



**HUMAN RIGHTS COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, JANUARY 25, 2016**

The Human Rights Commission convened in a regular meeting on Monday, January 25, 2016 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 Buls, Commissioner Casas, Commissioner Leite da Silva, Commissioner Miguez, Commissioner Miller, Commissioner Normand, and Commissioner Yang.

Staff in Attendance:

Jonathan Babiak, Business Process Consultant, Human Resources Department (HRD)

Gail McCant, Administrator (Acting), Equal Employment/Fair Housing Office, HRD

Yamile Ortiz, Investigator, Equal Employment/Fair Housing Office, HRD

Andrea Jordan, Administrative Assistant, Equal Employment/Fair Housing Office, HRD

1. CITIZENS' COMMUNICATION

Ms. Sharon Blythe addressed the Commission relating to her experience with the City of Austin Historic Landmark Commission.

2. APPROVAL OF MINUTES

The minutes from the regular meeting of November 23, 2015 were approved by unanimous consent with Commissioners Brown, Buls, and Royall absent.

3. ANNOUNCEMENTS

Commissioner Miller announced that he has attended district meetings sponsored by his appointing Council Member to provide updates about the Human Rights Commission.

Commissioner Normand announced that she and Commissioner Miguez will participate on a panel presentation on Friday, January 29, 2016 at a Continuing Legal Education Seminar organized by the Austin LGBT Bar Association on the subject of the City's civil rights ordinances.

Commissioner Normand announced that she will report back to the Commission on the status of the Commission's previous recommendation from November 2015 relating generally to Syrian refugees.

Commissioner Normand announced that the Commission's previous recommendation from November 2015 relating generally to the City of Austin Personnel Policies will be acted

upon by the Council Audit & Finance Committee on January 26. Commissioner Normand stated that she will follow up with further information.

Commissioner Normand announced that the proposed Council amendment to City Code Chapter 5-2 remains under consideration by the Law Department.

Commissioner Normand announced that in coming months the Commission may be asked to review measures related to Fair Chance Hiring, Equal Pay Reporting & Enforcement for City Employees, and hiring an Equity Officer for the City of Austin.

4. OLD BUSINESS

- a. 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. (Davis/Normand)

Ms. Susana Almanza, Ms. Sharon Blythe, Dr. Fred McGhee, and Mr. Chas Moore addressed the Commission.

The Commission took no action on this item.

5. NEW BUSINESS

- a. Discussion and possible action regarding a memorandum addressing the question of whether gentrification is a human rights violation. (Leite da Silva/Davis)

Ms. Susana Almanza, Ms. Sharon Blythe, Dr. Fred McGhee, and Mr. Chas Moore addressed the Commission.

Chair Davis moved to add the subject of this agenda item to the Working Group on Gentrification and Historic Preservation, Commissioner Miguez second, passed 9-0, Commissioners Brown and Royall absent.

The Commission took no other action on this item.

- b. Discussion and possible action regarding a report by the Human Rights Commission's Working Group on Gentrification. (Davis/Normand)

Commissioner Miller moved to have the Working Group discuss all of the draft recommendations presented by Vice Chair Caballero, Vice Chair Caballero second, passed 9-0, Commissioners Brown and Royall absent.

The Commission took no other action on this item.

- c. Discussion and possible action on formation of a Human Rights Commission Working Group to explore the possibility of facilitating a project between the University of Texas School of Law Civil Rights Clinic and the City of Austin Equal Employment and Fair Housing Office. (Normand/Caballero)

The Commission took no action on this item.

- d. Discussion, consideration, and possible action regarding improvements to the Commission's electronic communication capabilities in compliance with open meetings requirements. (Normand/Caballero)

The Commission took no action on this item.

e. Approve meeting schedule for 2016.

The Commission considered the following 2016 meeting schedule: January 25, February 22, March 28, April 25, May 23, June 27, July 25, August 22, September 26, October 24, and November 28, 2016. Chair Davis moved to adopt these dates as the Commission meeting schedule, Vice Chair Caballero second, passed 8-0-1, Commissioner Buls abstain, Commissioners Brown and Royall absent.

f. Presentation, discussion, and possible action on recommendations made by the Human Rights Commission's Working Group on Gentrification. (Caballero/Davis)

The Commission took no action on this item.

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

Gail McCant, Administrator (Acting), Equal Employment/Fair Housing Office (EE/FHO) stated that the EE/FHO will sponsor a Fair Housing Conference on April 20, 2016 at the Palmer Events Center. The conference is intended to reach stakeholders statewide.

8. FUTURE AGENDA ITEMS

Commissioner Normand and Vice Chair Caballero will sponsor the following agenda item in February: Discussion and possible action regarding improvements to the Commission's electronic communication capabilities in compliance with open meetings requirements.

Vice Chair Caballero will seek a co-sponsor for the following agenda item in February: Presentation, discussion, and possible action on recommendations made by the Human Rights Commission's Working Group on Gentrification and Historic Preservation.

Commissioner Normand will seek a co-sponsor for the following agenda item in February: Discussion and possible action on formation of a Human Rights Commission Working Group to explore the possibility of facilitating a project between the University of Texas School of Law Civil Rights Clinic and the City of Austin Equal Employment and Fair Housing Office.

Commissioner Leite da Silva and Chair Davis will sponsor the following agenda item in February: Discussion and possible action regarding the Austin Police Department response to a jaywalker incident and the September 19, 2015 Black Lives Matter march.

Commissioner Buls and Chair Davis will sponsor the following agenda item in February: Discussion and possible action regarding discrimination in the delivery of healthcare services to the transgender community and reports of denial of access to services by local hospitals based on gender identity.

Commissioner Normand will seek a co-sponsor for the following agenda item in February:
Discussion and possible action on request for Equal Employment/Fair Housing Office data reporting during the staff briefing portion of March 2016 Commission meeting.

ADJOURN

Chair Davis adjourned the meeting at 9:25 p.m. on unanimous consent.