

Berea Human Rights Commission  
Regular Meeting  
January 07, 2019, 6:30 PM  
CITY HALL, COMMUNITY ROOM  
212 CHESTNUT ST, BEREA, KY 40403.

**Present:** Mim Pride (Chair), Eef Fontanez (Treasurer), Peter Hille, Randy Dinsmore, Janice Blythe (Secretary), and Gene Stinchcomb

**Absent:** Rev. Carla Gilbert (Acting Vice-Chair)

Eric Hogsten (Administrative Assistant)

**Guests:** Mayor Bruce Fraley; City Council members, Ms. LaDouceur, Mr. John Payne, and Mr. David Rowlette; citizen, Mrs. Jackie Bowling

Summary of Actions Taken:

- Meeting was called to order at 6:31 p.m. by the Chair.
- The agenda was presented and approved as distributed. Stinchcomb MOTION Hille  
SECOND

**Announcements.**

- Secretary Blythe presented minutes from the regular meeting of August, the Special meeting held in September, as well as the regular meetings for September and October. Commissioner Hille and Chair Pride had previously drafted minutes for the November meeting, and Chair Pride had drafted (from notes of the Administrative Assistant) minutes for the December meeting.
- Action taken was that with the necessary corrections or revisions, the minutes from the regular meeting in August (motion by Hille and seconded by Stinchcomb), the Special meeting in September (motion by Stinchcomb and seconded by Hille), and the regular meetings for September (motion by Blythe and seconded by Hille), and October (motion by Hille and seconded by Dinsmore) were approved.
- Chair Pride recommended that we table the approval of minutes for the November and December meetings. Stinchcomb offered a motion and Hille seconded to table approval of these minutes for the next meeting.
- Brief discussion regarding ways to improve communication, sending out drafts of notes from meetings earlier, along with improving other communication practices. Chair Pride, Blythe, and Hogsten will work together on these procedures and practices.
- Treasurer's report for December
  - Eric Hogsten presented the report. A missing expense occurred on this report. Chair Pride recommended that we revise the language used in one line item of

the budget—instead of referring to “Summer Camp,” in the future we should give a more accurate description of what this camp is about. Hence, future reference will be used—Leadership Experience Camp (the non-violence emphasis and effective ways to promote conflict resolution and reduce non-violence in our actions. The report was approved with necessary revisions noted (motion by Stinchcomb and seconded by Hille).

### **New Business**

- o Mayor Bruce Fraley offered his appreciation to Chair Pride for inviting him to our January meeting. He appreciated an opportunity to hear and interact with the commission and discuss our agenda, along with new policies and procedures which might apply to our charge.

The Mayor indicated that he had reviewed the code of ordinance and function for the Human Rights Commission---22.704, emphasizing powers and duties. He placed a significant emphasis on “Work with both public and private to advance the Human Rights.” We were encouraged to continue to discuss training, reach out to the community, and continue to work with faith-based groups, civic organizations, and businesses in the community. Mayor Fraley expressed an advantage of reviewing the basics and continue additional trainings, with a particular emphasis on assisting individuals who want to work. He stated that we can build on the uniqueness of our area with these trainings. Moreover, since we have a low unemployment rate in the area, he posed the question--how can we find effective ways to reach out to businesses in our community? The Commission was asked to keep this on its radar screen-- a particular focus on potential workers with disabilities in our community. How can we bridge the gap with those who desire to work? What can the commission do to foster this?

Mayor Fraley mentioned potential educational partners in the community—a future Technical Vocational School is planned for the Farristown School area, along with other potential projects with the Berea Independent School and Madison County School; these potential partnerships offer good possibilities for addressing some of the points which were raised in this evening’s conversation. The Mayor suggested that Berea Community School might form a partnership with Richmond (the Madison County School District) in future projects.

Additional questions raised by the mayor--are there effective ways to engage retirees in our community to supplement their income and contribute to employment needs by our businesses? Commissioner Gene Stinchcomb raised the question ---is there some way that the BHRC could work with economic development? Mayor Fraley responded that although the position of Director of Economic Development is currently vacant, he foresees that in the future such a partnership is possible.

Chair Pride asked –how do we educate employers? She further commented that there should be proactive ways to assist those who wish to work. Newly elected Councilwoman Emily

LaDouceur shared some of her connections and interests with promoting employment of persons with disabilities. She shared some shadowing opportunities that she is involved in with the Goodwill Industries. She offered to connect the BHRC with the specific person to move toward more expanded interaction with employers.

The mayor acknowledged some challenges, but he encourages the BHRC to look for effective ways to address some of these issues, working with others who are leading the decision-making in this area. Commissioners Peter Hille and Janice Blythe offered comments that the BHRC is already aligned with much of these points raised this evening, but we also need to consider that we are a commission and not an agency. Blythe commented that some of the members of the BHRC are employed full-time, giving some restrictions of voluntary work on a regular basis. Further, both commissioners felt that there may be challenges for the commission with regards to its capacity, limited resources, limited budget allowances, and ability of volunteers in this capacity to address all of these issues. Newly elected Councilman John Payne offered comments about some potential possibilities, e.g. a consolidation of contacts and having a leader for such endeavors would be a very helpful approach. Mayor Fraley acknowledged that this approach will take time to fully assemble and spearhead such endeavors. However, the mayor anticipates that the leadership by economic development could work effectively with the BHRC to accomplish some significant aspects of tonight's conversation. Perhaps, we should continue to focus on effective ways of bringing people together, e.g. planning a Career Fair for those members of our community with disabilities or those retirees who live in our community and desire to offer some continued service. Mayor Fraley shared that we should place a major focus on employment for the disabled, older, and retired citizens. Moreover, he stated the need for all of us to make efforts to pursue greater unity in the city and offer respect, honor, integrity, and dignity in all our efforts to improve our community. The commissioners expressed appreciation to Commissioner Dinsmore for coordinating the October Community Forum for Disabled Individuals. It was also expressed that we were disappointed that although we had a good attendance of approximately 24 persons at City Hall, on that particular evening, no local businesses attended the excellent presentation and Q & A session. While Mayor Steve Connelly attended the evening, no other councilpersons were present. The BHRC will continue to find effective ways to engage our work with the City Council and the community in general.

Chair Mim Pride stated that employment for the disabled was a major topic or one topic at the top of our BHRC list. Further, she expressed that we have an interest in this and other projects. She explored the possibility that perhaps Councilman David Rowlette could help us connect with the business industry. Moreover, Chair Pride commented that Ms. Whaley, the presenter at the community forum on disability employment, encouraged us to move forward in this direction since it offered great benefits to the employers. Mayor Fraley concurred with these statements and indicated that we wish for our local students to know about employment options in their local community. In thinking about movement in this direction, Commissioner Peter Hille asked if we might design some services in which the city might establish contracts to

accomplish some of the work? Mayor Fraley responded that at this point he does not see the city spending tax dollars to support all this work, however, there is some salary and staff time that could support some of this work. Further, Mayor Fraley recognized also the use of volunteers to perform some of these tasks. While the city could provide some staff time, at this time he does not see line item allocations in the budget; this would be harder to accomplish according to the mayor.

Commissioner Gene Stinchcomb indicated that the BHRC should continue its review of human rights issues for all of the protected groups that are under our charter or ordinance. Mayor Fraley agreed that there is a need to help everyone who is covered by this ordinance, giving attention to the disabled, seniors, and women who may be the most underemployed in our community and possess a high desire to work. Mayor Fraley also agreed that we need to help everyone under this ordinance. Commissioner Randy Dinsmore offered a final note that our October community program was really good with the timing, but getting both sides together was and is a challenge. The commission will continue to seek ways to address these challenges.

At this point in our conversation, Chair Pride invited additional comments from the councilpersons who attended. Councilwoman LaDouceur commented that she has appreciated the work done by the BHRC in the past and hopes to attend future meetings to continue her involvement in our conversations. Councilman Payne indicated that this would hopefully not be his last meeting to attend; he appreciated an opportunity to have a conversation with the commission. Councilman Rowlette indicated that although there are limited resources and staff, education for the community is very important. He also stated that continued education for housing, especially landlords is important. At this point Chair Pride announced the forthcoming Training on Fair Housing, to be conducted by the Kentucky Human Rights Commission on April 11, 2019. More details will be released about this training session. Previous partnership sessions conducted by the Kentucky Human Rights Commission held in Berea have been very successful and we look forward to April 11<sup>th</sup> for this next session. Other positive thoughts were made about URLTA, which focuses on rights and considerations of tenants. Councilman Payne indicated that he has posted both landlord and tenant guidelines on the Madison County Public Library's website. It was concluded that a balance of education for both landlords and tenants is important. Chair Pride indicated continued educational work by the BHRC regarding URLTA.

Chair Pride also shared with the mayor and councilpersons present that the playground area in City Park is not disability accessible. She also discussed some of the potential needs that can be considered to upgrade hearing for some persons who wish to attend, but are unable to hear at the City Council meetings. Chair Pride asked that as the city budget is being developed will there be any consideration in this planning process for persons with disabilities (accessibility, hearing, and other disabilities)? Mayor Fraley responded to the comment regarding disability access in the playground area of the City Park. He stated that the Parks Director will submit

this information and other concerns to the City Manager and then allow progression on toward the Mayor and City Council. Mayor Fraley indicated that this action probably needs to involve everyone. He announced that the playground concerns and other needs will be included in the strategic planning session occurring later in January. Mayor Fraley also announced that in the last two years two persons have gained ADA certification. Both the Director of Public Works (Mr. Dwayne Brumley) is now designated as the ADA Coordinator and Mr. Brian Reid, Assistant Codes Administrator, have received ADA training. So these individuals will be involved in this process to address these heightened issues in our community.

### **Election of Officers for 2019.**

- o Chair – Mim Pride
- o Vice Chair – Gene Stinchcomb
- o Secretary – Janice Blythe
- o Treasurer – Eef Fontanez

### **Old Business**

Office Report by Administrative Assistant Eric Hogsten

- o Office supplies are being obtained. A package for the new member to be appointed to the commission will be assembled for the new appointee. Training with the KHRC will also be arranged.
- o A new format for finance reports and our budget line items will be introduced.
- o Follow-up with Ms. Whaley (the disability community forum) to explore disability access training will be conducted by Commissioner Randy Dinsmore. At this point, she has not responded to Mr. Dinsmore.
- o Follow up on conversation with Wazee.—Commissioner Hille indicated that we are no longer working with Wazoo; we are now back to CBS. From the Vanderbilt Television System at Vanderbilt University, we will need to purchase a license; such a licensure purchase prohibits any online use. The three cost ranges include the following:
  - o Public presentation --\$600
  - o Display at events--\$600
  - o A video incorporation --\$1500

Hille indicated that we will need to wait until the end of the fiscal year to consider any use of funds to acquire some of license. A copy of the invoice or licensure statement received by Hille will be attached to the January minutes.

- o Follow up on scheduling conversation with Dr. Turley about her research of the history of race relations in Madison County. Chair Pride expressed the educational advantage of having access to this information of 50 years; it aids in our understanding and enables us to educate and relate to complications of racial tension which have been monitored and documented by the commission. This information will support our strategic work for the future. Chair Pride and Commissioners Hille and Blythe will schedule a meeting later in January or February with Dr. Turley for this continued conversation.
- o Plans for Rev. Dr. Martin Luther King, Jr. Day Celebration.
  - o Chair Pride will review the events that will occur in Berea and accompany other members of the BHRC who can attend. The Richmond Human Rights Commission is hosting a Unity Breakfast at 9am and the BHRC has been invited to participate. Chair Pride and at least one other commission member plans to attend this event.
- o Participate in efforts to address voting.—more discussion will occur in a future meeting.

### **Public Comments**

Mayor Fraley, Councilpersons LaDouceur, Payne, and Rowlette, and citizen, Mrs. Jackie Bowling, expressed appreciation for being invited to attend the January meeting. No other comments were offered.

8:03 P.M. MOTION MOVED and CARRIED to ADJOURN.

Prepared By:

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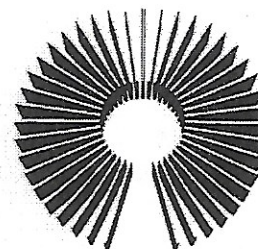
[Eric Hogsten, AA]  
Administrative Assistant

Minutes Recorded: January 07, 2019  
Minutes Approved: February 4, 2019

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[Mim Pride, Chair]  
Berea Human Rights Commission  
February 04, 2019

*from  
Peter*



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INVOICE #181214T

Date: December 14, 2018  
To: Peter Hille  
Company: Berea Human Rights Commission  
E-Mail: peter@maced.org

The Berea Human Rights Commission may use the September 4, 1968 Evening News segment about a shooting that occurred in Berea as a result of activities of a white supremacist group, in multiple ways:

1. Public Presentations;
2. As part of a longer video about the history of human rights in Berea; and
3. As part of a display at events.

The licensing fees are as follows:

<b>Public Presentations:</b>	<b>\$600.00</b>
<b>Part of a Video:</b>	<b>\$1500.00</b>
<b>Display at Events:</b>	<b>\$600.00</b>

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