

City of Berea  
 Berea Human Rights Commission Meeting  
 October 13, 2014

Members in attendance: Rev. Carla Gilbert (Chair), David Shroyer, Gene Stinchcomb, Adriel Woodman, and Janice B. Blythe (Recorder). Members absent: Jon Rogers (Secretary) and Miriam Pride. No guests attended the meeting.

The monthly meeting of the Berea Human Rights Commission (BHRC) was called to order at 6:40 p.m. by the Chair, Rev. Carla Gilbert. The meeting was held in the Community Conference Room of City Hall.

- I. **Review of minutes:** copies were forwarded to members by BHRC Secretary Jon Rogers. Minutes of meetings held on September 1<sup>st</sup>, 22<sup>nd</sup>, and 29<sup>th</sup> of this year were distributed for review and approval. A **correction** to the Sept. 1<sup>st</sup> minutes was made: **Adriel Woodman was present at that meeting.** No other corrections were offered.

**Action:** moved (G. Stinchcomb) and seconded (A. Woodman) that September 1<sup>st</sup> minutes be approved as corrected. Motion passed.

**Action:** moved (G. Stinchcomb) and seconded (D. Shroyer) that the minutes of the September 22<sup>nd</sup> meeting be approved. Motion passed.

**Action:** moved (D. Shroyer) and seconded (A. Woodman) that the minutes of the September 29<sup>th</sup> meeting be approved. Motion passed.

- II. **Financial Report** was made by Treasurer, Gene Stinchcomb. A handout/spreadsheet of expenditures for FY 2013-2014 was distributed. A detailed copy of the report is filed with the minutes. A summary of expenditures for FY 2013-2014 is as follows:

<b>Detail/ Budget Allocation</b>	<b>Date</b>	<b>Amount</b>	<b>% Spent</b>	<b>Balance</b>	<b>% Budget</b>
<b>Budget Allocation</b>	<b>7/1/2013</b>			<b>\$7,500.00</b>	
Carter Woodson Center—Berea College	4/25/2014	\$300.00	4%	\$7,200.00	96%
Latino Student Assoc Berea College	4/25/2014	\$150.00	6%	\$7,050.00	94%
Books for BHRC Members (our education)	6/17/2014	\$305.91	10%	\$6,744.09	90%
John G. Fee Plaque	7/18/2014	\$ 55.00	11%	\$6,689.09	89%
<b>Ending Balance</b>	<b>6/30/2014</b>	<b>\$810.91</b>	<b>11%</b>	<b>\$6,689.09</b>	<b>89%</b>

#### IV. New Business

- A. Next steps and priorities for the Commission. This is a time for reflection, reaffirmation, and planning.** Discussion ensued about the need to offer education about the important ways to establish and develop more positive community living, including such themes as "Tolerance" and "Prejudice Reduction." Several ideas were expressed. It was agreed that perhaps a community workshop addressing these themes would be the most appropriate next step. Commission members voiced potential partners to join with us, identified potential target audiences and participants, potential workshop facilitators and speakers, and expressed other ideas. Our priority planning will explore and refine the following:
- Contacting the Richmond Human Rights Commission as a potential partner for a county-wide education program, perhaps a symposium and other on-going community training (C. Gilbert will take the lead for this).
  - Contacting the Kentucky Human Rights Commission Executive Director for involvement
  - Other potential persons/groups/organizations who might be involved:
    - Dr. Kennaria Brown (Professor of Communication at Berea College). She is currently working with the Berea Police Department to offer expertise on many aspects of diversity issues and how they relate to the work of that department.
    - Mr. Galen Martin (Human and Civil Rights), Mr. David Welch (human and civil rights and a former Kentucky mayor), Dr. Aaron Thompson (KY Council on Post-secondary Education; sociologist who trains city leaders about effective mediation strategies, issues of diversity, tolerance, community building, and other sensitive community issues); Sandra Powell and others in the community to enhance our knowledge about the Latino community throughout Madison County. We must continue to strengthen collaborative efforts already established with various groups in the community, including Bereans for Fairness, the Carter G. Woodson Center for Interracial Education and the Latino Student Association at Berea College.
  - those in our community with expertise about fair housing (Jon Rogers and others); those with expertise about disability needs and legal compliance; city leaders (elected and appointed) and directors of city and county direct service departments (fire, law enforcement, municipal, parks and recreation, and so forth); business owners/leaders; the ministerial associations, other clergy, and faith-based groups; superintendents and other administrators/principals, school board members in the Madison County and Berea Independent School systems; Berea and Richmond Chambers of Commerce; administrators and other campus leaders and groups at Berea College and Eastern Kentucky University; the Rotary Club, Kiwanis Club, and other civic groups/ organizations.
  - In addition to a symposium and/or workshop, some type of on-going education could be provided to employers and other groups in the Berea community and other areas of the county.
- B. Questions were raised by the group to determine if the BHRC should accept anonymous complaints about discrimination on the basis of sexual orientation, sexual identity, and familial status.** Although the commission cannot address potential complaints in any type of official capacity, it was felt that some type of documentation is needed. Comments were made that if any type of documentation of complaints occurs, there needs to be consistency in our method. More discussion about the most appropriate way to proceed will occur at our next meeting.
- C. BHRC Report to the Berea City Council.** Since there will not be a meeting on November 4<sup>th</sup> (Election Day), Rev. Gilbert suggested that we present our report, including the budget, to the Council at the first meeting in December. We will finalize our report at the next Commission meeting.