



## **HUMAN RIGHTS COMMISSION**

### **MEETING MINUTES**

#### **REGULAR MEETING**

**Monday, November 25, 2013**

**5:30 – 8:00 pm in City Hall Council Chambers  
301 W. Second Street, Austin, TX 78701**

Chair Paul Rhea called the Commission Meeting to order at 5:34 p.m.

Commission Members in Attendance:

Paul Rhea, Chair

Judy Cortez

Jonathan Luu, Vice-Chair

DeWayne Lofton

Elizabeth Brenner

Human Resources Department Staff Present:

Joya Hayes, Assistant Director, Human Resources

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

Rose Xavier, EE/FHO Staff Liaison

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

- a. Reverend Ray Hendrix – citizen, Austin Disproportionality Advisory Committee. The group seeks to address racism from a proactive stance rather than reactive stance. Austin Disproportionality Advisory Committee would like to partner with the City to offer training that addresses racism.

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

The minutes of the October 28, 2013 regular meeting were approved on a 5-0 vote; Commissioner Cortez motion, Commissioner Brenner seconded.

### **3. OLD BUSINESS**

- a. Discussion of possible recommendations to the City Council related to the presentation by Nelson Linder, President, NAACP, Austin Branch, and resolutions proposed by Mr. Linder related to economic disparities in Austin's African American Communities, Austin Police Department policies and programs that may disparately impact African Americans including use of force and deadly force policies, and additional oversight over the Austin Police Department by City Council.

- i. Assistant Police Chief Brian Manley and Sargent Robin Henderson gave a presentation on the APD training including the use of force policies.

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

- a. Presentation by Pastor Landon Shultz related to the Youth Unlimited Motivational Mentoring Program, a program to empower young men to improve their lives by providing tools to build self-esteem and confidence, develop positive peer relationships, and incorporate the team concept in all activities.
  - i. A resolution recommending to Austin City Council to allocate funding to the Youth Unlimited Motivational Mentoring Program was approved by unanimous vote, 5-0. Commissioner Luu motion, Commissioner Cortez seconded.
- b. The meeting schedule for 2014 was approved on a 4-0 vote that included special meetings to be called in May and December.

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

- a. The status of the Commission's goals and objectives for 2013.
  - i. Goal #1 – Community Discussion on Racism and Discrimination.
    - a. Lisa Fithian, citizen, Austin Disproportionality Advisory Committee, She believes that racism is the underlying issue beneath every issue that comes before the Human Rights Commission. Their group conducts training with various community leaders entitled Undoing Racism in Austin. She would like to partner with the Human Rights Commission to provide this training to all of the agencies that serve the community and make a difference in the relationships that are being built.
    - b. We will have the community groups come to the regular meetings in January and February and discuss the issues at that time. We will specifically address the questions of how the community feels discriminated against in the City of Austin and how have they been discriminated against by City policies.
  - ii. Goal #3 – Improve Internal Human Rights Commission (HRC) - City of Austin Equal Employment/Fair Housing Office (EE/FHO) Processes and Procedures

- a. Jonathan Babiak gave a presentation with an overview of the complaint process for the EE/FHO office.

## **6. STAFF BRIEFING**

- a. The EE/FHO office has recently attended additional training and is increasing their efforts to settle cases. For the 2013 fiscal year the Employment investigators have obtained over \$100,000 in compensation for the complaining parties.

## **7. FUTURE AGENDA ITEMS**

- a. Discussion of Urban Farms Ordinance

## **8. ANNOUNCEMENTS**

- a. The City of Austin has received a perfect score (100 points) on the Municipal Equality index compiled by the Human Rights Campaign. Austin is the first and only city in the state of Texas that has achieved a perfect score.

## **ADJOURN**

The meeting was adjourned at 8:01 pm without objection.