

# LOUISVILLE METRO HUMAN RELATIONS COMMISSION

## ADVOCACY MEETING MINUTES

November 6, 2017

The Advocacy Board meeting of the Louisville Metro Human Relations Commission was held Monday, November 6, 2017, at 9:00 a.m. at the Louisville Metro Human Relations Commission.

### CALL TO ORDER

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

### ROLL CALL

**PRESENT:** 8 – Commissioners David Allgood, Aukram Burton (*phone*), Victor Eddie, Reginald Glass, Kennedy Luckett, Angelica Matos, Gwendolyn Pearce, and Dawn Wilson.

**ABSENT:** 2 – Commissioners Dr. Arthur Patterson (*excused*) and Heather Williams.

Welcome and introduction of new Commissioner Gwendolyn Pearce.

### MINUTES

Commissioner Wilson moved to accept the October minutes as presented, Commissioners Allgood seconded. Motion passed with no discussion or objection.

### EXECUTIVE DIRECTOR'S REPORT (*by Kendall Boyd*)

- Human Relations Annual Report – the Annual Report is finished and we hope to disseminate the report soon.
- Human Relations LouieStat Forum – This Thursday will be the Commission's LouieStat Forum. LouieStat is a measurement of efficiency and effectiveness of the Mayor and his administration has, it is done quarterly. We report on various things we are working on and *Key Performance Indicators (KPI)* that possess as an agency. This will be our second one in the time that I have been the Director. We are looking at having a great conversation with the Mayor and his staff about various measurements from Contract Compliance to working on the Fair Housing Equity Tool and presenting information that will be contained in the Annual Report as well. I will report back at next month's meeting how the Forum went.
- Community Events attended:
  - **NAACP Louisville Branch 2017 Freedom Fund Dinner** – Held Saturday, October 28, 2017.
  - **2017 Neighborhood Summit** – Held Saturday, October 28, 2017.
  - **University of Louisville West Louisville Economic & Community Forum** – Held Thursday, November 2, 2017.

All events were well attended.

## **EXECUTIVE DIRECTOR'S REPORT** *(continuation)*

- HRC Staff Training – The staff is prepared for additional customer service base training and efficiency and process training. In conjunction with the LouieStat we have this Thursday, the Office for Performance Improvement (OPI) has set forth training guidelines with respect to the customer service aspect that we do and also how we set forth our processes. This coincides with the Predictive Index that was discussed at the last meeting.
- Event Calendar:
  - Thursday, November 9<sup>th</sup> – There will be an information event at the Chestnut YMCA with respect to one of the construction projects.
  - Thursday, November 16<sup>th</sup> – TriState Minority Supplier Development Council (TSMSSDC) “Raising the Bar” Event.Kendall stated that he will get the time and location for the events and Email both to the Board.
- Letter to JCPS – Kendall communicated to the Board that he would like for the Board to discuss as a *New Business* topic the incident that occurred at Jeffersontown High School with respect to a student being tased. He would like for the Commission and the Board to send out a communication requesting for a thorough investigation, constant updates on what they are finding, and what can be done to avoid those types of incidences in our schools.

## **NATURALIZATION CEREMONY**

Chair Glass reported that he attended the October 26<sup>th</sup> Ceremony at the Gene Snyder Courthouse. There were 66 people present who became citizens, and said that he gave out business cards to approximately 50 of the new citizens because he ran out. There were some who approached him afterwards expressing interest in getting involved in the Commission's activities.

## **COMMITTEE REPORTS**

### **DISABILITY COMMITTEE**

Commissioner Allgood reported:

- Visitability Ordinance – He is continually working on this with a couple of the Metro Council members.
- ADA Task Force – He is also continually working on establishing a Task Force in Louisville similar to that in Lexington to meet monthly. Kendall communicated that he will not be able to attend all the meetings, but will have a staff representative at the meetings.

### **EDUCATION COMMITTEE**

Commissioner Wilson reported:

- The Committee had its quarterly meeting with JCPS on October 16<sup>th</sup>, it was a solid meeting. The questions we asked were:
  - DACA and immigrant students – JCPS answer was they are making plans to consolidate the English as a second language and immigrants students into a school and provide all the resources there. JCPS also pointed out that they do have security measures in place.

### EDUCATION COMMITTEE (*continuation*)

- Committee's questions raised at its quarterly meeting with JCPS (*continuation*)
  - Update on the anti-discrimination policy and professional development given the recent legislative actions – JCPS spoke to the need of cultural competence, and the problems they have been having at the state level with some of the bills that have come out has put stress on the system.
  - The Committee was going to include Dr. Marshall's salary not being equal to others on his level – Dr. Polio requested that it be held to the end of the meeting for an Executive Session. Chair Glass reported their answer was there are several females at Dr. Marshall's level whose salaries were not at the same level as his. They want to be able to address all of those at the same time. Chair Glass also reported that there will be Board meeting tomorrow at 7:00p.m. in which he urge the Education Committee to attend.
  - Commissioner Wilson said that at the September 11<sup>th</sup> meeting, Commissioner Burton brought up interesting points concerning Restorative Practice and positive supports looking for quantitative impacts - JCPS plans to use the 18 schools where they are going to put in the program a Restorative Practice and use that to come up with quantitative results to push out to all the schools, including charter schools.
  - Update on the recruitment of minority teachers and the diversity of the teaching staff as a whole – JCPS pointed out that will hire a HR Diversity Specialist.
  - Update of vetting potential vendors for JCPS by the Human Relations Commission as the Commission does for Metro Government – JCPS does not have a vetting process or policy. Executive Director Boyd and Equity Chief Kellie Watson will work in partnership with JCPS in developing a vetting process for vendors.
- JCPS is facing some pressure over adaptive activities. Commissioner Wilson said she knows that a proposal has been presented and there is supposed to be a meeting with John Marshall. She also noted to Commissioner Allgood that she would like to have a conversation with him for his assistance to come up with something for an adaptive program that may be beneficial to JCPS.
- Commissioner Wilson reported that she went out of the country to Fence for the United States. She is now ranked number 12<sup>th</sup> in the world. It was a good trip and it went well. United States took 16 medals, with the women taking all the golds. The men almost did, except the men saber failed short in the gold medal bout.
- Louisville Metro Police is now reviewing *Standard Operating Procedures* (SOP) for transgendered intersect person(s). There was a meeting held on October 27<sup>th</sup>. Commissioner Wilson communicated that she has some of the items that were discussed at the meeting for those interested.
- Commissioner Wilson will be doing a talk-back concerning the movie “*Major*” on November 22<sup>nd</sup> at the Speed Building. She will be talking about one of the transgender icons on behalf of the University of Louisville with Dr. Cate Fosl.

### CROSS CULTURAL COMMITTEE

No report.

**OLD BUSINESS**

None.

**NEW BUSINESS**

*Draft Letters: JCPS and Jeffersontown Police* – regarding the Jeffersontown High School student tased. Kendall communicated that in talking with Equity Chief Kellie Watson, the Commission and Advocacy Board are to send out a position letter stating that the Commission wants to get to the bottom of the incident in which a student being tased.

Stella Dorsey reported that both Kentucky Alliance and NAACP plan to send a letter and plan to urge the community to get involved.

The Board was in agreement in sending two letters respectively to: JCPS and the Jeffersontown Police.

**ADJOURNMENT**

Meeting adjourned at 10:04 a.m.

Respectfully Submitted,

Diniah Calhoun  
Executive Assistant