



**HUMAN RIGHTS COMMISSION  
MINUTES**

**REGULAR MEETING  
MONDAY, SEPTEMBER 28, 2015**

The Human Rights Commission convened in a regular meeting on Monday, September 28, 2015 at 301 West Second Street in Austin, Texas.

Chair Sareta Davis called the Board Meeting to order at 5:31 p.m.

Board Members in Attendance: Chair Davis, Vice Chair Caballero, Commissioner Brown, Commissioner Buls, Commissioner Casas, Commissioner Leite da Silva, Commissioner Miller, Commissioner Normand, and Commissioner Royall.

Staff in Attendance:

Jeff Burton, Assistant Director (Acting), Human Resources Department

Jonathan Babiak, Administrator, Equal Employment/Fair Housing Office

**1. CITIZEN COMMUNICATION**

Susana Almanza addressed the Commission regarding the upcoming United States Human Rights Network Conference scheduled to take place in Austin on December 10 through 13, 2015.

Susan Scallon addressed the Commission regarding allegations of disparate treatment of women at the City of Austin.

Dr. Fred McGhee addressed the Commission regarding concerns about human rights violations, discrimination, and gentrification in the administration of City of Austin historic landmark application review process.

Juanita Spears addressed the Commission regarding concerns about Austin Police Department training and policies concerning racial profiling, cultural sensitivity, and use of force.

**2. APPROVAL OF MINUTES**

The minutes from the meeting of September 26, 2015 were approved on a 9-0 vote; Commissioner Brown motion, Chair Davis second. Commissioners Miguez and Yang absent.

### **3. ANNOUNCEMENTS**

No announcements.

### **4. OLD BUSINESS**

#### **a. Reexamination of bylaws**

Commissioner Normand laid the item on the table for consideration.

Commissioner Brown moved for amendment of the bylaws limited to the universal changes to Articles 3, 4, and 7 required by the City Clerk with no other changes; Commissioner Royall second. Commissioner Brown withdrew the motion.

Commissioner Miller moved for the amendment of the bylaws with universal changes to Articles 3, 4, and 7 required by the City Clerk and other changes to Article 2 presented by Commissioner Normand; Commissioner Brown second. Commissioner Miller accepted friendly amendments from Commissioner Brown and Commissioner Normand to make certain changes to the language as laid out by Commissioner Normand.

Vice Chair Caballero made a secondary motion to remove the term “unlawful” from the language under consideration in Commissioner Miller’s motion, Commissioner Normand second. Motion failed, 1-7, Commissioner Caballero in favor, Commissioner Casas abstain, Commissioners Miguez and Yang absent.

Commissioner Brown called the question on Commissioner Miller’s motion, Commissioner Normand second, passed 9-0. Commissioners Miguez and Yang absent.

Commissioner Miller’s motion passed 9-0, Commissioners Miguez and Yang absent.

#### **b. Presentation by Austin Police Department (APD) and discussion related to APD training and policies concerning racial profiling, cultural sensitivity, and use of force (Caballero, Buls)**

Brian Manley, Chief of Staff, Austin Police Department (APD), and Commander Andy Michael, APD, presented to the Commission and answered questions. Margo Frasier, Office of the Police Monitor, City of Austin, and Nelson Linder, NAACP, also addressed the Commission.

Vice Chair Caballero moved to form a working group, Commissioner Casas second. After discussion, the motion failed: Chair Davis, Vice Chair Caballero, Commissioners Buls, Casas, and Normand in favor, Commissioners Miller and Royall opposed, Commissioners Brown and Leite da Silva abstain, Commissioners Miguez and Yang absent.

The Commission took no action on this item.

### **5. NEW BUSINESS**

No new business

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

## **7. STAFF BRIEFINGS**

No staff briefing.

## **8. FUTURE AGENDA ITEMS**

Commissioners Brown and Normand will sponsor a future agenda item regarding allegations of disparate treatment of women at the City of Austin.

Commissioner Buls and Vice Chair Caballero will sponsor a future agenda item regarding concerns about human rights violations, discrimination, and gentrification in the administration of City of Austin historic landmark application review process.

Chair Davis and Commissioner Brown will sponsor a future agenda item to establish goals and objectives, including plans and strategies for meeting those objectives.

Commissioner Buls moved for a Special Called Meeting on October 24, 2015 to allow Staff from the City of Austin Equal Employment/Fair Housing Office to present training to the Commission on City of Austin civil rights ordinances under City Code Title 5 and similar federal and Texas laws. The motion passed by unanimous consent.

Chair Davis will seek a co sponsor to return the polling places item from August to a future agenda.

Vice Chair Caballero will seek a co sponsor to bring Undoing Racism Training and Community Contacts to a future agenda.

Commissioner Normand will seek a co sponsor to bring the pending public accommodations retaliation prevention Code amendment to a future agenda.

## **ADJOURN**

Chair Davis adjourned the meeting at 10:13 p.m. on a unanimous vote; Chair Davis motion, Commissioner Buls second.