectiveness, availability, and accessibility thereof. To this end, the commission shall maintain a liaison with appropriate local, county, and state government agencies, as well as private community service organizations.
 - d. Recommend measures to City Council, including legislation, directed toward improving human relations within and among various population groups of the city.
2. Provide programing and education in the area of human relations
 - a. Formulate and carry out programs of community education, by itself or in cooperation with other agencies, organizations, or associations, public and private, for the purpose of discouraging and eliminating any such tensions, discrimination, harassment, or prejudice

- b. Make recommendations concerning programs, and seek the establishment of programs, that will provide a better quality of life in the areas of mental health and general health services, substance abuse services, and other services for the various populations of the city.
3. Receive and address complaints on issues related to human relations and discrimination of classes protected in the Ordinance.
 - a. Establish procedures to mediate disputes between individuals, neighbors, and groups within the city which arise from discrimination contrary to the rights set forth in chapter 22, article II of this Code or any rules promulgated pursuant to this Code, or from tensions or prejudice.
 - b. Establish and implement procedures to receive, initiate, investigate, mediate, conciliate, adjust, dispose of, issue orders, and hold hearings on complaints as provided in section 22-23 of the Code alleging a violation of chapter 22 article II of this Code or any rules promulgated pursuant to this Code.
4. Work with other units of government to meet the Commission's duties and responsibilities and accomplish its goals.

PRIORITIES

The HRC prioritizes these duties as follows (the two highest priorities are shown in bold):

1. Study human relations issues and make recommendations
 - a. Study problems which may result in discrimination. Priority #4
 - b. Issue reports and make recommendations. Priority #6
 - c. Review the status of social services Priority #8
 - d. Recommend measures to improve human relations Priority #3
2. Provide programing and education
 - a. **Formulate and carry out programs of community education** Priority #1
 - b. Make recommendations concerning programs Priority #9
3. Receive and address complaints
 - a. Establish procedures to mediate disputes Priority #5
 - b. **Establish and implement procedures to hold hearings** Priority #2
4. Work with other unites of government to meet duties Priority #7

SWOT ANALYSIS

In order to identify the internal and external factors that influence the ability of the HRC to fulfill its duties and objectives, a SWOT analysis was performed. A SWOT analysis is a strategic planning technique used to identify (S)trengths, (W)eaknesses, (O)pportunities, and (T)hreats that either can be used to further a groups objectives or must be combated to fully accomplish objectives.

The SWOT factors identified by the HRC are listed below in priority order.

Strengths

HRC members identified the following traits which reflect the strengths of Commission and its members. These traits identify the capabilities of the HRC and what resources are available to support the Commission's activities. The strengths are listed from greatest to weakest, with the greatest strengths identified in bold.

1. We are **ACTION ORIENTED**, willing to show up and to organize.
2. We are **PASSIONATE**. We believe in the goals of the Commission and the organization.
3. We are **INFORMED**, socially and politically.
4. We are **POLITICALLY LIKE-MINDED** with shared values.
5. We are **COMPASSIONATE**. We have empathy for all persons and strive to better our community.
6. We are **RESPECTFUL**. We respect each other but are also willing to wrestle with competing ideas and willing to reach consensus. However when we can't, we can agree to disagree.
7. We are **SOCIALLY INVOLVED** and engaged in the community. We have a wide variety of networks and strong connections in the community.
8. We are **DIVERSE**, with a wide range of backgrounds, genders, race, education and subject expertise.

Weaknesses

The following traits were identified as weaknesses of the Commission and its members. These traits identify what strengths are lacking and what limits the HRC's ability to capitalize on its strengths or implement its duties. The weaknesses are listed from biggest to least, with the biggest weaknesses identified in bold.

1. We are involved people so are **BUSY** and have limited time to commit to the HRC and its projects.
2. We are **IN A STATE OF FLUX**. We have high turnover so don't have the member longevity necessary to ensure a consistent direction for the Commission.

3. We are UNKNOWN. A lack of exposure results in people being unaware of the Commission and the resources it could provide.
4. We are LIMITED in our FUNDING for projects, activities and staffing
5. We are UNFOCUSED and have so many great ideas that we have trouble settling on a direction.
6. We are NOT AS DIVERSE as we could be. Our members are mainly female presenting and our diversity could be improved with the addition of students, retirees, and some variation in socio-economics.
7. We are OPINIONATED. We have strong personalities which can create challenges with defining a direction for the Commission as a groups.

Opportunities

The HRC identified various factors that present opportunities for growth for the Commission. These factors identify what resources exist in the external environment and are available to further the mission of the Commission and support implementation of its duties. The opportunities are listed from greatest to least, with the greatest opportunities identified in bold.

1. We have a **PARTICIPATORY COMMUNITY** and people want to do something.
2. We have a **COMMUNITY that VALUES EDUCATION** and the exchange of information.
3. We have a **SUPPORTIVE CITY COUNCIL**.
4. We have a lot of ENERGY in the community. People are galvanized and awakened to inequities that many previously refuse to acknowledge.
5. We have COMMON VALUES with the wider community. East Lansing as a greater community condemns injustice.
6. We have a lot of PARTNER ORGANIZATIONS that we can partner with to accomplish our duties.
7. We have a NATIONAL STAGE that has exposed injustice. People now realize that it exists. However, this is also a threat.
8. We have SIMILAR ORGANIZATIONS that we can learn from and/or partner with.

Threats

The following factors were identified as factors in the external environment that limit the Commission's ability to further its mission and accomplish its goals. These factors are variables that will need to be addressed in order for the HRC to fully implement its duties. The threats are listed from greatest to lowest, with the greatest threat identified in bold.

1. We have a **NATIONAL STAGE** that has exposed injustice and appears to CONDONE DISCRIMINATION.
2. We have a CULTURE with a growing acceptance OF INCIVILITY, where negativity is being promoted and validated.
3. We have a RISK OF BURNOUT. It is exhausting to be enraged all the time and to combat the effects of the national political narrative on all fronts.

4. We have THREATS TO PERSONAL LIBERTIES happening on a daily basis due to abuses of governmental power on a national level. Actions that used to be common are becoming risks.
5. We have a TOWN-GOWN SPLIT COMMUNITY which causes friction in many ways.
6. We have DIFFICULTY BEING SELF-CRITICAL. We think we are open minded and non-discriminatory but we all have areas of privilege that influence our actions and beliefs.
7. We have some DISAGREEMENT in the community ON VALUES.

Summary

In order for the HRC to maximize its ability to accomplish its duties, it will need to stabilize its membership and address the limited time that its members have to commit to the duties of the Commission. Opportunities to combat these weaknesses can be found in the East Lansing community which is very participatory. The HRC also has an ally in its efforts with the East Lansing City Council, who may be able to assist in addressing the limited funding that is available for HRC activities.

The national stage and culture of incivility that appears to condone discrimination, provides a great threat to the work of the HRC. Negativity is being promoted and validated. The HRC will need to harness all of its passion to combat these forces. In implementing its duties, it will be important for the HRC to keep all action steps as simple and efficient as possible to ensure that they are not too time-consuming for any one member. Drawing on partner organizations and the energy of the community would be helpful in this regard and would help to combat burnout.

It will also be important for HRC members to continue to stay informed and to focus on the political unity of the Commission when identifying the goals and objectives of the Commission.

DUTIES AND GOALS

Following is a list of goals developed by the HRC in support of its duties.

1. Study Human Relations Issues and Make Recommendations to City Council
 - a. Review the Civil Rights Ordinance, Article II of City of East Lansing Code of Ordinances Part II, Chapter 22, to ensure it is aligned with the values of the HRC and make recommendations to City Council regarding recommended changes, including the option of expanding the protected classes (i.e. Location of Residence/homeless or Immigration/citizenship status).
 - b. Implement a practice of Commission review of all pending ordinances.
 - c. Review the list of misdemeanors and fines, and make recommendations to City Council to downgrade, eliminate or reduce fines associated with each.
 - d. Evaluate homelessness in the City and recommend programming or ordinance changes to address their needs.
2. Programming and Education
 - a. Establish programming goals related to frequency and topics.
 - b. Establish a calendar of events to include regular activities and/or events.
 - c. Continue the Community Conversations on Race, including:
 - i. Evaluate other areas where conversations would be beneficial (i.e. immigration, etc.)
 - ii. Explore areas where the Conversations can be expanded to actionable items (i.e. voter registration, neighborhood covenants, campaign for Nike clothing, etc.)
 - d. Explore options for adding programs such as a Campaign for Compassion or those to promote diversity on a higher level, i.e. Why are Language and Pronouns Important.
3. Receive and Address Complaints
 - a. Update the HRC information flyer and distribute more widely.
 - b. Review the possibility of re-naming the HRC to more accurately reflect the charge and duties of the Commission.
4. Network
 - a. Develop an inventory and assessment of existing and potential partners (agencies performing similar or complimentary services), including student groups, and identity and affinity groups.
 - b. Build stronger, formal relationships with partners and agencies performing complimentary or similar services.
 - c. Participate in events that align with the HRC mission and/or support our partner organizations.



City Council Discussion Only

AGENDA ITEM REPORT

To: City Council
Subject: Plea Bargains
Meeting: City Council Discussion Only - 14 Jan 2020
Department: Council
Staff Contact: Aaron Stephens, Mayor Pro Tem

BACKGROUND INFORMATION:

Attached are our plea bargaining policies. It has been ten years since the last update and is somewhat antiquated from our current practices due to changes that have been approved over the years without a formal change to the policy.

This started from a conversation regarding driving on a suspended license. After a conversation with Tom, he explained that while these have been updated over the years to reflect changes to laws, as well as general updates over time, we both thought it might be pertinent to have a full comprehensive review of these policies to make sure they are what the council intends.

I believe we should have policies that reflect the values of this city, making sure we focus on the ability to help people with their situations while also enforcing the law. I put this on a discussion only meeting agenda, that way we can go through them, and have an open discussion on this before we pass something formally. I have asked our City Attorney to attend this meeting to help with understanding the code, and give explanations of each policy if needed. Attached are our plea bargaining policies. It has been ten years since the last update and is somewhat antiquated from our current practices due to changes that have been approved over the years without a formal change to the policy.

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ATTACHMENTS:

[Plea Bargain Policies.12.2.19](#)

CITY ATTORNEY'S OFFICE
GENERAL PLEA BARGAIN POLICIES

Plea Offer

No Offer

Examples

OWI High BAC .22 or above. *

OWI/OWPD with prior. *

OWI/OWPD with an at-fault accident. *

*If Defendant enters into and successfully completes sobriety court, generally reduce to impaired driving.

Under 21 BAC with an accident, eluding, or a prior.

Disorderly offense that includes fighting officers or firefighters/paramedics or being uncooperative with police.

Unlawful entry while intoxicated where the Defendant gained entry and there is a victim.

Assault & Battery when requested by the victim.

DWLS where driver is UDR, administratively denied or revoked, or on suspension from an OWI or drug crime.

Plea Offer

Plead to one or more charges. Dismiss one or more charges.

Examples

Two or more misdemeanor charges or other multiple infraction cases.

This disposition will be specific to the facts of the case and the history of Defendant, and is generally used where a no offer or a plea bargain is not the appropriate outcome. These

do not include egregious cases.

Plea Offer

Reduce to another misdemeanor charge.

Examples

High BAC .20 - .22 BAC to OWI with additional civil infraction and costs (CI litter at \$500).

High BAC .17 - .20 BAC to Impaired with additional civil infraction and costs.

OWI and OWPD to Impaired

*There may be circumstances such as the BAC/drug amount, driving record, FST, and reason for the stop that will warrant reduction to a Reckless with additional costs.

Under 21 BAC .05 - .07 to Reckless.

DWLS to No Ops in Poss at \$500.00.

*Some DWLS charges with minor driving records or only 1-2 suspensions will be deferred 6 months at \$500.

Nuisance Party to Misdemeanor Noise.
(Depending on degree of nuisance.)

Leave Scene/PDA to Failure to Report PDA.

Plea Offer

Misdemeanor is dismissed and a civil infraction is commenced with a 6-month "deferral" period to reinstate charge upon violation of payment term or conviction of another offense during the deferred period. Payment of Court costs range from \$390 to \$500. May include community restitution or restitution to victim.

Examples

Disorderly offenses often included:

1. Drunk and endangering
2. Disturbing the peace/loud and boisterous conduct
3. Loitering
4. False ID to Officer
5. False ID to a liquor establishment
6. Trespassing

7. Retail fraud
8. Unlawful party (minimum \$500 costs)

Disorderly offenses sometimes included (depending on the degree of conduct):

1. Prowling
2. Fighting
3. Discharging BB gun/sling shot
4. Meddling with property
5. Hindering and opposing Police (verbal only)
6. Propelling object from auto or towards person
7. Harassing telephone calls
8. Accosting
9. Unlawful entry while intoxicated

Disorderly offenses rarely included (only in weak cases or extenuating circumstances and restitution is made):

1. Assaulting/Obstructing Police (physical conduct)
2. Malicious destruction of property
3. Carry concealed weapon
4. Assault and Battery
5. Peeping in windows
6. Prank fire or police calls
7. Defacing public property (graffiti)
8. Indecent exposure

Traffic Offenses:

1. DWLS with minor driving record or suspensions defer 6 months at \$500.
2. Expired Ops defer 6 months at \$500.
3. No Ops in Poss or Fail to display defer 6 months at \$500.
4. Violation of Restricted/Graduated License defer 6 months at \$500.

Plea Offer

Reduce to Civil Infraction

Examples

Misdemeanor noise to civil infraction noise with 3 month deferral at \$300.

Misdemeanor open alcohol to civil infraction open alcohol with 3 month deferral at \$290.

Misdemeanor UIP to civil infraction litter with 3 month deferral at \$290.

Some Disorderly Conduct offenses to civil infraction littering or civil infraction noise at \$290 with 3 month deferral. (Weak cases.)

Reckless to deferred careless driving. (Depending on proofs.)

Leave Scene of PDA to deferred careless driving. (Depending on proofs.)

Under 21 BAC .02-.05 to deferred careless and MIP civil infraction.

MIP 2nd to civil infraction MIP.

Plea Offer

Plea to charged offense with agreement to statutory or ordinance disposition that results in probationary period and no conviction or sealed conviction upon successful completion.

Examples

HYTA

Note: When There Are Accompanying Civil Infractions to Misdemeanor Charges

These are treated on a case by case basis and depend on what the disposition is on the misdemeanor. Some examples would include:

1. For multiple CI s- Accept responsibility on 1 and dismiss 1.

2. Dismissing or dismissing at a statutory cost with proof (for example, dismiss CI no reg with proof of reg, dismiss NPOI at \$25 costs with proof).

3. Allowing Def to accept responsibility but suspending fines and costs on waivable ticket.

Additional Notes:

There is a \$60 jail restitution amount for any subject that was physically arrested and taken to jail.

There is a \$110 cost of prosecution and police restitution amount (varies according to each incident) for charges that start as OWI/OWPD/High BAC/Impaired/Under 21 BAC even if the charge is reduced to something "non alcohol."

HUMAN RELATIONS COMMISSION

Quality Services for a Quality Community



MINUTES

December 4, 2019–7:00 P.M.

Court/City Council Conference Room

East Lansing, MI 48823

MEMBERS

Patrick Cannon

Chuck Grigsby

Karen Hoene

Carla McWherter, Vice Chair

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1) Opening

A) Roll Call

Present at the meeting were Commissioners Cannon, Grigsby, McWherter, Miller, Murray, Perry (arrived at 7:17 PM) and Sardar. Absent at the meeting was Commissioner Hoene. Also present were Council Liaison Stephens and Shelli Neumann, Staff Liaison.

B) Review of Agenda

The Commission approved the agenda for December 4, 2019. Motion by Miller; second by Grigsby. All yeas; motion carried.

C) Approval of Minutes

The Commission approved the minutes for October 2, 2019. Motion by Miller; second by Cannon. All yeas; motion carried.

D) Approval of Minutes

The Commission approved the minutes for November 6, 2019. Motion by Miller; second by Grigsby. All yeas; motion carried.

2) Public Comment

None

3) Written Correspondence

None

4) Council Liaison Comments

Councilmember Stephens reported the following items to the commission:

- A City Council resolution that will provide CATA notice from the City when there is street work being done that will impact CATA routes
- Apologies for his absence during the past two HRC meetings
- The Ad Hoc Committee resolution drafted by the HRC will be on the next City Council discussion-only meeting.
- He has heard positive feedback regarding the HRC's *Coffee & Conversations*. Several positive things have resulted from those forums, including working on legislation with a housing advocate that would provide for a victim of sexual assault being allowed out of a housing lease.
- Mayor Pro Tem Stephens, along with the Mayor and City Manager, will be meeting with MSU soon, and he will ask about the status of the noose incident on campus.
- He explained recent City Council considerations and votes regarding downtown development.
- He is currently discussing the possibility of providing international students the opportunity to vote in local elections.

HUMAN RELATIONS COMMISSION

Quality Services for a Quality Community

5) Staff Liaison Report

Neumann noted that City Council approved the \$2,500 HRC sponsorship for the Slavery to Freedom Lecture Series to be held in February 2020.

Amy Schlusler Schmitt, Staff Liaison to the City's Census 2020 Complete Count Committee, requested that the census committee partner with the HRC in the future to promote awareness of the census. Commissioner Sardar, a member of the census committee, recommended having the January *Coffee & Conversation* topic be on the topic of the census.

6) Commissioner Concerns/Items

Commissioner Miller noted that there was one vacancy on the HRC and asked about the plan to fill the vacancy. Mayor Pro Tem Stephens noted that he would be working on filling the vacancy.

Commissioners discussed trying to avoid the last-minute addition of items to HRC agendas. All commissioners need the time to review agenda materials.

Motion by Sardar; second by Miller to have the agenda finalized and published, with no additions, a minimum of 48 hours prior to the HRC meeting. All yeas; motion carried.

7) New Business

A) 2020 Meeting Schedule

The meeting schedule for 2020 was discussed and approved. It was noted that the Chair and the Vice Chair will be elected at the January meeting.

B) ELPD Annual Complaint Review Process

Commissioner Miller shared the recommendations that she summarized to supply to the Chief of Police regarding ELPD's complaint summary to the HRC. Neumann will forward the list to Chief Sparkes.

C) Subcommittee Assignments

The following subcommittee assignments were noted:

Ad Hoc Subcommittee for Public Safety Review Board

Miller

Sardar

Perry

Youth Subcommittee

Hoene

Grigsby

McWherter

Murray will be sending an email to commissioners in follow up to their subcommittee assignments.

D) Press Release Protocol

Commissioners had a general discussion regarding when and how to issue a press release from the HRC. Neumann explained that she works with the Communications Department to issue a press release. This can typically be done quite quickly.

HUMAN RELATIONS COMMISSION

Quality Services for a Quality Community

- E) 2020: The Year Ahead
Commissioner Cannon noted that on July 26, 2020, it will be the 30th anniversary of the Americans with Disabilities Act. Commissioners noted that the HRC should issue a press release near that time to commemorate this important legislation.

Mayor Pro Tem Stephens noted that there should be an opportunity in 2020 for the HRC to get free minutes to advertise on electronic billboards in 2020.

8. Old Business

- A) Follow Up: Ad Hoc Committee Resolution
Mayor Pro Tem Stephens noted that the HRC's resolution would be discussed at the next City Council Work Session (December 10).
- B) *Coffee & Conversation*—HRC Monthly Event
Commissioners Miller and Grigsby gave a brief update on the outcome of the November 21 *Coffee & Conversation: Veterans' Rights Edition*.

There will not be a December *Coffee & Conversation*.

Commissioners volunteered to host the following C & C's in 2020:

- January, Commissioner Perry, Race Edition
- February, Commissioner Sardar, Census Edition
- March, Commissioner Murray, Student Edition
- April, Commissioner Miller, Gender Edition

9) Adjournment

The meeting was adjourned at 8:58 PM. Motion by McWherter; second by Grigsby. All yeas; motion carried.

sln

HRC ATTENDANCE: 2019

Name	Term Expires	Jan 16	Feb 6	March 6	Apr 10	May 1	Jun 5	July 2	Aug 7	Sep 4	Oct 2	Nov 6	Dec 4	TOTAL ABSENT
Baum, Daniel	2020	P	P	P	P	P	P	P	P	X	X	X	X	
Cannon, Pat	2020	P	P	P	P	P	P	P	P	P	P	Ab	P	
McWherter, Carla	2019	P	Ab	P	P	P	P	P	P	P	P	P	P	
Miller, Liz	2019	P	Ab	P	Ab	P	P	P	Ab	P	P	P	P	
Murray, Talyce	2019	Ab	Ab	Ab	P	P	LOA	LOA	P	P	P	P	P	
Watson, Dana	2021	P	P	X										
Hoene, Karen	2021	X	X	P	P	P	P	P	P	P	Ab	P	P	
Perry, Sean	2021							Ab	Ab	P	P	Ab	P	
Grigsby, Chuck	2020								P	P	Ab	P	P	
Sardar, Thasin	2020										P	P	P	

P= Present

Ab=Absent

NA=Not Applicable

First Meeting