



**HUMAN RIGHTS COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, FEBRUARY 22, 2016**

The Human Rights Commission convened in a regular meeting on Monday, February 22, 2016 at 301 West Second Street in Austin, Texas.

Vice Chair Kristian Caballero called the Board Meeting to order at 5:42 p.m.

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

Staff in Attendance:

Jonathan Babiak, Business Process Consultant, Human Resources Department (HRD)

Gail McCant, Administrator (Acting), Equal Employment/Fair Housing Office, HRD

Andrea Jordan, Administrative Assistant, Equal Employment/Fair Housing Office, HRD

1. CITIZENS' COMMUNICATION

None.

2. APPROVAL OF MINUTES

The minutes from the regular meeting of January 25, 2016 were approved on a motion by Commissioner Normand, Commissioner Leite da Silva second, passed 6-0, with Chair Davis, Commissioner Brown, Commissioner Buls, Commissioner Miller, and Commissioner Yang absent.

3. ANNOUNCEMENTS

Commissioner Normand announced that the Commission recommendation from November 2015 regarding a handbook revision for City employees was discussed by the Council Audit and Finance Committee on January 26, and they adjourned discussion of the matter. The Council Audit and Finance Committee is scheduled to renew the discussion next Wednesday. If it is approved, it will become a City Council resolution. Vice Chair Caballero announced in relation to this matter that AFSCME, the union that works with the City, is organizing community members to attend the Council meeting this Thursday, because Council is considering an alternative to the current grievance process for equal employment opportunity complaints. The item is anticipated to reach the dais after 4:30 pm.

Commissioner Normand announced that the draft of revisions to Ordinance Section 5-2 regarding public accommodations and prohibited retaliation is in process in the Law Department and should be ready next month.

Commissioner Normand announced that no action had been taken by Council regarding the recommendation relating to Syrian refugees. Commissioner Normand stated that the Asian American Quality of Life Commission learned of the recommendation and decided that they wanted to sponsor their own recommendation with similar wording. They met on February 16 to discuss the matter. They will return to the matter on March 15 to consider sending a recommendation to Council.

4. OLD BUSINESS

- a. Discussion and possible action regarding improvements to the Commission's electronic communication capabilities in compliance with open meetings requirements. (Normand/Caballero)

The Commission discussed this item.

The Commission voted to create a working group to consult with staff from the Communications and Public Information Office, draft recommendations, and report to the Commission on this subject. Motion by Commissioner Normand, second by Vice Chair Caballero, passed 7-0; Chair Davis, Commissioner Brown, Commissioner Miller, and Commissioner Yang absent. The working group consists of Vice Chair Caballero, Commissioner Miguez, and Commissioner Normand.

The Commission voted to authorize the liaison to post to the Human Rights Commission Facebook page. Commissioner Buls motion, Commissioner Royall second, passed 7-0; Chair Davis, Commissioner Brown, Commissioner Miller, and Commissioner Yang absent.

- b. Presentation, discussion, and possible action on recommendations made by the Human Rights Commission's Working Group on Gentrification and Historic Preservation. (Caballero/Davis)

The Commission discussed this item. The Commission reviewed and discussed draft recommendations distributed by Vice Chair Caballero. Dr. Fred McGhee addressed the Commission.

Vice Chair Caballero made a motion to conduct a Special Called Meeting for a Public Forum and then have the Working Group reconvene to finalize a final draft of recommendations; second by Commissioner Leite da Silva. Commissioner Royall offered a friendly amendment to have the Working Group discuss how the Special Called Meeting/Public Forum will unfold. The Commission discussed the motion. Vice Chair Caballero withdrew the motion without a vote by the Commission.

The Commission continued to discuss this item.

The Commission voted to hold a Special Called Meeting for a Public Forum where the Working Group that has made recommendations regarding Gentrification and Historic Preservation will create a final draft that is supported by sources; create an agenda for the Special Meeting that organizes a time for public speaking and a time for the Commission to deliberate feedback from the community; and to take possible action on the final drafts

of the recommendations made. Vice Chair Caballero motion, Commissioner Leite da Silva second, passed 7-0; Chair Davis, Commissioner Brown, Commissioner Miller, and Commissioner Yang absent.

- c. Discussion and possible action on recommendation for City Council to authorize/direct meeting(s) to discuss potential for cooperation between the Equal Employment/Fair Housing Office of the City of Austin and the Clinical Program of the University of Texas School of Law. (Normand/Miguez)

The Commission discussed this item and voted to adopt a recommendation to Council to pass a resolution directing the City Manager to undertake stakeholder meetings to assess the feasibility of a clinical program with the University of Texas School of Law to represent persons complaining of discrimination before the City's Equal Employment/Fair Housing Office and report findings to the Human Rights Commission. Commissioner Buls motion, Vice Chair Caballero second, passed 7-0; Chair Davis, Commissioner Brown, Commissioner Miller, and Commissioner Yang absent.

- d. Discussion and possible action regarding the Austin Police Department response to a jaywalker incident and the September 19, 2015 Black Lives Matter march. (Leite da Silva/Davis)

The Commission discussed this item. The Commission took no action on this item.

5. NEW BUSINESS

- a. Discussion and possible action regarding discrimination in the delivery of healthcare services to the transgender community and reports of denial of access to services by local hospitals based on gender identity. (Buls/Davis)

The Commission discussed this item. The Commission took no action on this item.

- b. Discussion and possible action on a request for Equal Employment/Fair Housing Office data reporting during staff briefing portion of the March 2016 Commission meeting. (Normand/Miguez)

Commissioner Normand distributed materials to the Commission on this item. The Commission discussed this item.

The Commission voted to submit a list of questions to the Administrator of the Equal Employment/Fair Housing Office for a response at the earliest convenience of the Administrator. Commissioner Buls motion, Vice Chair Caballero second, passed 7-0; Chair Davis, Commissioner Brown, Commissioner Miller, and Commissioner Yang absent.

6. STATUS OF GOALS AND OBJECTIVES

The Commission discussed the following goals and objectives for 2015-2016:

- i. Disparate Access
- ii. Continued Engagement with the Austin Police Department
- iii. Best Practices
- iv. Community Engagement

7. STAFF BRIEFINGS

None.

8. FUTURE AGENDA ITEMS

Commissioner Normand will sponsor an agenda item for discussion and possible action regarding improvements to the Commission's electronic communication capabilities in compliance with open meetings requirements, including a report from the working group created at the February 2016 Human Rights Commission meeting.

Commissioner Leite da Silva and Commissioner Casas will sponsor an agenda item for discussion and possible action regarding the Austin Police Department's use of force and response to a jaywalker incident and the September 19, 2015 Black Lives Matter march.

Vice Chair Caballero and Commissioner Leite da Silva will sponsor an agenda item for a presentation, discussion, and possible action on recommendations made by the Human Rights Commission's Working Group on Gentrification and Historic Preservation.

Commissioner Buls and Vice Chair Caballero will sponsor an agenda item for discussion and possible action regarding Austin Police Department policies related to identifying transgender individuals who are crime victims.

Vice Chair Caballero and Commissioner Miguez will sponsor an agenda item regarding an introduction by Charles Loosen, LGBT Liaison, Austin Police Department Office of Community Liaison, including discussion and possible action on a proposal to separate the LGBT Liaison position from the Austin Police Department.

ADJOURN

Vice Chair Caballero adjourned the meeting at 9:27 p.m. on unanimous consent.