



**HUMAN RIGHTS COMMISSION  
MINUTES**

**REGULAR MEETING  
MONDAY, October 23, 2017**

The Human Rights Commission convened in a regular meeting on Monday, October 23 2017 at 301 West Second Street in Austin, Texas.

Vice Chair Kristian Caballero called the Board Meeting to order at 5:35 p.m.

Board Members in Attendance: Vice Chair Caballero, Commissioner Avashia, Commissioner Bennett, Commissioner Casas, Commissioner McMahon, Commissioner Royall, and Commissioner Yang.

Staff in Attendance: Joya Hayes, Director of Human Resources and Civil Service, Human Resources Department (HRD); Rebecca Kennedy, Acting Assistant Director, HRD; Andrea Jordan, Administrative Specialist, Equal Employment/Fair Housing Office (EE/FHO), HRD; and Jonathan Babiak, Business Process Consultant, EE/FHO, HRD

**1. NEW BUSINESS**

- a. Discussion with Human Resources Staff and Possible Action Re: Recommendation Responding to Council Resolution No. 20170323-054 (Gender Equity Resolution) addressing City Policy of Asking Job Applicants to Provide Prior Salary History. (Normand/Davis)

Vice Chair Caballero read the draft recommendation. Rebecca Kennedy and Joya Hayes answered questions from the Commission. The Commission discussed this item. Vice Chair Caballero proposed to amend the final paragraph to include “Human Rights Commission and Commission for Women,” which was accepted without objection. Subject to the amendment, the recommendation was approved on a vote of 7-0: Commissioner Avashia motion, Commissioner Casas second. Voting in favor were Vice Chair Caballero, Commissioner Avashia, Commissioner Bennett, Commissioner Casas, Commissioner McMahon, Commissioner Royall, and Commissioner Yang. Chair Davis, Commissioner Brown, Commissioner Miguez, and Commissioner Normand were absent.

- b. Discussion and Possible Action Re: Recommendation Responding to Council Resolution No. 20170323-054 (Gender Equity Resolution) addressing Gender Equity in City Policy of naming streets, public buildings, statues, memorials, public parks, park facilities, and features. (Normand/Caballero)

Vice Chair Caballero read the draft recommendation. The Commission discussed this item. Commissioner Bennett moved to adopt, and Commissioner McMahon seconded the motion. Vice Chair Caballero offered the following friendly amendments, which were accepted by Commissioner Bennett.

As drafted	Friendly amendment
half shall be named after persons of color	half of these shall be named after women of color
the Commission	the Human Rights Commission and the Commission for Women

Subject to the friendly amendments, the recommendation was approved on a vote of 6-1. Voting in favor were Vice Chair Caballero, Commissioner Avashia, Commissioner Bennett, Commissioner Casas, Commissioner McMahon, and Commissioner Yang. Voting against was Commissioner Royall. Chair Davis, Commissioner Brown, Commissioner Miguez, and Commissioner Normand were absent.

**2. CITIZEN COMMUNICATION: GENERAL**

None.

**3. APPROVAL OF MINUTES**

The minutes from the regular meeting of September 25, 2017 were approved on a vote of 7-0: Commissioner Casas motion, Commissioner Avashia second. Voting in favor were Vice Chair Caballero, Commissioner Avashia, Commissioner Bennett, Commissioner Casas, Commissioner McMahon, Commissioner Royall, and Commissioner Yang. Chair Davis, Commissioner Brown, Commissioner Miguez, and Commissioner Normand were absent.

**4. ANNOUNCEMENTS**

None

**5. OLD BUSINESS**

- a. The Commission discussed the following goals and objectives for 2017-2018:
  - i. Social and Economic Justice: Gentrification/Displacement and Affordability
  - ii. Engagement: Process, Partnerships, and Community
  - iii. Addressing Disparate Impacts
  - iv. Institutional Racism, Gender Equity, and LGBTQ+ Inclusion & Discrimination

**ADJOURNMENT**

Vice Chair Caballero adjourned the meeting at 7:02 p.m. on unanimous consent.