

LOUISVILLE METRO HUMAN RELATIONS COMMISSION

ADVOCACY MEETING MINUTES

October 7, 2019

The Advocacy Board meeting of the Louisville Metro Human Relations Commission was held Monday, October 7, 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: 8 – Commissioners David Allgood, Victor Eddie (*phone*), Reginald Glass (*phone*), Gad Niyiragira (*phone*), Dr. Arthur Patterson (*phone*), Gwendolyn Pearce (*phone*), Heather Williams, and Dawn Wilson.

ABSENT: 2 – Commissioners Olivia Kleitz (*excused*) and Angelica Matos.

MINUTES

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

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

- Bill Request (BR) 231 – This Bill will prevent hair discriminatory practices against a person's hair texture or style. Kendall communicated that the draft letter of support was sent to the Board by Email and today is a formal printed letter of support for BR 231 for each member's signature. Kendall stated that it is his intent to send the letter to every House Representative in the General Assembly in Kentucky. The Board members who are not present today will have a chance to sign the letter. The letter will be sent out towards the middle of the month.
- Annual HUD Assessment – The Commission received high marks by Ms. Jones, and we have recently received the formal letter in the mail. The Commission will not need another Assessment until 2021.
- EEOC Complaints – We have met our quota for EEOC complaints for the Federal fiscal year. We were to complete 37 cases for the Federal fiscal year contract ending October 1st. The number of complaints coming through the door for EEOC complaints has decreased significantly, overall nationwide, the discrimination claims are down.
- NAACP Annual Freedom Fund Banquet – Kendall communicated that he, Chair Glass and several staff persons attended the banquet this past Saturday and noted that today is the last day to register to vote here in Kentucky and in Indiana. One of the discussions at the dinner was the purging of voters who may not vote in every election. If a voter decided not to vote, there is a strong likelihood the voter may have been purged off the voter role. Today, the NAACP will have the mobile "Drive Up" at the Louisville Urban League in which a person can drive up and get registered. You can also register on-line.
- Race Relations Conference – We are looking at having the conference in the spring next year.

COURIER JOURNAL

Chair Reginald Glass commented that there was an article in the Courier Journal paper about what Commissioner Victor Eddie was doing for immigrants. They have established a community garden in the Newburg area. Chair Glass encouraged the members to go on-line and read the article.

COMMUNITY INFLUENCE

Chair Reginald Glass communicated that the Board has received a letter about Community Influencers, specifically, the Synergy Project and asked if any member would like to speak on the matter?

Kendall commented that he received Synergy training at Spalding University last Friday. The talks will begin next week. He suggested the best person to speak to about the Synergy Community Influencers Project is Ms. Kellie Watson. If the Board agrees, he will ask her to send out to the Board a communiqué on topic.

ST. WILLIAMS CATHOLIC CHURCH

Chair Reginald Glass commented that St. Williams Catholic Church is establishing itself as a “sanctuary church” and noted that he had mentioned to the Executive Director about the Board writing a letter of support in support of the church becoming a sanctuary church. Chair Glass communicated that he will send out a copy of the article to the Board by Email so everyone can see it and draft a letter for approval should we decide to support the church in their effort.

COMMITTEE REPORTS

DISABILITY COMMITTEE – Commissioner David Allgood reported:

- Commission for Persons with Disabilities – We are still finalizing the Commission. Commissioner Allgood noted that the appointments with the Mayor are coming up soon.
- Caucus in Frankfort – Commissioner Allgood communicated that he is starting to meet with some of the State Legislatures on the Engage & Empower Caucus, which is led by Louisville democrat Alan Gentry and Republican Brandon Reed from Green County on disability issues.
- Dixie Highway and Broadway Projects – Commissioner Allgood communicated that he is working with Gresham Smith in making sure that the access issues are addressed in their master plan.

CROSS CULTURAL COMMITTEE – Commissioner Gwendolyn Pearce communicated no report.

EDUCATION COMMITTEE – Commissioner Dawn Wilson reported:

- JCPS Quarterly Meeting – The meeting is set for Monday, November 11, 2019, at 3:30p.m. She is asking for each commissioner to come up with at least one question from their neighborhood that needs to be discussed, it is important to have input from each member.
- Louisville Pride – Commissioner Wilson communicated that she worked with Erin Smith and other staff persons, and Commissioner David Allgood at the event. Commissioner Wilson then asked Erin Smith to provide input on the march issue that occurred. Erin communicated that the anti-gay protestors had acquired a free speech space for the event. During the event, the protestors kept trying/continuing to breach their space. The protestors lost their space; however, they would not leave the premises. Several different times the protestors were ticketed and escorted off the premises by the Louisville Pride Foundation event staff, hired event staff, and LMPD.

EDUCATION COMMITTEE *(continuation)*

▪ University of Louisville Pride Week Events

- On Thursday, September 19, 2019 she spoke on campus at the Red Barn on Voters and Women Suffrage. The event was from 6:00p.m. – 8:00p.m. and thanked Stella Dorsey for manning the Commission’s table at the event.
- On Monday, September 30, 2019, she spoke at the Belknap campus and the Commission also had a table at this event from 6:00p.m. – 8:00p.m. There is a link on the U of L’s Housing page about the event.
- October 1, 2019, there was a tabling opportunity which was their kick-off at the Health & Science Campus. Commissioner Wilson communicated she and Erin Smith also participated in this event. Commissioner Wilson asked Erin Smith to provide input to the Louisville Pride events.

Erin Smith communicated that she attended both the U of L Belknap Campus and the Health & Science Campus Pride events. While our presence was appreciated at Belknap, we ran into a lot of students at the Health & Science campus who where renters and did not live on any University of Louisville owned property and were unaware of the ordinances that Louisville Metro has in place as well as tenants’ rights and laws within the City of Louisville. I will be working on seeing if the Commission can possibly become a link on both of University of Louisville’s Belknap and Health & Science campuses housing assistance page and, hopefully, do some tenant rights forums on both campuses as well.

- Proud LGBTQ Plus Community & Resiliency Panel – Commissioner Wilson communicated she was part of the panel which was to speak to the students because of all the negativity going on. The panel focused particularly on “are we going to be able to bounce back?”
- Female of Color S.T.E.M. Academy – Commissioner Wilson stated that she attended the meeting which dealt with minority teacher recruitment and impacted some girls of color. They did a history on minority teachers and desegregation in Kentucky. Why do you want to recruit a minority teacher?

There are *Girls of Color Community Conversations*, the next one is October 17th from 6:00 to 8:00p.m. at W.E.B. DuBois Academy with Dr. Crystal deGregory presenting “*The Importance of the HBCUs and A Sense of Belonging for Girls of Color.*” The next one is January 22nd with Dr. Cherie Dawson-Edwards presenting on the history and examples of injustice inside the school system. On March 25th with Sam O’Bryant from SchoolSeed in Memphis, Tennessee will share his research on “*What an Urban City Needs to Do in Order to Loosen the Grip of Whiteness and Proliferate Equity.*” The Louisville Urban League will host a final conversation on April 23rd with Dr. Shantel Crosby who will discuss the book “*Sister Citizen and the Disparate Impact Befallen Black Girls.*” Commissioner Wilson communicated she will give Diniah the flyer to send out.

JCPS has already named a new principal for the Academy, Ronda Cosby, and she is already hustling due to the upcoming Showcase of Schools.

The future Females of Color committee meetings are November 14, 2019; December 3, 2019; February 18, 2020, with the last one on March 13, 2020.

- Election – Voting matters. This Monday is the first Monday in October. They will move to approve cases concerning whether someone can be fired for being LGBTQ under Title VII.

EDUCATION COMMITTEE *(continuation)*

Commissioner Dr. Arthur Patterson communicated that he did attend the Coffee with a Cop event, and it was great. He noted that as he walked around, he spoke with some of the officers. They had concerns about the new SOP that Chief Conrad recently imposed, that so many are concerned about the changes.

Commissioner Patterson also noted that he attended the Simmons University event sponsored by JCPS. The roll-out that JCPS did in terms of the minority teacher issue, his concern was more minority students were not present.

Chair Reginald Glass noted his concern with the Female of Color Academy's STEM focus is the one area where they are having trouble recruiting teachers. The STEM program is much needed because of where the economy is going, but those positions are sitting there vacant.

Commissioner Wilson commented that she has had conversations with teachers, and they are still feeling the blow back from all that has happened when they stood up to the Governor. They are like "what are you going to do if we all walk?" There are teachers who have retired, who have moved out of the state, and there are people in school right now changing majors. That is a question we need to pose to JCPS. Despite Simmons, are we partnering with U of L just to get a TA program started?

Commissioner Dr. Patterson responded, "No, that is not happening." He also noted that Simmons is not qualified to "certify teachers". Then asked to put on the Quarterly Meeting's Agenda for JCPS if we can get more information about the Simmons Partnership from Dr. Cosby.

OLD BUSINESS

None.

NEW BUSINESS

None.

ADJOURNMENT

Commissioners David Allgood and Dr. Arthur Patterson moved to adjourn; Commissioner Dawn Wilson seconded. Meeting adjourned at 9:46a.m.

Respectfully Submitted,

Diniah Calhoun
Executive Assistant