



**HUMAN RIGHTS COMMISSION  
MINUTES**

**REGULAR MEETING  
MONDAY, OCTOBER 26, 2015**

The Human Rights Commission convened in a regular meeting on Monday, October 26, 2015 at 301 West Second Street in Austin, Texas.

Chair Sareta Davis called the Board Meeting to order at 5:31 p.m.

Board Members in Attendance: Chair Davis, Vice Chair Caballero, Commissioner Brown, Commissioner Buls, Commissioner Casas, Commissioner Leite da Silva, Commissioner Miguez, Commissioner Miller, Commissioner Normand, Commissioner Royall, and Commissioner Yang.

Staff in Attendance:

Jeff Burton, Assistant Director (Acting), Human Resources Department

Jonathan Babiak, Administrator, Equal Employment/Fair Housing Office

**1. CITIZENS' COMMUNICATION**

No citizens' communication.

**2. APPROVAL OF MINUTES**

The minutes from the meeting of September 28, 2015 were approved by unanimous consent. Commissioners Buls, Leite da Silva, Royall, and Yang absent.

**3. ANNOUNCEMENTS**

Commissioner Normand announced that the conference of the United States Human Rights Network will be held in Austin in December. Commissioner Normand announced that the Law Department is working on a Code amendment regarding the addition of retaliation protections related to public accommodations under Chapter 5-2 of the City Code.

Commissioner Normand announced that Council took action on October 1, 2015 regarding the management of polling places for City of Austin elections.

**4. OLD BUSINESS**

No old business.

**5. NEW BUSINESS**

- a. Presentation, discussion, consideration, and possible action regarding allegations of disparate treatment of women at the City of Austin. (Brown/Normand)

Jeff Burton, Assistant Director (Acting), Human Resources Department, answered questions from the Commission on this item. The Commission took no action on this

item. This item will return to the next meeting agenda: Commissioner Normand motion, Commissioner Brown second, 10-0 in favor, Commissioner Miller abstained.

- b. Presentation, discussion, consideration, and possible action regarding allegations from Dr. Fred McGhee of human rights violations, discrimination, and gentrification in the administration of City of Austin historic landmark application review process. (Buls/Caballero)

Dr. Fred McGhee made a presentation to the Commission on this item and answered questions from the Commission. The Commission took no action on this item. This item will return to the next meeting agenda: Vice Chair Caballero motion, Commissioner Buls second, 8-1-2, Commissioner Miller opposed, Chair Davis and Commissioner Royall abstained.

- c. Discussion, consideration, and possible action related to possible Code amendment to add retaliation to public accommodations discrimination protections. (Normand/Buls)

During announcements, Commissioner Normand announced that the Law Department is working on a Code amendment regarding the addition of retaliation protections related to public accommodations under Chapter 5-2 of the City Code. This item will return to the next meeting agenda: Commissioner Normand motion, Commissioner Brown second. The motion passed by unanimous consent (Commissioners Buls, Royall, and Yang absent).

## **6. STATUS OF GOALS AND OBJECTIVES**

The Commission adopted the following goals and objectives for 2015-2016:

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

## **7. STAFF BRIEFINGS**

Jeff Burton, Assistant Director (Acting), Human Resources Department, briefed the Commission on internal City of Austin personnel policies and processes for employee complaints and investigations.

## **8. FUTURE AGENDA ITEMS**

Commissioners Normand and Brown will sponsor a future agenda item regarding allegations of disparate treatment of women at the City of Austin.

Vice Chair Caballero and Commissioner Buls will sponsor a future agenda item regarding concerns about human rights violations, discrimination, and gentrification in the administration of City of Austin historic landmark application review process.

Commissioner Normand and Brown will sponsor a future agenda item regarding a Code amendment to add retaliation to public accommodations discrimination protections.

## **ADJOURN**

Chair Davis adjourned the meeting at 9:20 p.m. on unanimous consent; Commissioner Brown motion, Chair Davis second.