

# HUMAN RELATIONS COMMISSION MINUTES

April 20, 2023, 4:00 p.m.  
City Council Chambers

**PRESENT:** CHAIRPERSON PRO TEM Richard Zaker  
COMMISSIONERS Vivian Goodman, Mark Schleeter, Minnie Walker, and Tracey Kelly

**ABSENT:** COMMISSIONERS Jerry Pelz and Joyce Keller

**ALSO PRESENT:** HUMAN RESOURCES MANAGER Penny Rogers  
ADMINISTRATIVE ASSISTANT Sherry Beasley  
HUMAN RIGHTS INVESTIGATOR, Fred Spannaus

## **I. Call to Order**

Commission Chairperson Pro Tem Zaker called the meeting to order at 4:02 p.m.

### **A. Roll Call**

Four out of seven Commissioners were present at the time of roll call. Commissioner Vivian Goodman entered the meeting at 4:06 p.m. Commission Chairperson Pro Tem Zaker declared a quorum does exist to conduct and approve business.

Commission Chairperson Pro Tem Zaker welcomed Commissioner Tracey Kelly to the Commission and asked her to tell the Commission about her background.

## **II. Appearance of Citizens**

The following citizen provided comments to the Commission: Abeer Motan.

## **III. Approval of March 16, 2023, Meeting Minutes**

Commissioner Schleeter made a motion to approve the minutes, seconded by Commissioner Goodman. Upon roll call, Commissioners Vivian Goodman, Mark Schleeter, Minnie Walker, Tracey Kelly, and Commission Chairperson Pro Tem Richard Zaker voted aye. Commission Chairperson Pro Tem Zaker declared the motion carried.

## **IV. Monthly Activity Report & Summary of Cases**

Human Rights Investigator Fred Spannaus provided a monthly status report of cases. (Exhibit A)

## **V. Unfinished Business**

Commission Chairperson Pro Tem Zaker called for Unfinished Business.

There is none.

**VI. New Business**

Commission Chairperson Pro Tem Zaker called for New Business.

- A. Input from Commissioners about how the Commission can be more beneficial for the community.

Commissioner Kelley suggested putting notices in the library, colleges, and social service groups about the Commission.

Commission Chairperson Pro Tem Zaker suggested a flyer to distribute to the social service groups describing what the Commission is and the different kinds of discrimination. He asked the Commissioners to come up with a list of places that would be logical and beneficial and bring them to May's meeting.

Commission Chairperson Pro Tem Zaker asked Mrs. Rogers if there are there any brochures about the Commission. She stated Ms. Beasley will have to print more copies.

Commissioner Schleeter suggested mailing the flyer to places where it can be posted. Maybe on the flyer it can state, "Have you been discriminated against?"

Commissioner Walker suggested having it posted on Facebook, announced on television, and having flyers at Juneteenth.

Commissioner Schleeter suggested having a table at the Pride Fest in September. A vendor form must be completed to have a table. The cost is \$25.

Mrs. Rogers reminded the Commissioners that the Mayor attended one of the previous Commission meetings last year and stated the Commission should not focus on events because of limited resources and should keep its focus on administering Chapter 28 of the City Code.

Commissioner Goodman stated that the Commission should not pay to participate in events due to our limited financial resources. Discussion followed.

Commission Chairperson Pro Tem Zaker said it would be a good idea to attend the Pride Fest. This deserves our support. The Commissioners could pay for the table. City staff would not have to attend. Commissioner Schleeter stated he could ask for a waiver of fee on behalf of the Commission. Chairperson Pro Tem Zaker stated further discussion will held during the May meeting.

Commission Chairperson Pro Tem Zaker called on Human Rights Investigator Mr. Spannaus

- B. Discussion on how to expand the harassment protections under Chapter 28.

Mr. Spannaus stated Chapter 28 currently defines sexual harassment in Section 6.1.J. This definition is limited in two ways, harassment based on sex and employment. The question the Commission wants to know is if Chapter 28 can expand the harassment protections to race, ethnicity, national origin, religion, veteran status, familial status. The other question is should it be extended to all forms of harassment to other covered situations. Chapter 28 covers employment, housing, credit, and public accommodation. Sexual harassment is specifically a part of the employment section. It cannot be transferred directly. The Commission might want to discuss. It will involve revision of the Code, which will have to go through City staff and City Council. Discussion followed.

Commission Chairperson Pro Tem Zaker asked the Commissioners to look at different harassments that they feel should be added to Chapter 28 and bring the suggestions to the next meeting.

C. Discussion on participation in Juneteenth

Commission Chairperson Pro Tem Zaker mentioned he talked to Mrs. Hood and she indicated on June 16<sup>th</sup> there will be a banquet at Richland Community College. Tickets are \$30 each or a table \$240. On June 17<sup>th</sup>, there will be activities in Central Park. On May 8<sup>th</sup>, at First United Methodist Church there will be a short ceremony about the Mt. Zion High School exhibit at the museum. Discussion followed regarding items to have at the table and t-shirts and ink pens. It was decided not to have t-shirts and ink pens. Ms. Beasley will order more buttons.

Commission Chairperson Pro Tem Zaker stated he will talk with Ms. Hood about the Commission being on the program and he will speak on behalf of the Commission.

**VII. Other Business**

Commission Chairperson Pro Tem Zaker called for Other Business.

Mrs. Rogers stated elections are next month for the chair and vice-chair. The nominations and voting will be held during the meeting.

**VIII. Adjournment**

There being no further business, Commissioner Goodman made a motion to adjourn the meeting, seconded by Commissioner Schleeter. Upon call of the roll, Commissioners Vivian Goodman, Tracey Kelly, Minnie Walker, Mark Schleeter, and Chairperson Pro Tem Richard Zaker voted aye. Commission Chairperson Pro Tem Zaker declared the meeting adjourned at 5:16 p.m.