



HUMAN RIGHTS COMMISSION MINUTES

**REGULAR MEETING
MONDAY, January 22, 2018**

The Human Rights Commission convened in a regular meeting on Monday, January 22, 2018 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, Vice Chair Caballero, Commissioner Avashia, Commissioner Bennett, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Miguez, Commissioner Normand, and Commissioner Yang.

Staff in Attendance: Rosary Arellano, Administrative Senior, Equal Employment/Fair Housing Office (EE/FHO), Human Resources Department (HRD); and Jonathan Babiak, Business Process Consultant, EE/FHO, HRD

1. NEW BUSINESS

- a. Discussion and Possible action regarding 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.
(Davis/Avashia)

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

- b. Presentation, discussion and possible action on the People's Plan regarding affordable housing and displacement. (Caballero/Davis)

The commission received a presentation from Susana Almanza and Fred McGhee. The presenters answered questions from the Commission. The Commission discussed this item. The Commission took no action on this item.

2. CITIZEN COMMUNICATION: GENERAL

None

3. APPROVAL OF MINUTES

The minutes from the regular meeting of November 27, 2017 were approved on a vote of 10-0: Commissioner Brown motion, Chair Davis second. Voting in favor were Chair Davis, Vice Chair Caballero, Commissioner Avashia, Commissioner Bennett, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Miguez, Commissioner Normand, and Commissioner Yang. Commissioner Royall was absent.

4. ANNOUNCEMENTS

Chair Davis announced the Austin Fair Housing Summit April 2 through 5, 2018.

5. OLD BUSINESS

- a. 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)

Commissioner Normand presented the draft recommendation and moved for adoption. Commissioner Miguez seconded the motion. The commission discussed this item. The Commission worked cooperatively to amend the terms of the recommendation. The amended recommendation was adopted on a vote of 9-0 Voting in favor were Chair Davis, Vice Chair Caballero, Commissioner Avashia, Commissioner Bennett, Commissioner Casas, Commissioner McMahon, Commissioner Miguez, Commissioner Normand, and Commissioner Yang. Commissioner Brown and Commissioner Royall were absent.

- 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 8:50 p.m. on unanimous consent.