



HUMAN RIGHTS COMMISSION

MEETING MINUTES

WORK SESSION

Saturday, March 22, 2014

**9:15 – 12:15 pm Asian American Resource Center
8401 Cameron Rd Austin TX 78754**

Chair Paul Rhea called the meeting to order at 9:15 a.m.

Commission Members in Attendance:

Paul Rhea, Chair	Judy Cortez
Jonathan Luu, Vice-Chair	Will Krueger
Elizabeth Brenner	
Sara Clark	

Human Resources Department Staff Present:

Jonathan Babiak, Administrator, Equal Employment/Fair Housing Office (EE/FHO)
Rose Xavier, EE/FHO Staff Liaison

1. CITIZENS' COMMUNICATION

There were no citizens' communications.

2. NEW BUSINESS

a. Introductions and Process Review

b. Overview of Commission Purpose and Charge

i. Chairs' Observations and Comments

- a. Recognize everyone's contribution.
- b. Challenge members to renew commitment or acknowledge limitations.
- c. Stressed timeliness, attendance, and participation throughout each meeting, meeting decorum, proactive attendance and feedback.
- d. Reminding all members to complete required training and open a City email account.

c. Review and Celebrate 2013 Accomplishments

- i. The Commission heard presentations for several groups regarding topics such as human trafficking, housing discrimination, and urban farms.
- ii. As part of the annual goal to reach out on minority communities and be educated on their challenges, the commission spoke to representatives from the following communities: people with disabilities, LGBT, Hispanics, Asian American, and African Americans
- iii. The commission made recommendations on the following issues: Women's preventative health and family planning, Asian American and Pacific Islander Community, LGBT Community, Use of Force and Use of Excessive Force in the APD, and Economic Disparities in the African American Community.

d. SWOT Analysis (Strengths, Weaknesses, Opportunities, & Threats)

- i. Strengths – Structure of the Commission Meetings; staying on topic and on policy; Ability to ask the right questions; Curious and care about the issues; Partnerships are strengthened through our work; Relationships with community leaders
- ii. Weaknesses – Tracking resolutions and communication; Commitment to the resolution: Pass resolutions and continue to follow all the way through; Address team issues when they occur; Desire to elevate the authority of the commission; Roberts Rules of Order – identify a process amending resolutions, introducing amendments, what qualifies as a friendly amendment
- iii. Opportunities - Place agenda items to update commission on resolution tracking; Law department & other online resources on how to educate commissioners on Roberts Rules of Order; Continuing to build relationships with communities and their leaders; Branding of the HRC and partnerships with the EEOC
- iv. Threats- Possibility of being merged with other commissions or groups or being shut down completely; mail system; Influx of new council members in November who are unaware of HRC functions

e. 2014 Work Plan – Major Goals

- i. Housing Affordability – HRC will explore different housing affordability issues through the use of appropriate interest groups, research, etc.
- ii. Internal improvements – Commission will address internal Commission and EE/FHO issues.
 - a. Research and propose recommendations related to the City's retaliation clause in response to discrimination.

- b. Correction to the process by which the public sends mail to commissioners.
 - c. Recommendation to change the 'Vendor Discrimination Complaint Form'.
 - d. Correction to City Code which references an incorrect law.
- iii. PARD Meal Program –HRC will provide a recommendation to either change the contract or find alternatives for religious exemptions for the PARD Congregate Meal Program.
- iv. Transportation Survey – The Commission will hear presentations from the Austin's community of persons with disabilities regarding transportation issues and develop goals and possible further action.

ADJOURN

The meeting was adjourned at 12:15 pm without objection.