



## **HUMAN RIGHTS COMMISSION**

### **MEETING MINUTES**

#### **REGULAR MEETING**

**Monday, September 22, 2014**

**5:30 pm - 8:00 pm**

**Street-Jones Bldg., Room 400a**

**1000 East 11<sup>th</sup> Street, Austin, TX 78702**

Chair Paul Rhea called the meeting to order at 5:42 p.m.

Commission Members in Attendance:

Paul Rhea, Chair

Sara Clark, Vice Chair

Elizabeth Brenner

Judy Cortez

Lauren Guilbeaux

Will Krueger

DeWayne Lofton

Human Resources Department Staff Present:

Jonathan Babiak, Administrator, Equal Employment/Fair Housing Office (EE/FHO)

Rose Xavier, EE/FHO Staff Liaison

### **1. CITIZENS' COMMUNICATION**

John Woodley, citizen, spoke on his difficulties in attending City meetings and access to closed captioning services. In addition, he also mentioned concerns with Capital Metro access.

### **2. APPROVAL OF MINUTES**

The minutes of the August 25, 2014 regular meeting were approved on a 7-0 vote; Commissioner Cortez motion, Commissioner Krueger seconded.

### **3. ANNOUNCEMENTS**

- a. Chair Rhea reminded the Commission members that the Human Rights Commission meeting in October will be held at the City Hall Council Chambers, 301 W. Second Street, Austin, TX 78701.

- b. City council passed a “gross up” of employee benefits during their budget process. This affects City employees that have same sex domestic partners and offsets a fringe benefits tax imposed on couples that are not recognized as married.
- c. City Council will consider the issue of adding Source of Income as a protected class at their October 2, 2014 meeting.

#### **4. NEW BUSINESS**

- a. Discussion related to Council Resolution No. 20140828-084 requesting the City Manager to receive stakeholder input, process code amendments, and create an implementation plan to require gender-neutral signage for single-occupancy restrooms.
  - i. There will be a meeting held to gather stakeholder input on October 20, 2014, at a time to be determined and will be held in the Boards and Commissions Room, City Hall.
- b. Discussion and possible action on a request for the Human Rights Commission to become a sponsor of the Transgender Day of Remembrance 2014 on November 20, 2014 at 6:30 p.m. at City Hall.
  - i. Vote for the Commission to request Council approval to sponsor the Transgender Day of Remembrance was approved, 7-0. Commissioner Cortez motion, Commissioner Krueger seconded.

#### **5. STATUS OF GOALS AND OBJECTIVES**

- a. The status of the Commission’s goals and objectives for 2014.
  - i. Austin Affordable Housing
  - ii. Transportation Study for Disability Community
  - iii. PARD Congregate Meal Program
  - iv. Improve internal Commission/EE/FHO processes and procedures.
  - v. APD Racial Profiling – Cite and Release program vs Arrests for possession.
  - vi. Economic Disparities in the African American Community.
- b. Plans and strategies for meeting those goals and objectives.

#### **6. STAFF BRIEFING**

- a. EE/FHO has started marketing their discrimination complaint services in various print media and a paid Facebook ad.

## **7. FUTURE AGENDA ITEMS**

- a. Presentation from the National Low Income Housing Coalition regarding the National Housing Trust Fund.
- b. Annual work session being moved to either December or January depending on the availability of the commissioners.
- c. Council Resolution No. 20140828-084 related to Gender-Neutral Signage for Single-Occupancy Bathrooms.
- d. Issues with closed captioning at open City Meetings.

## **ADJOURN**

The meeting was adjourned at 6:30 pm without objection.