

**LOUISVILLE METRO HUMAN RELATIONS COMMISSION**

***ADVOCACY BOARD MEETING***

**OFFICIAL CALL AND AGENDA**

**Tuesday, June 9, 2020**

**9:00 A.M.**

- **ROLL CALL**
- **MINUTES**
  - ◇ **March 2020**
- **EXECUTIVE DIRECTOR'S REPORT**
- **COMMITTEE REPORTS**
- **PROTEST/POLICE TACTICS STATEMENT**
- **POLICE CHIEF'S STATEMENT &  
CITIZENS REVIEW WORK GROUP**
- **OLD BUSINESS**
- **NEW BUSINESS**
- **ADJOURNMENT**

**MISSION**

of the Louisville Metro Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Metro Louisville and to eliminate all forms of bigotry, bias and hatred from the community.

# LOUISVILLE METRO HUMAN RELATIONS COMMISSION

## ADVOCACY MEETING MINUTES

March 2, 2020

The Advocacy Board meeting of the Louisville Metro Human Relations Commission was held Monday, March 2, 2020, 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:** 7 – Commissioners David Allgood (*phone*), Reginald Glass (*phone*), Angelica Matos (*phone*), Gad Niyiragira, Gwendolyn Pearce (*phone*), Heather Williams (*phone*), and Dawn Wilson.

**ABSENT:** 3 – Commissioners Victor Eddie (*excused*), Olivia Kleitz, and Dr. Arthur Patterson (*excused*).

### MINUTES

Commissioner David Allgood moved to accept the February minutes as presented, Commissioner Dawn Wilson seconded. Motion passed with none opposed or abstained.

### EXECUTIVE DIRECTOR'S REPORT – Kendall Boyd

- Chief of Equity Kellie Watson – Chief Kellie Watson has been nominated as Woman of the Year in the Today's Woman magazine. You can vote for her at [www.todayswomannow.com/maw](http://www.todayswomannow.com/maw). Voting is open until March 20<sup>th</sup>. You can vote once each day up through the date the polls are closed, March 20<sup>th</sup>. She is listed in the "Political" category.
- Chelsey Nelson Photography LLC, and Chelsey Nelson Lawsuit – The Department of Justice is weighing in on the lawsuit and has filed a statement of interest in federal court. Kendall communicated that he does not know the Department of Justice's interest at this time. He noted that he has given some affidavits on behalf of the Commission to the County Attorney who is representing us. He also communicated that if the Board has a specific question(s), they can contact the County Attorney's office.
- Scooter's Triple B's Facebook Posting of "No Transgender Restroom" – Kendall communicated the posting was on the bar's Facebook page several weeks ago which indicated that they do not offer transgender restrooms. Kendall noted that he talked with the Enforcement Chair and a formal complaint was signed against the bar. The owners of the bar has thirty (30) days to respond. Kendall said that he has not heard anything, however, they did take down the transgender Facebook posting.
- Louisville Metro Human Resources New Director – Mrs. Earnestine Booth-Henry has been appointed as the Director of Human Resources, she has worked in HR since 2012. Now that Mrs. Booth-Henry is in the director's role, Ms. Watson will have more time to focus on the Synergy Project and Bias training.
- Staffing – We will have two (2) Administrative Assistant/Intake Officers start this week, one today and the other tomorrow.
- HUD Fair Housing Training – Verná Goatley has completed HUD training and is now certified.
- Jewish Federation of Louisville Trip to Israel – There were constructive conversations and events during the trip which we will continue to build upon.

## COMMITTEE REPORTS

**CROSS CULTURAL COMMITTEE** – Commissioner Gwendolyn Pearce communicated no report.

**DISABILITY COMMITTEE** – Commissioner David Allgood reported:

- Sub-minimum Wage – The bill is at a standstill, still trying to get more visibility. Hope to create dialog with the providers.
- Engage & Empower Caucus – Commissioner Allgood communicated that he is working with both the Democrats and the Republicans. He and a couple of other advocates will get information and guidance on disability issues that are important to Kentucky.
- Commission for Persons with Disabilities – The Commission met last month and has a meeting today at the Edison Center at 7<sup>th</sup> and Ormsby on the 1<sup>st</sup> Floor. As of now, the meetings are scheduled for the 1<sup>st</sup> Monday of every month at 5:00p.m.
- Age Friendly Louisville Committee – The Committee continues to meet. Trying to make things better and more accessible for to the elderly.

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

### EDUCATION REPORT

- Linda Duncan Letter – A letter was written to the JCPS Board of Education regarding the insensitive and inflammatory remarks expressed by Ms. Duncan about students of color.
- Girls of Color Advisory Panel – Commissioner Wilson communicated she attended the advisory panel meeting. This time the Panel met with parents, LGBTQ parents included. We found out what has worked is building a relationship with parents, staff having good relations, cultural competency training and escalation and escalation training. We talked about immigration and we also talked about teachers need to be more positive and be careful with their words. They talked about creating a positive example across the board. They discussed what doesn't work which included: Suspensions, recommending accountability, non-communication with parents, low expectation, stereotyping, and language usage, how you address somebody, how you come to them in a professional manor. Their last meeting will be March 14<sup>th</sup>.

They are still looking at a name for the school. A name was submitted which is a physician, Dr. Marilyn James.

Chair Reginal Glass communicated that he received a text this morning, Commissioner Wilson's suggestion made it to the top of list, he suggested Dr. Grace Marilyn James.

Commissioner Wilson communicated she will give the information to Diniah to send out.

- JCPS School Board Meeting – Commissioner Wilson communicated that she did not attend the last meeting.
- Equity Institute – Commissioner Wilson communicated that she was part of the Equity Institute to address transition concerns, How Teachers Can Deal with Students Transitioning in Their Classroom. All four sessions were packed. We shared information across the board. Many of the teachers did not know about Sweet Evening Breeze, which is something she is on the advisory of, is a LGBT Homeless Shelter that is in the process of being completed. The Institute was well attended.

Commissioner Wilson asked Erin Smith if she had anything to add. Erin stated that the shelter should be at the finishing point towards the end of the year.

## LGBTQ REPORT

- *Bills in Frankfort* – Commissioner Wilson communicated that she was in Frankfort and had the opportunity to have a conversation concerning some of the Bills pending concerning Trans Students. She had the opportunity to speak with Senator Alice Forgy Kerr about her support on Conversion Therapy and spoke with Representative David Osborne people.
  - **SB 114** – Trans Athlete Ban – *Youth must participate according to the gender that is on their birth certificate. **The Bill is buried.***
  - **HB 321** – Trans Youth Healthcare – *Any youth seeking gender transition or in the process, doctor(s) can be arrested for prescribing gender medication. Any surgical procedure(s) must happen after age 18. **The Bill is not assigned to a committee, currently in a holding pattern.***
- *Rally* – Commissioner Wilson communicated that she was at the rally, it was very well attended.
- *Fairness Laws* – There have been a couple of more Fairness laws that have passed, we are now at 22. The state bill has picked up bi-partisan support and is moving.
- *Chief Conrad's LGBTQ Advisory Committee Meeting* – Commissioner Wilson communicated they talked about the creation of a Fairness Liaison. John “Johnny” Burgraff is in the position and it is fully funded. The Liaison role will be dealing with hate crimes as well as chaplain services and plans to meet with Kendall Boyd to see where they can come together.

Kendall communicated to have him get with Lt. Colonel Robert Schroeder with LMPD, he also oversees hate crimes.

The Chief also went through department attrition, with the ongoing cuts, losing 150 officers, overtime is getting out of control. He also talked about the work that Assistant Chief Josh Jewelers is doing to try and mitigate these circumstances.

The community vision going forward is to start more community engagement and redo our Facebook page. The next meeting is April 7<sup>th</sup>.

**Douglas Boulevard Christian Church: SB 1 Meeting** – Immigrant Rights Bill – The Bill *Targets black, brown, immigrant and refugee communities by denying them critical services.*

Commissioner Wilson communicated that she was asked to be there and noted that she was the only Commissioner there and felt that there should have been more Commissioner representation. She implores the Board to read the Bill. She also communicated that she will pass the information onto Chair Glass and Kendall Boyd.

## PUBLIC MEETING FORUM – CHICKASAW PARK RENOVATION

Chair Reginald Glass communicated that he attended the public meeting forum Thursday at the Edison Center. There were excellent plans for redeveloping the large pond and mitigating the pollution that has been there over the years. The optics were terrible on the part of the Parks Department. The staff who were present were all late and the residents were affected by it. They asked questions which the staff was not able to answer. They never named who was on the Advisory Group. The Councilperson for that area was not present. The community was pleased with the Plan but was not pleased with the inclusion.

Kendall Boyd communicated that he can reach out to Ben Johnson.

## **OLD BUSINESS**

**Race Relations Conference** – The Conference is Thursday, April 9, 2020, from 8:00a.m. to 2:30p.m., at the University of Louisville Shelby Campus. The Conference is posted on the Commission’s Facebook and Twitter websites. Registration is now open.

Chair Reginald Glass asked how is the Conference being advertised?

Kendall communicated that A *Save-the-Date* flyer was sent out. Also utilizing the radio show *Metro Matters*, word of mouth, taking flyers to outreach events, Louisville Urban League, and Metro Council.

## **NEW BUSINESS**

### **Legislation – Hair and Dress Code**

Chair Glass communicated that there are several states that have passed legislation on dress code especially when it concerns the hair. He reached out to Kendall to research if Kentucky was doing the same thing, and if there was a city ordinance.

Chair Glass noted that this is something that Carolyn Miller-Cooper and he went to Butler High School with Attica Scott. Attica’s daughter was one of the students being singled out. We went to the Butler SBDM meeting. When Carolyn spoke, they immediately amended the dress code because it was discriminatory. Now, it has come up again in the news where students are being denied an opportunity to march in graduations or participate in sporting events. Chair Glass noted that he does not know how that impact employment because he has not heard a lot about it.

Kendall communicated that on the employment side, hair is not protected by Title VII and that schools are different.

Chair Glass asked what the pleasure of this Board in the terms city ordinance or even petitioning the Board of Education to make a policy about it?

Commissioner Wilson suggested have the Board take the lead since they have more students who will be affected by it.

Kendall communicated that on the Employment side, it would not hurt to have a Hair Ordinance to protect those who apply for jobs. He also said that he will reach out to Councilwoman Green if it is the will of the Commission to see about having an ordinance passed.

Chair Glass asked what is the pleasure of the Board, is there a motion to have the Executive Director reach out to Council members? Commissioner Dawn Wilson motioned for Executive Director Boyd to move to speak to the Council members to pursue an Ordinance, Commissioner David Allgood second. Motion passed with none opposed or abstained.

**Voting Event** – March 16<sup>th</sup>, 2020, at 6:00p.m., Louisville Urban League will have an information session which will include voting registration, voter purge, and will have a person from the Census Bureau to talk about the Census. They will have flyers.

Chair Glass communicated that Central High School will have a voting program this Friday. We should get some flyers over there.

**ADJOURNMENT**

Commissioners Dawn Wilson moved to adjourn; Commissioner Gwendolyn Pearce seconded. Meeting adjourned at 10:08a.m.

Respectfully Submitted,

Diniah Calhoun  
Executive Assistant