



HUMAN RIGHTS COMMISSION MINUTES

**REGULAR MEETING
MONDAY, November 27, 2017**

The Human Rights Commission convened in a regular meeting on Monday, November 27, 2017 at 301 West Second Street in Austin, Texas.

Chair Sareta Davis called the Board Meeting to order at 5:30 p.m.

Board Members in Attendance: Chair Davis, Commissioner Avashia, Commissioner Bennett, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Normand, and Commissioner Yang.

Staff in Attendance: Rebecca Kennedy, Acting Assistant Director, Human Resources Department (HRD); Gail McCant, Administrator, Equal Employment/Fair Housing Office (EE/FHO), HRD; Andrea Jordan, Administrative Specialist, EE/FHO, HRD; Rosary Arellano, Administrative Senior, EE/FHO, HRD; and Jonathan Babiak, Business Process Consultant, EE/FHO, HRD

1. CITIZEN COMMUNICATION: GENERAL

None

2. APPROVAL OF MINUTES

The minutes from the regular meeting of October 23, 2017 were approved on a vote of 7-0: Commissioner Casas motion, Chair Davis second. Voting in favor were Chair Davis, Commissioner Bennett, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Normand, and Commissioner Yang. Vice Chair Caballero, Commissioner Avashia, Commissioner Miguez, and Commissioner Royall were absent.

3. NEW BUSINESS

- a. Presentation by Brion Oaks, Chief Equity Officer, and discussion regarding the Equity Office. (Davis/Caballero)

Brion Oaks, Chief Equity Officer, COA Equity Office, accompanied by Kellee Coleman, Business Process Consultant, COA Equity Office, and Nadia Kalinchuk, Project Manager, COA Equity Office, made a presentation to the Commission and answered questions from the Commission. The Commission discussed this item. The Commissioner took no action on this item.

- b. Discussion and Possible action re: Recommendation of Long-Term Proposals to Promote Gender Equity Responding to Council Resolution No. 20170323-054 (Gender Equity Resolution) Including:
 - (i) Expansion of the Equity Office and its Assessment Tool and Equity Lens;

- (ii) Development of Ordinances to Adopt CEDAW Principles, Mandate Paid Family Leave, Protect Employees' Right to Express Breast Milk in the Workplace, Prohibit Salary History Requests in Connection With Hiring, Protect Family Caregivers from Employment Discrimination, Protect Victims of Domestic Violence, Sexual Abuse and Stalking From Discrimination in Housing or Employment; and
- (iii) Prioritizing the Elimination of Austin's Rape Kit Backlog. (Normand/Miguez)

The Commission discussed this item. The Commission took no action on this item.

- c. Discussion and possible action to approve the 2018 meeting schedule.

The Commission discussed and approved the 2018 Human Rights Commission meeting schedule on a vote of 7-0: Chair Davis motion, Commissioner McMahon second. Voting in favor were Chair Davis, Commissioner Bennett, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Normand, and Commissioner Yang. Vice Chair Caballero, Commissioner Avashia, Commissioner Miguez, and Commissioner Royall were absent. The Commission will meet on the following dates in 2018: January 22, February 26, March 26, April 23, June 25, July 23, August 27, September 24, October 22, and November 26.

4. OLD BUSINESS

- a. Presentation by Gregory Montes, Parks and Development Coordinator, Parks and Recreation Department, and Discussion Re: Recommendation Responding to Council Resolution No. 20170323-054 (Gender Equity Resolution) addressing Race and Gender Equity in City Policy of naming streets, public buildings, statues, memorials, public parks, park facilities, and features. (Normand/Caballero)

Gregory Montes, Parks and Development Coordinator, Parks and Recreation Department, made a presentation to the Commission and answered questions from the Commission. The Commission discussed this item. The Commissioner took no action on this item.

- b. 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

Chair Davis adjourned the meeting at 7:23 p.m. on unanimous consent.