

Berea Human Rights Commission
Regular Meeting
April 4, 2016
6:30 PM
Community Room, Berea City Hall

Present: Rev. Carla Gilbert (Chair), David Shroyer (Vice-Chair), Ali Blair (Secretary), Gene Stinchcomb (Treasurer), Dr. Janice Blythe, Miriam (Mim) Pride, Eef Fontanez (via teleconference)

Michael Harrington (Administrative Assistant), Juan Peña (Kentucky Commission on Human Rights [KCHR])

Summary of Actions Taken:

- Stinchcomb MOVES to approve MEETING MINUTES as amended: MOTION CARRIED.
- Shroyer MOVES to accept TREASURER'S REPORT: MOTION CARRIED.
- Juan Peña of the KCHR INVITED to brief BHRC concerning the various activities of the statewide organization.
- Chair DESIGNATED to seek to publish information on Fair Housing workshops in Winchester and Somerset in the Berea Citizen.
- Administrator DESIGNATED to coordinate with Mr. Peña and develop a schedule so that Mr. Peña may be available at the BHRC office to facilitate discrimination complaint intake interviews on behalf of the KCHR in Berea.
- Blair DESIGNATED to brief BHRC about First Friday schedule so that BHRC may advertise the KCHR service during the event.
- Blair and Harrington DESIGNATED to develop a digital presentation on the BHRC's activities.
- Harrington DESIGNATED to develop and distribute outreach materials for local bulletin boards.
- Rev. Gilbert and Fontanez DESIGNATED to purchase refreshments for the upcoming Berea Reads event sponsored by the BHRC at the Berea Community School Gym on April 28, 7:00 PM.
- Rev. Gilbert DESIGNATED to purchase copy of the book selected for the Berea Reads events for Shroyer, Fontanez, and Blair.
- Guest, Pat Gaily, INVITED to address BHRC concern upcoming events within the community.
- Rev. Gilbert CALLS for a SPECIAL SESSION to be held on May 16, 6:30 PM to discuss the BHRC Bylaws.

- Stinchcomb MOVES to give \$50 donation to the Southern Poverty Law Center (SPLC) and a \$50 donation to the Human Rights Campaign (HRC): MOTION CARRIED.
- Blair and Harrington DESIGNATED to brief BHRC concerning potential film series events during the May Regular Meeting.
- Shroyer MOVES to establish a Discrimination Complaint Subcommittee which is to be composed of the Chair and two additional Commissioners on an ad hoc basis to review and act on complaints as received: MOTION CARRIED.
- Chair APPOINTS Shroyer and Pride to Discrimination Complaint Subcommittee.
- Blair DESIGNATED to contact complainant concerning BHRC action during present meeting to address complaint.
- Shroyer MOVES to adjourn meeting: MOTION CARRIED, 8:15 PM.

Body:

Meeting called to Order by Chair, Rev. Carla Gilbert.

Juan Peña of the KCHR is in attendance so that he may brief the BHRC concerning the recent activities of the statewide commission.

Chair calls for additions to the agenda; Commissioners offer no additions.

Rev. Gilbert offers to amend March meeting minutes to include that MOTION to participate in the 2016 Spoonbread Festival note that there was an objection to the motion.

Stinchcomb MOVES to approve MEETING MINUTES as amended: MOTION CARRIED.

Stinchcomb presents the TREASURER'S REPORT to the Commission. He notes that there were two expenses reported in March, one for the shredder and one for the funds dispersed to the Carter G. Woodson Center (CGWC). Further, he notes that there are four outstanding encumbrances for: brochure printing services, registration fee for Administrator's KLC training session, mileage to attend the professional development training, and BHRC banner.

He highlights that the BHRC has slightly less than 2/3rds of the Commission's budget to use for the remainder of the fiscal year.

Stinchcomb further informs the BHRC that he has spoken briefly with City Administrator Randy Stone about increasing the Commission's budget as well as the Administrator's salary for the upcoming fiscal year.

Shroyer MOVES to accept TREASURER'S REPORT: MOTION CARRIED.

Chair invites Juan Peña to address the BHRC concerning the present activities of the KCHR.

Mr. Peña thanks BHRC for welcoming him. He notes that one of the most significant activities of the KCHR is presently addressing budget concerns. As the State has yet to finalize a budget,

the KCHR is reviewing the organization's budget for areas to implement potential budget cuts. An initial draft in the legislature decreases the KCHR budget by 9% for the upcoming fiscal year, and 4.5% for the remainder of the present fiscal year.

He notes that recently an enforcement officer with the KCHR has left the position, and it has yet to be filled.

He notes that April is Fair Housing Month in Kentucky, and highlights the KCHR's efforts to educate the public about Fair Housing laws and requirements. There is an upcoming training session in Winchester on April 22, and a training session in Somerset on April 28.

The KCHR sought to urge the passage of statewide URLTA (Uniform Residential Landlord Tenant Act) legislation. At the time of the BHRC regular meeting, the bill had narrowly passed the House of Representatives but had received no action from the Senate.

The KCHR has also urged the Legislature to expand civil protections for LGBT residents, Mr. Peña noted that SB 180 which passed the Senate would establish exemptions to these types of protections and complicate the activities of the KCHR and municipal human rights commissions in the state. At the time of the BHRC regular meeting, the House of Representatives had taken no action on the bill.

He noted that there are presently only 3 KCHR Education and Outreach employees who work in the field, which is down from 4 such employees.

Chair DESIGNATED to seek to publish information on Fair Housing workshops in Winchester and Somerset in the Berea Citizen.

Mr. Peña further notes that he has relevant material concerning statewide URLTA (Uniform Residential Landlord Tenant Act) information that the BHRC may also be interested in seeking to publish in the local newspaper.

Chair asks Mr. Peña that if the BHRC would wish to sponsor a educational event with the KCHR in Berea, would he be available?

Mr. Peña confirms that would be encouraged and would merely require some advance preparations. Potential events could focus on employment discrimination or issues surrounding housing, among others.

Shroyer asks if Mr. Peña would still be available to come to Berea to hold discrimination complaint intake interviews in addition to these possible events. Mr. Peña confirms.

Administrator DESIGNATED to coordinate with Mr. Peña and develop a schedule so that Mr. Peña may be available at the BHRC office to facilitate discrimination complaint intake interviews on behalf of the KCHR in Berea.

Pride notes that it would be ideal to coordinate hosting Mr. Peña for intake interviews during times that the service would likely reach the most number of residents. Advertising this service should be a significant priority for the BHRC.

Blair notes that many people will be in Old Town during the First Friday festival, and further notes that the opportunity would be well utilized to continue outreach efforts to the Spanish speaking community.

Blair DESIGNATED to brief BHRC about First Friday schedule so that BHRC may advertise the KCHR service during the event.

Harrington asks about the Shelby County HRC's efforts to re-staff and continue their services.

Mr. Peña notes that their first meeting was held during March. He further confirms that it would be good for the BHRC to reach out to our partners in Shelby County to show our support and encouragement to the new Commissioners.

Mr. Peña further notes that it is important for local HRC's to understand what federal anti-discrimination protections are in place to protect those those who have been discriminated against based on their membership in the LGBT community. As examples he notes HUD anti-discrimination policies as well as EEOC policies. He urges that it is vitally important for local HRC's to understand these policies and to be informed and study these issues instead of ignoring or failing to address discrimination against this class.

Commissioners thank Mr. Peña for his report.

Blair and Harrington DESIGNATED to develop a digital presentation on the BHRC's activities.

Harrington DESIGNATED to develop and distribute outreach materials for local bulletin boards.

Shroyer encourages the BHRC to offer discrimination intake forms along with brochures and other materials during the Carter G. Woodson Center's event.

Dr. Blythe notes that she and Stinchcomb have taken no further action on the draft of letter to legislators.

Rev. Gilbert notes that she and Fontanez have confirmed that the event on April 28 has been scheduled for 7:00 PM.

Rev. Gilbert and Fontanez DESIGNATED to purchase refreshments for the upcoming Berea Reads event sponsored by the BHRC at the Berea Community School Gym on April 28, 7:00 PM.

Rev. Gilbert maintains that the BHRC may purchase copies of the reading materials for the Berea Reads event the BHRC is co-sponsoring for Commissioners.

Rev. Gilbert DESIGNATED to purchase copy of the book selected for the Berea Reads events for Shroyer, Fontanez, and Blair.

Guest, Pat Gaily, INVITED to address BHRC concern upcoming events within the community.

Gaily notes that there will be upcoming community events seeking to improve the social discourse. The first event will be at the Berea Branch of the Madison County Public Library in the Community Room on April 24th from 2:00-4:00 PM. Gaily seeks feedback from BHRC about community leaders to reach out to for invitations.

Harrington and Blair are coordinating to acquire banner prior to the Carter G. Woodson Center event beginning on Wednesday April 6th.

Rev. Gilbert seeks to schedule and call a special session of the BHRC in order to review and discuss the bylaws and the recommendations of the Bylaws Subcommittee.

Rev. Gilbert CALLS for a SPECIAL SESSION to be held on May 16, 6:30 PM to discuss the BHRC Bylaws.

Chair will notify the Berea Citizen of the event no later than 2 weeks prior to the Special Session.

Harrington notes report on subscription services as designated during previous Regular Meeting.

Stinchcomb MOVES to give \$50 donation to the Southern Poverty Law Center (SPLC) and a \$50 donation to the Human Rights Campaign (HRC): MOTION CARRIED.

Harrington notes that the BHRC was contacted by a representative from CASA (Court Appointed Special Advocates for Children) of Madison County over the course of the previous month. He notes that included in his Administrator's Report is more detailed information concerning the organization.

Blair notes that she and Harrington met to work on a potential film series to be sponsored by the BHRC over the course of the last month.

Blair and Harrington DESIGNATED to brief BHRC concerning potential film series events during the May Regular Meeting.

Chair notes that the BHRC had received an official discrimination complaint during the previous month.

Shroyer MOVES to establish a Discrimination Complaint Subcommittee which is to be composed of the Chair and two additional Commissioners on an ad hoc basis to review and act on complaints as received: MOTION CARRIED.

Chair APPOINTS Shroyer and Pride to Discrimination Complaint Subcommittee.

Blair DESIGNATED to contact complainant concerning BHRC action during present meeting to address complaint.

Shroyer MOVES to adjourn meeting: MOTION CARRIED, 8:15 PM.

Michael Harrington
Berea Human Rights Commission
Administrative Assistant

Minutes Recorded: April 4, 2016

Minutes Approved: May 2, 2016