

Berea Human Rights Commission  
Regular Meeting  
Feb 5, 2018, 6:30 PM  
BEREA POLICE & MUNICIPAL BLDG.  
304 CHESTNUT ST, BEREA, KY 40403.

Present: Mim Pride (Chair), Dr. Janice Blythe (Secretary), Peter Hille, Eef Fontanez (Treasurer), and Randy Dinsmore

Absent: Rev. Carla Gilbert and Gene Stinchcomb

Eric Hogsten (Administrative Assistant)

Guests: 0

Summary of Actions Taken:

- Chair calls meeting to order: At 6:35
- Approved the agenda. MOVED Peter, SECOND Janice
- Announcements. Eric VOLUNTEERED to Transcribe the document.
- Minutes approved. Janice MOVED, Eef SECOND.
- Treasurer's Report
  - Contact Gene to see tabling cost for First Friday. MOVED.

Old Business

Strategic planning

- Discussion with Mayor Connelly: We attempt to convey that the city is idealist. The more that picture can be broadcast will be better. There is a huge amount of ignorance, not aware, but not ill-will. Disappointed that Berea did not expand its jurisdiction of its civil rights. Will be helpful if we contacted the other cities that passed this and proved some factual, specific information to contend against this. This hold projection of our history to dispel this myth, as we look to expand the jurisdiction in civil rights law. Implication of business recruitment. "seems unlikely that a major business would move in." How do you distinguish yourself from other areas. Listen do a different understanding than what they are used to. Would be interesting to gather the information and bring the updated information to the council. If Berea expanded the enforcement, then the opened area is now under their enforcement. Would it be better if BHRC hears their own cases and explore/resolve it. Would be a great idea to meet with Richmond's HRC and see how they do. What does it cost us to disadvantage others people? If we could develop some of those arguments on how we are using resources to do it. Evening news link from Peter. Community stories. Tell the community its own story.
  - Office Report:

- o Will need to have a calendar for 2018 year.
- o Vote on Strategic Plan Draft.
  - o Eef MOTIONED, Randy SECOND. Draft will be added to the February's minutes
- o Get on the Bus update.
  - o Blythe will get feedback. Notes were accurate. 250 dollars contact for Jackie Burnside and Shelia Mitchell. Deadline should be May. They will collect information given at the program. We can obtain the College video from Judge Wilson. Maps, literature, notes, and comments from participates. As a commission we can get other videos from other people who were there. Peter MOVED. Randy SECOND. The goal of this is to gather enough information to be able to recreate this event.
- o Internship.
  - o Eric contacted with Sara Cornett about the Intern. It would be best for a subcommittee to take on the internship. Janice and Eef will take this mantel.

### **New Business**

- o Annual Report
  - o First Council meeting in March 6, 6:30 PM. Which is a day after ours on March 5.
- o Report on January 21, 2018: Excellent information. Hogsten volunteered to transcribe information. Hille was asked to review the Jan 21 meeting in light of the strategic plan. Those who attended the Jan 21st were: Mayor Conley, Council Fraley, Bob Shaffer, Janice Blythe, Peter Hille, Randy Dinsmore, Gene Stinchcomb, Mim Pride, Eric Hogsten, Carla Gilbert, and Sharyn Mitchell.

### **Public Comment**

None.

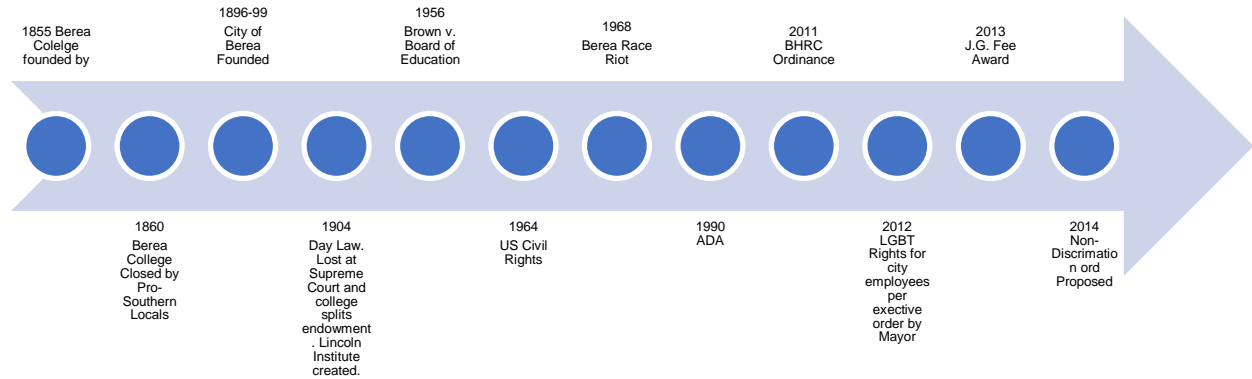
8:21 P.M. MOTION MOVED and CARRIED to ADJOURN.

Eric Hogsten  
Administrative Assistant  
Minutes Recorded: February 5, 2018  
Minutes Approved:

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[Mim Pride, Chair]  
Berea Human Rights Commission  
March 5, 2018

## History/Timeline



### Discussion:

What was happening that caused the commission being created? Carla: there was an incident involving a biracial couple. Their automobile was trashed, that was the event that led to the instigation of the Commission. That is assumed to have come to the city council. Would be best to ask the Mayor. We got annual reports, 2013, 2014. Which are in the ordinance.

Maybe Cheryl kept a copy of papers that were (FOI) during the non-discrimination ordinance.

Janice has pages of bulleted summaries. Commission was created 2011.

Decision: we should create a history of the Commission. Peter recommends it be done as an electronic document instead of paper. Working group: Mim, Carla, Janice, and Eric staffing that.

## **Mission and charge**

Review of the establishing ordinance for the BHRC: Section 22.703 Functions. 22.704 Powers and Duties. A — J. 22.705. Cooperation of city departments.

Discussion: Noted that while investigation is included in the Powers and Duties, it has not been the practice of the commission to do this, partly due to financial considerations. Richmond does investigate. One limitation has been the lack of a place to store records and conduct investigations. It would require logistical support for that, keeping records, staff, follow ups. We have had no consistent way of making records available. There have been more day to day things that needed to be ironed out. Noted that we can accept “gifts” (potential for grant funding) which would increase our capacity. We have done some investigation and documentation when complaints come in.

## **Vision**

Brainstorm:

- God has made of one blood.
- Bridge Building
- Honesty
- Civic Discussion with civility
- Educational opportunity of human rights
- Equitable housing
- Ordinance changes providing more protection for all groups
- Reconciliation- people from all over the world
- Heal the town
- Safety for all
- Value everyone dignity
- What could be accomplished if people work together
- We become real people to each other
- Willing to talk + reach positive resolution. Opportunity for good to emerge.

## Landscape analysis/ SWOT:

Strengths: Diverse backgrounds. Vulnerable (as members). We look at big picture. Working as a team with honesty and trust. Mayor's support & Council's. Willing to work in the weeds and the mezzanine; Capacity-staff/etc. Pro-active but guardedly. Sensitivity. Envision the bigger picture. The power of the Ordinance. A good relation with KY HRC. We meet & work

Weakness: We have not viewed/utilized the ordinance. Operation w/o plan. Council's. Range of concerns that influence different members of the Council. Weak on disability orientation. Combating negative PR. Need to include psychological disabilities. Staffing Capacity. Money. Time.

Opportunities: Berea College Connection. Developing alliances, partnerships and advocates. Chamber of Commerce/business community. HR depts at manufacturing plants. Real Estate & Financial inst. Opportunity to be perceived as educational. Richmond HRC. School System. External Funding/support. BC internships, labor positions, general community Building. Human Rights commitments of large businesses. Carter Woodson, Appalachian, International Centers. Ministerial Associations. Berea's history. Video/broadcast of BHRC meetings. Ability to show up in venues like First Fridays with our message. Bringing the "other side" in.

Threats: Negative PR. Discontinuity w/ Bereans for Fairness. A range of strategies for fairness & racial justice that are not well coordinated. National Climate of Rudeness. Personal agendas of vocal individuals, esp. those who show up regularly (e.g. at City Council) and who may bring one side of an issue without other voices to balance that. BHRC was created by and controlled by City Council—e.g., budget cut. Berea's history.

## Critical Issues

Promoting more public awareness of positive image of our mission, vision and strategic plan/PR.

Council Hostility and potential change of mayoral administration

Survival, financially, in the political environment

Employment for disabled.

Divisions in the city.

Culture against "Political Correctness."

Securing external funding to continue if cut and to grow if not cut.

Not going fast enough for some.

**Goals** (brainstormed, and votes for prioritization)

1. Ensure all people are treated with dignity and respect. (4)
2. Creating a community where discrimination of any kind doesn't exist. (7)
3. Fulfill dignity of all people through and ordinances to support that. (2)
4. Positive public awareness of BHRC and its authority. (3)
5. Productive Respectful relationship with council. (3)
6. Education all re human rights and Berea's History (0)
7. Better fair and affordable housing for all. (1)
8. Create a safe community for all. (4)

**Selected Goals** Number 1,2, and 8.

**Goal 1.** Ensure all people are treated with dignity and respect.

A. ADA Compliance and expand definition of disabilities. Promote a program of education of areas we cover, including protected categories, inclusively. Arts and films could be used.

B. Changes to City ordinances to more strongly support Human Rights.

C. Expand role in public awareness of Human Rights of protected classes, including LGBTQ.

**Goal 2.** Creating a community where discrimination of any kind doesn't exist

A. Ordinance changes as needed

B. Formally expand definition of disability to include all forms

C. Develop training for landlords and tenants regarding housing rights

D. Identify positive examples of success in fair housing and educated the people here regarding these (including elderly friendly, low income accessible, small and manageable housing)

E. Build partnerships with large industries to grow local understanding of the need for and desirability of fairness, connecting our work with economic outcomes

**Goal 8.** Create a safe community for all

A. Do a survey regarding perception of safety in City of Berea before and after

B. Implementation of education and awareness use existing data from police, campus safety, school safety, input from citizens of all ages.

C. Education/ Workshops using principles of Human Development, Maslow's hierarchy of needs

D. Intention education to be incorporated in schools: teaching tolerance

E. Education/ Awareness for adults: Green Dot for citizens

F. Utilize existing resources for implementation/education support, e.g. NAMI and others

## **Next steps**

1. Working group on capturing the history of the commission.
2. Take a portion of our monthly meeting to talk about these things and then determine what are next steps are then. IE. Talk about a goal a month. Put away 45 mins to talk about a Goal.
3. We should create an operational definition for the language we use so we don't misuse them.
4. "Radical inclusion" to bring along everyone.

## **Addendum from Dec 4 meeting:**

The BHRC agreed at the December meeting to re-cast the three primary goals, recognizing that the three goal areas we worked on at the strategic planning session actually have a lot of overlap. We decided to revise the three primary goals as follows:

1. Promoting a broad understanding of the history of human rights in Berea
  - A. Collect and record aspects of Berea's unique history and key events
  - B. Compile the history in ways that preserve it and make it accessible
  - C. Actively share and educate the public regarding this information
2. Education and outreach to help inform and shape public opinion about Human Rights
  - A. Identify issue areas to focus on, both ongoing and in response to issues as they arise
  - B. Participate in existing and new public events and venues (e.g. Friday concert series)
  - C. Conduct our own events as needed to address specific topics (e.g. training on disabilities for City and businesses)
3. Promote public policy that is supportive of Human Rights in Berea
  - A. Seek modification to the BHRC establishing ordinance to make it more consistent with the KHRC definitions
  - B. Identify best practices regarding human rights policy in other places
  - C. Respond to public concerns regarding needed enforcement of existing policy or changes to existing policy
  - D. Engage in outreach as needed to help generate support for human rights policies