

LOUISVILLE METRO HUMAN RELATIONS COMMISSION
ADVOCACY MEETING MINUTES

November 5, 2018

The Advocacy Board meeting of the Louisville Metro Human Relations Commission was held Monday, November 5, 2018, at 9:00 a.m. at the Louisville Metro Human Relations Commission.

CALL TO ORDER

Commissioner Dawn Wilson called the meeting to order at 9:03 a.m.

ROLL CALL

PRESENT: 7 – Commissioners David Allgood (*phone*), Victor Eddie, Reginald Glass, Angelica Matos (*phone*), Gwendolyn Pearce, Heather Williams (*phone*), and Dawn Wilson.

ABSENT: 1 – Commissioner Dr. Arthur Patterson (*excused*).

MINUTES

Commissioner David Allgood moved to accept the September and October minutes as presented, Commissioner Gwendolyn Pearce seconded. Motion passed with no opposed or abstain.

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

- JCPS Racial Equity Policy Presentation – Kendall thanked those who attended the meeting last week at JCPS for the unveiling of the Racial Equity Policy. The general thread in the discussion was that this will be a top down, bottom up approach to racial equity in the school system. Kendall thanked the Board for its support in the policy.
- Mayor Fischer Meeting: In Response to the Kroger Hate Crime Shooting Incident – In response to the recent Kroger shooting, Mayor Fischer held an open interactive meeting. During the meeting, everyone utilized their cell phone to provide feedback to the Mayor who had two (2) national experts on Race and Equity in Racism present to answer questions. We talked about the next steps in how we emerge from these types of incidents. There were mixed reviews from many of the audience participants. Kendall noted that he made it mandatory for the Commission staff to be present in the meeting, and that he has presented several ideas to the Mayor.

Chair Glass commented that a lot of people who had doubts or questions seem to be on the same page that he was in terms that there was no clear path to engage people. Southeast Christian Church came up a lot and that he did not see any connection to the grass root people. This hate, racism, and anger kind of stuff is coming from people that take actions on their hate and anger basically are blue-collar, many have mental illnesses. Chair Glass stated that he did not see a strategy for reaching those people. The meeting was very intellectually planned, but he did not see the grass root part of it to have serious conversations about race and anger. He noted that if we do not reach those people, we have not solved the problem. People who are at a different social-economic level either hide their anger and hurt and hate or just do not act in the ways that we are seeing today.

- Staffing – Kendall communicated that the Commission has had a Compliance Officer who resigned, and that the position will post this week.

EXECUTIVE DIRECTOR'S REPORT *(continuation)*

- Hate Crime Bill – Kendall stated that Friday he attended the Kentucky Senate Judiciary Committee meeting in Frankfort where the Hate Crime legislation bill was introduced. Kentucky does have a hate crime, but there is no sentence-enhanced portion to the Hate Crime law. The Hate Crime law only address property damage and assault, however, it does not address murder. This bill will attempt to add murder to the hate crime Legislation. If it is found that you commit murder or assault or property crime or something like it on the basis of hate, all it does is give the judge or the parole board the authority to either deny an individual parole, probation or shock probation, but it does not enhance one's sentence if they murder someone for the color of their skin or who they worship.

Commissioner Dawn Wilson relinquished the Chair back to Chair Reginald Glass.

COMMITTEE REPORTS

EDUCATION COMMITTEE – Commissioner Dawn Wilson reported:

- JCPS Racial Equity Policy Analysis Protocol –The Analysis is something that every principal and teacher are using. They are currently doing the training.
- New Academy – JCPS is looking at a Girls of Color Academy within the next year.
- Justice Issues in the Schools – Refer to Chair Glass on this issue.

Chair Glass referenced Commissioner Wilson's comment on his substitute teaching in the schools and communicated that he is angry and disappointed because he has brought the issue up a number of times in the Board's meeting with JCPS about dealing with the issue of parents sending kids to school unprepared to learn with no knowledge of how to behave in the school setting or social skills. In the short time he has been substituting, he has had the fortune or misfortune to spend time in Fern Creek School's suspension room, Highland Middle School's ECE, and Noe Middle School's ISAP room which has no windows. What he is seeing is schools that have teachers who are trying to teach and having to spend a lot of time addressing discipline issues from kids who do not know how to behave, not prepared to learn and some who do not care about learning. Most of the population of these programs are African American, being the largest percentage; Hispanic is the second largest; and white is the third. Chair Glass gave examples of several of the students' behaviors while in these rooms and stated that there are some things going on at home with these kids where they are not getting the proper training on how to behave.

Chair Glass commented his perspective on one of the schools he has been going to on a regular basis is the Phoenix School of Discovery. It is a school where kids have different learning styles from the traditional school curriculum. Many are on medications for emotional and mental issues or some type of disability. Many of them are brilliant, he can see the protentional for the next student coming out of the Phoenix school. The reason he went to the school is because he had never heard of the school. The school is a gem in JCPS, it is multi-racial, multi-cultural, and the staff is very compassionate and dedicated.

In closing Chair Glass communicated that we must get JCPS on board with owning the fact that they must do a better job of training the parents on how to be parents. The teachers are working hard. Highland Middle School had 36 teachers who were there last year who refuse to go back. The principal is on leave, they are down twelve teachers. There is a serous teacher shortage. We will never get the type of student achievement that we want until this issue is addressed with these kids and their parents.

EDUCATION COMMITTEE (*continuation*)

- LGBTQ Workgroup Meeting – The LMPD's *Procedural Justice and Implicit Bias Training* book was provided at this meeting. Commissioner Wilson stated that since she could not be present, she asked Stella Dorsey to attend in her place.

Stella Dorsey reported that there is a website in which Bellarmine and Spalding are working on about police and how they engage with the LGBTQ community. It has been publicized on television about taking the survey. They will use the survey to give feedback to the Police Department, which is not necessarily involved other than communicating to them of what the findings reveal so that they can make necessary changes as it relates to how they engage with the community.

Stella also reported that Major Bridget Thomerson, is the Major for the Training Division, communicated that they have literally tried to change their training as it relates to the new officers and how they need to be more conscious of the people that they engage with on a day-to-day basis. Major Thomerson also spoke on the on-going training that they are doing, not only the LGBTQ community but also the African American and people of color communities.

- Event Calendar
 - Tuesday, December 4th – LGBTQ Workgroup Meeting
 - Thursday, December 20th – Commissioner Wilson communicated that she will be speaking to a group at the University of Louisville on the *Importance of Voting* on the election.

DISABILITY COMMITTEE

Commissioner David Allgood reported that he does not have a report, that the last report is still the same.

CROSS-CULTURAL COMMITTEE

Commissioner Gwendolyn Pearce reported that she went to CEO Actions and that her take away is that the Board should be able to apply the concept to everything and make things better. Commissioner Pearce commented on today's conversation regarding JCPS and the parents, about "*the parents need to do better*" suggested it should not come from JCPS and the school system, but from the Commission in terms of a major campaign reaching out to the children through social media. Commissioner Pearce communicated that she will research and bring the topic back before the Board.

NATURALIZATION CEREMONY

Chair Reginald Glass commented that when Commissioner Victor Eddie went to the Ceremony, he told his story about being a refugee immigrant, that his story had such an impact. Chair Glass stated that he saw staff people in the room that were visually taken by his story. Given what is going on across the county, he asked Commissioner Eddie to write his story for the Commission to weave into a piece that can be placed out to the public, that one of our Commissioners was once a refugee and this is the real story about why there are refugees and what kind of citizens they become. Chair Glass further commented that if we do not address the fear that is being put out there with real facts and real examples, that the poison will eventually come to our community and we will not be able to talk about being a compassionate city. Commissioner Eddie agreed to write his story and forward it via Email to Chair Glass.

GUEST SPEAKERS

Chair Reginald Glass asked if the Board has invited a guest to speak at the next meeting. Kendall Boyd communicated that he will reach out to Delquan Dorsey, Dr. John Marshall and Renee Murphy to see if they can speak at the Board's December 3rd meeting to talk about the tangible next steps in moving forward, how the Commission can assist JCPS in administering the Racial Equity Policy, and the key measurements that can be utilized to demonstrate the success or shortfall of the Policy. Kendall also communicated that he will contact University of Louisville President Dr. Neeli Bendapudi to invite her as a guest after the new year for the Board to learn about her plans and how the Commission can partner with her in her endeavors. Chair Glass suggested that as a courtesy to Dr. Bendapudi, the Board will meet her at University of Louisville.

BOARD VACANCY

Chair Reginald Glass communicated that in his conversations with the Mayor, he suggested that an Asian or middle-eastern person to fill the Advocacy Board's open slot. Kendall commented that the person being considered is a republican.

COURIER JOURNAL ARTICLE *(handout)*

"WE ALL LOSE: Targeting black churches not tales of distant past"

Referencing the article, Chair Glass communicated that he will draft a statement and send to Diniah to circulate for the Boards input before sending the statement out.

OLD BUSINESS

None.

NEW BUSINESS

None

ADJOURNMENT

Commissioner Dawn Wilson motion to adjourn, Commissioners Victor Eddie seconded. Meeting adjourned at 10:26a.m.

Respectfully Submitted,

Diniah Calhoun
Executive Assistant