

# LOUISVILLE METRO HUMAN RELATIONS COMMISSION

## ADVOCACY MEETING MINUTES

December 2, 2019

The Advocacy Board meeting of the Louisville Metro Human Relations Commission was held Monday, December 2, 2019, at 9:00 a.m. at the Louisville Metro Human Relations Commission.

### CALL TO ORDER

Commissioner Chair Reginald Glass called the meeting to order at 9:05 a.m.

### ROLL CALL

**PRESENT:** 6 – Commissioners Victor Eddie (*phone*), Reginald Glass (*phone*), Angelica Matos (*phone*), Gwendolyn Pearce (*phone*), Heather Williams (*phone*), and Dawn Wilson.

**ABSENT:** 4 – Commissioners David Allgood, Gad Niyiragira, Olivia Kleitz, and Dr. Arthur Patterson (*all excused*).

### MINUTES

Commissioner Dawn Wilson moved to accept the November minutes as presented, Commissioner Gwendolyn Pearce seconded. Motion passed with none opposed or abstained.

### EXECUTIVE DIRECTOR'S REPORT – *No Report*

Verná Goatley communicated that she will have Mr. Boyd follow-up in writing once he returns to the office.

### KCHR EXECUTIVE DIRECTOR

Chair Reginald Glass noted that John Johnson have been forced out of the Kentucky Commission, he is no longer the Executive Director and he is not sure who the replacement is or will be at this time.

### COMMITTEE REPORTS

**DISABILITY COMMITTEE** – No report.

**EDUCATION COMMITTEE** – Commissioner Dawn Wilson reported:

- *Louisville Metro Police Response to Hate Crime Report* – Commissioner Wilson referred to the report and noted that it is a good report. She will follow-up with Colonel Schroeder, and have Dinish send out the report in the mail for the Board members.
- *JCPS Quarterly Meeting* – Commissioner Wilson communicated the following were covered at the meeting:
  - **Kentucky State Board of Education** – Spoke on the impacts of JCPS and the Kentucky State Board of Education and how those interactions are affecting the recruitment of minority teachers, the retention of teachers and staff. Also talked about challenges and opportunities, how it is getting harder nationwide.
  - **Teacher Pay** – Discussed starting teachers at \$5,700.00 more to keep from losing 30 percent of the teachers they are currently looking at.

**EDUCATION COMMITTEE** *(continuation)*

JCPS Quarterly Meeting *(continuation)*

- **Partnerships** – JCPS will continue its partnership with University of Louisville to make sure in obtaining the proper certification(s) to be able to teach in the schools. Also, they are currently working on an emergency certification through Simmons College. The main certification will be University of Louisville.
- **JCPS Equity Policy** – They provided an update on the policy. The report was given the next day. Commission Wilson communicated that she will forward the policy update.
- **Community Engagement** – We asked JCPS how are they engaging with the communities? JCPS spoke on the parental support at WEB Dubois, showing the strong engagement there and how they are encouraging parents to get involve at every level of their child’s education. It will be the same framework they will use at the Female of Color STEM Academy.

Chair Glass noted that we made a commitment to do some joint-community events on the parental piece.

Commissioner Wilson communicated as Chair Glass pointed out, we not only made a commitment in working with community engagement, but also to set-up joint-community conversations dealing with education, LGBTQ, and students in general. Further, how to help with teachers, how to help with family situation(s), e.g. parent education classes such as how-to parent, etc.

Commissioner Wilson also noted that, that was part of the conversation that Kendall Boyd was having with Delquan Dorsey to see if that can be done.

- **Newcomer Academy** – Three-fourths of the students at Newcomer will be coming into general population within the school system. The enrollment is flexible, but it is increasing.
- **Elementary Schools Students – Question not asked** – *What about the elementary school students, where are they reaching out in Newcomer on the elementary school students?* Commissioner Wilson noted that she will pose the question to them later.
- **JCPS SROs Situation** – We spoke on the SROs situation, given the issue at Iroquois. We asked what type of training will be involved, and what type of internal control will there be? They noted that there are 135 schools in JCPS system, there are no SROs.
- **Education Gap** – They provided an update on the education gaps. It comes to having community conversations and social services. Have a platform to reach out to the parents and the communities to bring people in that have certain skills and talents that may be able to contribute and help the students.
- **Females of Color STEAM Academy** – Commissioner Wilson referred to the recruiting of teachers with STEAM experience. They were looking at one class program, a stand-alone, a teacher residency program that would help. Bringing in someone who is familiar with STEAM, possibly an engineer, IT Professional, etc.

The Advisory Panel met with Dr. Ronda Cosby who have been going around the state looking at the STEAM program and how it is administrated. The Panel spoke with her about protocol, what is she looking for in the student(s), and various other topics such as types of performance tasks, ESL, students of color, etc. Commissioner Wilson noted that she connected Dr. Cosby with Adelante.

**EDUCATION COMMITTEE** (continuation)

JCPS Quarterly Meeting – Females of Color STEAM Academy (continuation)

The Females of Color STEAM Academy upcoming Community Conversations are January 22, 2020, at W.E.B. DuBois Academy, speaker Dr. Cherie Dawson-Edwards to present on the history and examples of injustice inside the school system. January 15, 2020, Principal Dr. Ronda Cosby will be at the Shawnee High School satellite office doing a community conversation, January 30, 2020, she will be at Bates Memorial. Principal Dr. Cosby will be doing two community conversations every month until May 2020.

- **Hate Crimes and Bullying of Transgender and LGBTQ Students** – We asked what steps are being taken to make sure that these students are protected? There is a push to exclude these students from school activities, such as sports and clubs. Referencing to the policies that are in place, a recommendation was made that they talk to other people.
- Queer Kentucky – Queer Kentucky organized a workshop that dealt with how to have an LGBTQ inclusive workplace. They had members of HR programs from Actors Theatre, two corporate entities, one being General Electric. The workshop was set-up and facilitated by Douglas Loop Heine Brothers Manager, Adrian Silbernagel. Commissioner Wilson noted that she will forward the Email to the Board.
- Transgender Day of Remembrance – Commissioner Wilson communicated that she attended the event on November 20, 2019. The event was hosted by the Douglass Boulevard Christian Church. Commissioner Wilson indicated that she spoke as an elder and on behalf of the Commission on “What it means to report a hate crime”. The event was widely attended. Speakers included: Adrian Silbernagel; Remi from Shades LGBTQ Students of Color; and Colonel Robert Schroder also spoke on hate crimes and those things that would be helpful to the community.

**COMMENTS**

Chair Reginald Glass commented that we (Board) need to be proactive on the JCPS joint-community endeavor because we said we would partner. We need to start planning some things.

Chair Glass reminded the Board of the Kentucky Alliance Unity Dinner is Saturday at the Hotel Louisville at 6:00p.m. Tickets are \$60.00, if anyone is interested in attending.

**CROSS CULTURAL COMMITTEE** – Commissioner Gwendolyn Pearce reported:

- Diversity, Equity & Inclusion Summit – Commissioner Pearce communicated that she attended the Summit on November 6<sup>th</sup> hosted by the Fund for the Arts. Dr. John Marshall was one of the speakers, and it was a very good event.

## **OLD BUSINESS**

ST. WILLIAMS Letter of Support – Commissioner Wilson communicated that she will follow-up with Chair Glass on the status of the drafted letter.

COURIER JOURNAL ARTICLE - VIOLENCE IN THE CLASSROOM

## **NEW BUSINESS**

Verná Goatley reported:

- Metro Council – This week on Wednesday, we will go before Metro Council with the ordinance referring to housing.
- Hearing on LGBTQ Business Preference Ordinance – This Wednesday, Metro Council will also have a hearing on the ordinance for the LGBTQ-owned business preference as to the procurement process.
- Synergy Event – The event will be at the Frazier Museum this Tuesday evening, December 3<sup>rd</sup>.
- LouieStat – The Commission will have its LouieStat meeting this Thursday, December 5<sup>th</sup>.

## **ADJOURNMENT**

Commissioner Gwendolyn Pearce moved to adjourn; Commissioner Angelica Matos seconded. Meeting adjourned at 9:38a.m.

Respectfully Submitted,

Diniah Calhoun  
Executive Assistant