

Berea Human Rights Commission
Regular Meeting
July 10, 2017, 6:30 PM
Berea Police and Municipal Building Council Chambers
304 Chestnut St. Berea, KY 40403

Present: Mim Pride (Chair), Gene Stinchcomb (Vice Chair), Rev. Carla Gilbert,
Peter Hille

Absent: Eef Fontanez (Treasurer), Dr. Janice Blythe

Kathleen Murphy (Administrative Assistant)

Guests: 2 guest visitors

Summary of Actions Taken:

- Chair calls meeting to order: 6:40 P.M.
- Pride welcomes guests.
- Hille MOVES to approve June Meeting Agenda: MOTION CARRIED.
- Announcements: Randy Dinsmore has been nominated by the mayor as the new commissioner to fill the open seat. Commission has received an invitation to attend the KCHR Civil Rights Hall of Fame Induction Ceremony on Sept. 21. John Ramsey is being honored at that time. Gilbert can go, Pride is not available, Hille not available.
- Pride presents a letter from the Human Rights Campaign which has scored Berea based on its friendliness toward the LGBTQ community. The score is a 32/100. The town has a certain amount of time to respond to challenge the score if they chose. The rating is based on the city's non-discrimination laws, HRC presence, schools' anti-bullying policies, and more. Hille asks how Berea's score ranks as compared to other cities. Hille suggests bookmarking this.
- By-Laws: Send copies to council. Murphy designated to send to Eli Taylor to post them to website.
- Approve June 5th meeting minutes: MOVED & CARRIED
- Received YTD Finance Report: MOVED & CARRIED
- Murphy office report: Phone system in office changed to analogue phone, which has a built in answering machine. The HRC's laptop has arrived. A laser printer has arrived but will be exchanged for a different model. The HRC now has a locking file cabinet. The 204 N. Broadway building's mailboxes are in the interior hallway where the postal carriers cannot enter. A mailbox has been installed outside the Broadway building for the HRC.
- Gilbert DESIGNATED to contact Jackie Burnside regarding updated Get on the Bus flyer and will follow up with Blythe regarding Get on the Bus Report.
- Programming update:

- Pride recommends forming a subcommittee to arrange for the scheduling of some of the programming events.
 - Gilbert and Pride DESIGNATED to follow up with John Payne regarding women's equality film event for August program. (Gilbert will be out through August 22.)
 - Juan Pena is willing to do a fair housing workshop. Gilbert spoke with Randy Dinsmore who works for the disability office.
 - Progress Theater proposal was followed through on, but it did not meet the needs of the commission.
 - Hille suggests adding capacity to extend the Commission's ability to do programming through internships and partnerships like that with Carter G. Woodson Center.
- Should the old city ordinance ("discrimination without intent") be repealed? Pride has spoken with the mayor. The Civil Rights Acts have caused the ordinance to disappear. Gilbert suggests there should be an effort to bring attention to the old ordinance in some way. Stinchcomb remembers other ordinances or policies that disappeared when they were not included but not abolished. Hille suggests including the history of this ordinance in educational programming to encourage public dialogue. Gilbert suggests sharing this history in fair housing educational programming. Pride suggests newspaper article or letter to the editor. Hille talks about using Facebook posts.
- Pride: Contacts have been made with the Berea College Student Life Staff. Meetings need to be scheduled. Fontanez and Blythe agreed to be on a subcommittee to meet with Student Life staff. .
- Age Friendly overview: Referred to August meeting.
- Pride & Gilbert URLTA: Hille, Pride and Gilbert DESIGNATED to plan URLTA education strategy.
- Levitt Amp Music Series: Motion to pay season pass and organize to table at such events as commissioners are able. MOVED and CARRIED
 - Discussion about how tabling went this past week. Gilbert shared that materials were made available and good conversations that were had. Gilbert mentions the sign hanging on the side of the tent is only visible if walking from one direction. Murphy suggested hanging the banner behind the table hanging from the canopy or think about how to hang the banner from the table.
- Plan to meet with the RHRC. Stinchcomb suggests having a special joint meeting with an agenda. Fontanez asks about the location of the meeting. Pride suggests the Commission invite the RHRC to Berea.
- Pride addresses complaint procedure guidelines. Pride shares the current complaint procedure.

- Murphy thanks Commissioners for the opportunity to work with the BHRC and gives official resignation and two-week notice. She has been accepted a full-time position at another organization in the community.
 - Pride DESIGNATED to contact HR.
 - Pride asks Commissioners to think about how they can contribute and to volunteer time to pick up some of the administrative responsibilities. Fontanez shares that he is available most days after school. Gilbert will be working less and will be more available. Hille asks if would be allowed to contract for this work. Hille also inquires about seeking volunteers. Murphy DESIGNATED to organize a list of tasks.
 - Murphy suggests changing requirements of the position in terms of office hours. If the office hours were fewer days per week someone may more easily supplement their income with another job.
 - Hille suggests considering carefully what the intake process should be. Should it be a broad range /network of intake?
 - Subcommittee to form: Pride, Fontanez and Stinchcomb. Murphy DESIGNATED to organize meeting.
- Gilbert has been requested to ask the BHRC to offer a program on harassment. Pride DESIGNATED to talk with Fontanez for content. Gilbert and Pride will discuss the specifics of request.

Visitors Invited to Speak

J. Bowling shares that the website is not up to date with the Commission meeting minutes and that the city calendar does not have information about the HRC monthly meetings. The visitor also expresses appreciation for the work Murphy has done and that it is unfortunate to lose her so soon, but congratulates her on her new position. Bowling also expresses agreement with Hille's statement that it is not a priority of the Commission to repeal an ordinance from the past. Bowling also agrees that the college could collaborate with the commission, even a student or someone who has a relationship with the other students to represent them at meetings. The visitor also inquires what complaint the commission is working on.

Pride shares that complaint is an employment discrimination complaint which has been forwarded to the KCHR.

Virginia Bland shares concern regarding the Levitt/ Amp music series. She expresses that the event does not have handicap accessible parking. If the lot designated for parking is shared parking it needs to have each handicap spot marked specifically. If there are not signs at all the entry routes to the event that direct traffic to these spots, it is not clear where the parking is

located. Bland also suggests having a specific person designated to guide traffic to designated parking. She indicated that the event organizer had been informed last year that the event was not in compliance with ADA regulations. Pride asks if there is someone with a disability who had an accessibility issue who is filing a complaint? Pride suggests that it need to be someone from this year because there is a statute of limitations with complaints. Gilbert suggests that because the guest is the one who is concerned that she be the one to file the complaint. The commissioners agree. Visitor hands the Commission a completed complaint.

Hille suggests putting item on next month's agenda to inquire how it would be appropriate to address issues of accessibility in town and at events.

Ed LaFontaine suggests asking Michael Parker from the Richmond HRC for suggestions in this matter.

A new community member, Gary Hogsten shares that he will be sending a packet to the Commission with his qualifications and work history because he is interested in becoming involved.

8:27 P.M. MOTION MOVED and CARRIED to ADJOURN.

Kathleen Murphy
Administrative Assistant
Minutes Recorded: July 10, 2017
Minutes Approved:

[Mim Pride, Chair]