



**HUMAN RIGHTS COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, NOVEMBER 23, 2015**

The Human Rights Commission convened in a regular meeting on Monday, November 23, 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, and Commissioner Royall.

Staff in Attendance:

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

Jonathan Babiak, Business Process Consultant, Human Resources Department

1. CITIZENS' COMMUNICATION

No citizens' communication.

2. APPROVAL OF MINUTES

The minutes from the special called meeting of October 24, 2015 and the minutes from the regular meeting of October 26, 2015 were approved by unanimous consent with Commissioners Brown and Yang absent.

3. ANNOUNCEMENTS

There were no announcements.

4. OLD BUSINESS

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

Susan Scallon and Carol Guthrie, Business Manager, American Federation of State, County, and Municipal Employees, addressed the Commission.

Jeff Burton, Assistant Director, Human Resources Department (Acting), and Manger, Employee Relations, answered questions from the dais.

Commissioner Normand presented a recommendation to the Commission for consideration. Commissioner Brown moved to adopt the recommendation, Commissioner Miguez second: passed by a vote of 9-0-1, Commissioner Miller abstained, Commissioner Yang absent.

- 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. (Caballero/Buls)

Corrie Stokes, City Auditor, addressed the Commission to explain that an audit of the Historic Landmark Commission was conducted in 2013 as a follow-up to a 2010 audit and that there is currently an audit planned for January 2016. Ms. Stokes answered questions from the dais.

Jerry Rusthoven, Manager, Planning and Zoning Department, addressed the Commission to respond to comments from Dr. Fred McGhee made during the October 26, 2015 regular meeting of the Human Rights Commission. Mr. Rusthoven answered questions from the dais.

Dr. Fred McGhee addressed the Commission and answered questions from the dais.

Commissioner Leite da Silva distributed a draft memorandum on whether gentrification is a human rights violation. Commissioner Leite da Silva moved to add this to the January 2016 agenda, Chair Davis second: passed by a vote of 10-0, Commissioner Yang absent.

Chair Davis proposed a working group be formed to develop information about gentrification and return to the Commission with a report, second by Commissioner Normand. This item will return to the agenda at the January 2016 meeting: Chair Davis motion, Commissioner Normand second: passed by a vote of 9-1, Commissioner Miller opposed, Commissioner Yang absent.

The Commission took no action on this item.

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

Commissioner Normand reported that she contacted the Law Department to inquire on the status of this item. The Law Department responded that the draft Code amendment is under review, and the Law Department estimates that this will be ready in January 2016.

The Commission took no action on this item.

5. NEW BUSINESS

- a. Presentation, discussion, consideration, and possible action regarding Syrian Refugees. (Leite da Silva/Normand)

Commissioner Normand read a draft recommendation for consideration by the Commission. Commissioner Brown moved to adopt the recommendation, accepted a friendly amendment by Commissioner Miguez, did not accept a friendly amendment by Commissioner Miller, Commissioner Buls second. Passed 6-1-1: Chair Davis abstained, Commissioner Miller opposed, Commissioners Casas, Royall, and Yang absent.

- b. Presentation, discussion, consideration, and possible action regarding the Austin Police Department response to a jaywalker incident. (Leite da Silva/Normand)

- c. Presentation, discussion, consideration, and possible action regarding the Austin Police Department response to the September 19 Black Lives Matter march. (Leite da Silva/Normand)

The Commission considered Items 5.b. and 5.c. together. Chas Moore and Erica Crespo from the Austin Justice Coalition addressed the Commission and answered questions from the dais. The Commission took no action on either of these items.

6. STATUS OF GOALS AND OBJECTIVES

The Commission discussed 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

No staff briefings.

8. FUTURE AGENDA ITEMS

Vice Chair Caballero and Commissioner Buls will sponsor the following agenda item at the January 2016 regular meeting: Presentation, discussion, 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.

Commissioner Leite da Silva and Chair Davis will sponsor the following agenda item at the January 2016 regular meeting: Discussion and possible action regarding a memorandum addressing the question of whether gentrification is a human rights violation.

Chair Davis and Commissioner Normand will sponsor the following agenda item at the January 2016 regular meeting: Discussion and possible action regarding a report by the Human Rights Commission's Working Group on Gentrification. (Davis/Normand)

ADJOURN

Chair Davis adjourned the meeting at 9:37 p.m. on unanimous consent.