



HUMAN RIGHTS COMMISSION
MEETING MINUTES
REGULAR MEETING
Wednesday, May 27, 2015
6:30 – 7:49 in Carver Branch Library
1161 Angelina St., Austin, TX 78702

Chair Sara Clark called the meeting to order at 6:37 p.m.

Commission Members in Attendance:

Sara Clark, Chair
Elizabeth Brenner

Judy Cortez
DeWayne Lofton

Human Resources Department Staff Present:

Judy Wallace, Assistant Director, Human Resources
Jeff Burton, Acting Assistant Director, Human Resources
Jonathan Babiak, Administrator, Equal Employment/Fair Housing Office (EE/FHO)
Rose Xavier, EE/FHO Staff Liaison

1. CITIZENS' COMMUNICATION

No citizens' communication.

2. APPROVAL OF MINUTES

The minutes of the April 27, 2015 regular meeting were approved on a unanimous vote; Commissioner Cortez motion, Commissioner Brenner seconded. Commissioners Krueger and Rhea were absent.

3. ANNOUNCEMENTS

4. OLD BUSINESS

- a. Discussion related to APD training and policies concerning racial profiling, cultural sensitivity, and use of force.

5. NEW BUSINESS

- a. Discussion and possible action related to the 2014 Human Rights Commission Annual Internal Review Report.
 - i. The 2014 Annual Review Report was approved by a unanimous vote; Commissioner Brenner motion, Commissioner Cortez seconded. Commissioners Krueger and Rhea were absent.
- b. Presentation and discussion related to City of Austin distribution and management of polling places.
 - i. This item was not discussed as the interested parties were not available for the meeting.
- c. Discussion regarding allegations of disparate treatment of women at the City of Austin.
 - i. Kristen Carlton, City employee, addressed the commission regarding issues of the March 28th training at City Hall, patterns of gender discrimination, unequal pay and workplace retaliation. Ms. Carlton also requested that this item will be placed on the agenda for the June Human Rights Commission meeting, offering a place for public comment on the issue.
 - ii. Carol Guthrie, AFSME, addressed the Commission on behalf of City employees that wish to remain anonymous. Ms. Guthrie read statements regarding training events where women are stereotyped, offensive and sexist comments are being made by management, denial of training and supervisory opportunities and fear of retaliation. The employees also mentioned that the leadership example provided by City Manager Mark Ott allowed for subtle discrimination.
 - iii. Atha Phillips, City employee, addressed the commission regarding issues of unequal pay between men and women in the same title.

6. STATUS OF GOALS AND OBJECTIVES

- a. The status of the Commission's goals and objectives for 2015.
 - i. Increase Community Awareness of and Involvement with the Human Rights Commission
 - ii. Increase Focus on Follow-Through
 - iii. Create a Plan for 10-1 Commission Transition and Diversity
 - iv. Continue collaboration with the Austin Police Department and other City bodies to address human rights issues, including racism and discrimination
 - v. Continue to address affordability issues in the City of Austin

- vi. Continue to address challenges facing people with disabilities in the City of Austin

7. STAFF BRIEFING

- a. The Equal Employment/Fair Housing Office hosted the 2015 Fair Housing Conference at the Asian American Resource Center on May 8, 2015. The event hosted 80 participants and offered almost 5 hours of continuing legal education credit.

8. FUTURE AGENDA ITEMS

- a. Discussion and possible action related to APD training and policies concerning racial profiling, cultural sensitivity, and use of force.
- b. Presentation from City Clerk's office regarding irregular voting hours for early voting and the movement of polling sites for run-off election.
- d. Presentation and discussion regarding allegations of disparate treatment of women at the City of Austin.

ADJOURN

The meeting was adjourned at 7:49 pm without objection.