



**HUMAN RIGHTS COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, July 25, 2016**

The Human Rights Commission convened in a regular meeting on Monday, July 25, 2016 at 301 West Second Street in Austin, Texas.

Chair Sareta Davis called the Board Meeting to order at 5:38 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 Yang.

Staff in Attendance:

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

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

1. CITIZENS' COMMUNICATION: GENERAL

None

2. APPROVAL OF MINUTES

The minutes from the regular meeting of June 27, 2016 were approved on Commissioner Brown's motion, Chair Davis's second, on a vote of 9-0, with Commissioner Miguez and Commissioner Royall absent.

3. NEW BUSINESS

- a. Discussion and possible action regarding race, policing and criminal justice issues. (Normand/Leite da Silva)

Brian Manley, Chief of Staff, Austin Police Department (APD), and Troy Gay, Assistant Chief, APD, addressed the Commission and answered questions from the Commission.

The Commission discussed this item. Commissioner Normand presented a draft recommendation to Council to support actions to address race, policing and criminal justice issues. Commissioner Normand made a motion to adopt the recommendation, second by Commissioner Leite da Silva. Commissioner Normand accepted a friendly amendment from Commissioner Leite da Silva to change the recommendation language

from a recommendation that "...Council provide staff assistance..." to a recommendation that "... Council prioritize assistance..." The amended motion failed. Those members voting aye were: Vice Chair Caballero, Commissioner Leite da Silva, Commissioner Normand, and Commissioner Yang. There were no nay votes. Those members abstaining were: Chair Davis, Commissioner Brown, Commissioner Buls, Commissioner Casas, and Commissioner Miller. Commissioner Miguez and Commissioner Royall were absent.

- b. Discussion and possible action regarding Commissioners establishing goals and objectives for 2016-17, including plans and strategies for meeting those objectives: Introductions and Process Review; Overview of Commission Purpose and Charge; and Work Plan/Major Goals. (Davis/Leite da Silva)

The Commission discussed this item. By unanimous consent, the Commission will continue the previous goals and objectives for 2016-17:

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

By unanimous consent, the Commission added a new goal and objective for 2016-17:

- v. Address Community Issues Specific to Race, Policing, and Criminal Justice

The Commission discussed measures of success for the 2016-17 goals and objectives. The following measures of success were adopted by unanimous consent, except as noted:

- i. The number of events with substantial presentation or participation by one or more members of the Commission.
- ii. Expand the existing community group contact list by threefold.
- iii. Pass at least two more gentrification recommendations by January 2017 and at least one recommendation regarding improvements upon greater resources and inclusiveness for LGBT businesses.
- iv. Continued outreach to the community and the Austin Police Department when incidents occur, and continued dialogue; Commissioner Casas abstained from the vote on this measure of success.
- v. Pass at least two recommendations in furtherance of improving the state of race, policing, and criminal justice in the community.

- c. Discussion regarding the 2015-16 Annual Internal Review Report. (Davis/Caballero)

The Commission discussed this item. The Chair will submit the Annual Internal Review Report to the Office of the City Clerk.

- d. Discussion regarding the Chair designating a representative from the Human Rights Commission to participate in the employment selection interviews for the Chief Equity Office position. (Davis/Caballero)

The Commission discussed this item. Debbie Maynor, Assistant Director, HRD, and Cindy Henson, Human Resources Consultant, HRD, were available to answer questions

from the Commission. Chair Davis designated herself to attend the interview process and designated Vice Chair Caballero as an alternate in the event Chair Davis cannot attend.

- e. Discussion regarding a proposal for an LGBTQ Cultural Center. (Caballero/Davis)

The Commission received a presentation from Mike Harris. The Commission discussed this item. The Commission formed a working group: Chair Davis, Vice Chair Caballero, Commissioner Brown, Commissioner Buls, and Commissioner Normand.

- f. Discussion, presentation and possible action on the Workers Defense Project proposal for expedited building permits in the City of Austin. (Caballero/Leite da Silva)

The Commission received a presentation about the Better Builder Program from Robert “Bo” Delp from the Workers Defense Project. The Commission discussed this item. Commissioner Buls made a motion to vote in support of including the Workers Defense Project Better Builder Program as a concept to be included in City of Austin expedited building permit programs, Commissioner Leite da Silva second. The motion was approved on a vote of 8-0-1; Commissioner Miller abstain, Commissioner Miguez and Commissioner Royall absent.

- g. Discussion of Best Practices for Improving Working Relationships with other Equity-Themed Commissions. (Normand/Leite da Silva)

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

- h. Discussion and possible action regarding the establishment of a policy for Commissioners’ use of its Facebook page. (Normand/Davis)

The Commission discussed this item. Commissioner Normand presented a draft policy. Commissioner Buls made a motion to adopt the draft policy, Commissioner Brown second. The motion was approved on a vote of 9-0, with Commissioner Miguez and Commissioner Royall absent.

4. OLD BUSINESS

- a. Discussion and possible action regarding the Commission’s Working Group recommendations relating to the creation of the position of Chief Equity Officer and the hiring of said Officer. (Normand/Brown)

The Commission discussed this item. Commissioner Brown read a draft recommendation. Commissioner Brown made a motion to adopt the recommendation, Commissioner Normand second. The motion was approved on a vote of 7-0-2; Commissioner Buls and Commissioner Casas abstain; Commissioner Miguez and Commissioner Royall absent.

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

The Commission discussed this item. Commissioner Leite da Silva presented a draft recommendation. Commissioner Brown made a motion to adopt the recommendation as written, Chair Davis second. Commissioner Normand offered a friendly amendment to direct the recommendation to the City Manager’s Office and remove language regarding qualifications of staff; the Commission discussed the friendly amendment. Commissioner Normand offered a friendly amendment to include in the recommendation language

requesting Council to ensure the Historic Preservation Department be staffed with qualified professionals. Commissioner Buls offered a friendly amendment to emphasize that staff have a background in a relevant field; Commissioner Brown accepted this friendly amendment. Commissioner Casas offered a friendly amendment to emphasize a recommendation to have staff with a background in archeology; Commissioner Brown accepted this friendly amendment. Commissioner Leite da Silva moved to adopt the draft recommendation as amended by Commissioner Normand, Commissioner Buls, and Commissioner Casas. The motion was approved on a vote of 8-1; Commissioner Miller opposed, Commissioner Miguez and Commissioner Royall absent.

- c. The Commission discussed the following goals and objectives for 2015-2016:
 - i. Community Engagement
 - ii. Best Practices
 - iii. Disparate Access
 - iv. Continued Engagement with the Austin Police Department

ADJOURNMENT

Chair Davis adjourned the meeting at 9:56 p.m. on unanimous consent.