



HUMAN RIGHTS COMMISSION

MEETING MINUTES

REGULAR MEETING

Monday, September 22, 2014

5:30 pm - 8:00 pm

Street-Jones Bldg., Room 400a

1000 East 11th Street, Austin, TX 78702

Chair Paul Rhea called the meeting to order at 5:42 p.m.

Commission Members in Attendance:

Paul Rhea, Chair

Sara Clark, Vice Chair

Elizabeth Brenner

Judy Cortez

Lauren Guilbeaux

Will Krueger

DeWayne Lofton

Human Resources Department Staff Present:

Jonathan Babiak, Administrator, Equal Employment/Fair Housing Office (EE/FHO)

Rose Xavier, EE/FHO Staff Liaison

1. CITIZENS' COMMUNICATION

John Woodley, citizen, spoke on his difficulties in attending City meetings and access to closed captioning services. In addition, he also mentioned concerns with Capital Metro access.

2. APPROVAL OF MINUTES

The minutes of the August 25, 2014 regular meeting were approved on a 7-0 vote; Commissioner Cortez motion, Commissioner Krueger seconded.

3. ANNOUNCEMENTS

- a. Chair Rhea reminded the Commission members that the Human Rights Commission meeting in October will be held at the City Hall Council Chambers, 301 W. Second Street, Austin, TX 78701.

- b. City council passed a “gross up” of employee benefits during their budget process. This affects City employees that have same sex domestic partners and offsets a fringe benefits tax imposed on couples that are not recognized as married.
- c. City Council will consider the issue of adding Source of Income as a protected class at their October 2, 2014 meeting.

4. NEW BUSINESS

- a. Discussion related to Council Resolution No. 20140828-084 requesting the City Manager to receive stakeholder input, process code amendments, and create an implementation plan to require gender-neutral signage for single-occupancy restrooms.
 - i. There will be a meeting held to gather stakeholder input on October 20, 2014, at a time to be determined and will be held in the Boards and Commissions Room, City Hall.
- b. Discussion and possible action on a request for the Human Rights Commission to become a sponsor of the Transgender Day of Remembrance 2014 on November 20, 2014 at 6:30 p.m. at City Hall.
 - i. Vote for the Commission to request Council approval to sponsor the Transgender Day of Remembrance was approved, 7-0. Commissioner Cortez motion, Commissioner Krueger seconded.

5. STATUS OF GOALS AND OBJECTIVES

- a. The status of the Commission’s goals and objectives for 2014.
 - i. Austin Affordable Housing
 - ii. Transportation Study for Disability Community
 - iii. PARD Congregate Meal Program
 - iv. Improve internal Commission/EE/FHO processes and procedures.
 - v. APD Racial Profiling – Cite and Release program vs Arrests for possession.
 - vi. Economic Disparities in the African American Community.
- b. Plans and strategies for meeting those goals and objectives.

6. STAFF BRIEFING

- a. EE/FHO has started marketing their discrimination complaint services in various print media and a paid Facebook ad.

7. FUTURE AGENDA ITEMS

- a. Presentation from the National Low Income Housing Coalition regarding the National Housing Trust Fund.
- b. Annual work session being moved to either December or January depending on the availability of the commissioners.
- c. Council Resolution No. 20140828-084 related to Gender-Neutral Signage for Single-Occupancy Bathrooms.
- d. Issues with closed captioning at open City Meetings.

ADJOURN

The meeting was adjourned at 6:30 pm without objection.