

1 INDIANA CIVIL RIGHTS COMMISSION
2 INDIANA GOVERNMENT CENTER NORTH
3 100 NORTH SENATE AVENUE, ROOM N103
4 INDIANAPOLIS, INDIANA 46204-2255

5 IN THE MATTER OF:)
6 INDIANA CIVIL RIGHTS)
7 COMMISSION PUBLIC MEETING)

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10 ORIGINAL
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14 A transcript of the Indiana Civil Rights
15 Commission public meeting held before me, Lisa M. Hobbs, a
16 Notary Public in and for the County of Johnson, State of
17 Indiana, at the Indiana Government Center South, Conference
18 Room 5, 402 West Washington Street, Indianapolis, on April
19 22, 2005, commencing at 4:08 p.m., David C. Carter, Vice
20 Chair.
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24 WM. F. DANIELS d/b/a
25 ACCURATE REPORTING OF INDIANA
12922 BRIGHTON AVENUE
CARMEL, IN 46032

A P P E A R A N C E S

COMMISSIONERS IN ATTENDANCE:

Vice Chair David C. Carter

Commissioner Barry Baynard

Commissioner Aleisha Kropf

Commissioner John Garcia

FROM INDIANA CIVIL RIGHTS COMMISSION:

Judge Gregory Kellam Scott

Deputy Director Bruce Jefferson

Robert Lange

Barbara Dobbins

Joan Essex

Lisa M. Hobbs,

Court Reporter

April 22, 2005 4:08 p.m.

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VICE CHAIR CARTER: I'd like to call to order the April meeting of the Indiana Civil Rights Commission.

And you have agendas, and are there any agenda requests?

JUDGE SCOTT: We've received none at this point.

VICE CHAIR CARTER: Okay. We move on to the minutes, and we have the minutes for March 18th. May I have a motion to accept -- ah, well, wait a minute. Before I ask for a motion to accept, I would like to correct the thing on Section L which says -- about the Terre Haute Human Rights Day. The theme this year is human rights and children with disabilities. Actually, I was talking on the children with disabilities, the theme was human rights of children.

JUDGE SCOTT: That's right, human rights of children.

VICE CHAIR CARTER: But other than that, may I have a motion to accept the minutes as corrected?

COMMISSIONER KROPPF: So moved.

COMMISSIONER BAYNARD: Second.

VICE CHAIR CARTER: All in favor?

(The entire Commission voted in favor.)

VICE CHAIR CARTER: Any opposed?

(No one opposed.)

VICE CHAIR CARTER: Thank you.

1 New business. Oh, dear, election of officers. We
2 haven't discussed that.

3 (Laughter.)

4 VICE CHAIR CARTER: Let's see. Do -- I guess we'll do
5 it officer by officer. Does anyone like -- would anyone
6 like to nominate or make a motion that somebody be
7 chairperson?

8 COMMISSIONER KROPF: I move that Alpha be chairperson.

9 (Laughter.)

10 VICE CHAIR CARTER: I'll second it.

11 (Laughter.)

12 COMMISSIONER GARCIA: I'll second that motion.

13 VICE CHAIR CARTER: I support that because there is a
14 general rule in meetings, and that is that person who
15 didn't make it to the meeting gets elected.

16 (Laughter.)

17 VICE CHAIR CARTER: Okay. All in favor?

18 (The entire Commission voted in favor.)

19 VICE CHAIR CARTER: Any opposed?

20 (No one opposed.)

21 VICE CHAIR CARTER: Okay. Alpha is chair.

22 May I have any nominations for vice chair, please?

23 COMMISSIONER BAYNARD: I have nominate Commissioner
24 David Carter.

25 COMMISSIONER KROPF: Second.

1 (Laughter.)

2 VICE CHAIR CARTER: Is that -- is a nomination the
3 same as a motion as you stated?

4 COMMISSIONER BAYNARD: Nominations should be closed.

5 (Laughter.)

6 VICE CHAIR CARTER: Well, all right. Were you
7 seconding a nomination or a motion?

8 COMMISSIONER KROPF: Both.

9 VICE CHAIR CARTER: Oh, okay. All in favor, then?

10 (The entire Commission voted in favor.)

11 VICE CHAIR CARTER: Okay. Thank you. Oh, boy, that
12 was a tough race.

13 (Laughter.)

14 VICE CHAIR CARTER: Since we don't have treasurers or
15 secretar -- well, we do have -- we have a director as a
16 secretary --

17 JUDGE SCOTT: That's true.

18 VICE CHAIR CARTER: -- statutorily.

19 JUDGE SCOTT: And the secretary's busily looking at
20 the hanging Chad.

21 (Laughter.)

22 VICE CHAIR CARTER: Okay. Well, I don't know what
23 Chad did to deserve hanging, but --

24 (Laughter.)

25 VICE CHAIR CARTER: -- anyhow. Onward then. I don't

1 think we have to elect any more officers, or we'll be in
2 trouble.

3 Committee reports.

4 JUDGE SCOTT: Well, on the personnel area, we've had
5 two retirements and one resignation, and therefore there
6 are five open positions which we are in the course of
7 filling. And I will just indicate that one of the
8 preferences in terms of candidates is going to be that the
9 individual be fluent or have the ability to speak and
10 understand Spanish as well as English.

11 And in addition, we hope to have those positions
12 filled by the summer, much as we reported positions
13 previously. And we are certainly going to try to use -- or
14 take that opportunity now in terms of the positions to have
15 some flexibility with those as well.

16 And we're looking at -- one of the retirements was a
17 supervisor, and so we're looking at the ability to transfer
18 responsibilities or have others assume those. But we
19 really have not come to full agreement at this point in
20 time.

21 VICE CHAIR CARTER: Thank you. And financial reports,
22 Ms. Essex.

23 MS. ESSEX: You should have a copy of the financial
24 report in your -- that came in your packet. I will answer
25 any questions that you have. We are coming up to the end

1 of the fiscal year which will -- the auditor's office
2 official day of closing is June 15th, I believe. And so we
3 are well on the way for that. We will meet our reversion
4 this year. And all is well with the financial.

5 VICE CHAIR CARTER: Okay. That's good news. Thank
6 you.

7 We have four consent agreements, and if there's no
8 objection, we can take them all at once.

9 JUDGE SCOTT: Mr. Chair, if I may, just for a moment?

10 VICE CHAIR CARTER: Yes.

11 JUDGE SCOTT: Just -- I introduced -- or at least
12 mentioned the new chief of staff to you, but I thought
13 since Joan has worked a great deal with the chief of staff,
14 more than I actually have, I would ask her to at least
15 comment on the work that has occurred over the past few
16 weeks.

17 MS. ESSEX: Jackie Sissel is our new chief of staff.
18 She is very energetic and she's very determined, as we all
19 are, to move the Agency in the right direction and to move
20 forward and get some of these things done in a timely
21 fashion.

22 It's very comforting that the Judge and Jackie and I
23 all work well together, and we seem to be of like-mind, and
24 we are able to bounce a lot of interesting ideas and that
25 off of each other.

1 And she is a very welcome addition and a breath of
2 fresh air, as the Judge is. So --

3 JUDGE SCOTT: And, Bruce, would you -- you've also
4 worked with her.

5 DEPUTY DIRECTOR JEFFERSON: I would sort of echo the
6 same things. I haven't spent as much time working with
7 her. I'm sort of looking at piles of cases. But she has
8 brought some energy, and so that's good.

9 We've -- her and I got to spend a day going through
10 files, and so -- getting rid of paper around here is often
11 one of our huge challenges.

12 VICE CHAIR CARTER: Thank you. Sounds like the office
13 is a jumping place.

14 Okay. We have the consent agreements, White v. Ladwig
15 Auto Group, Inc. d/b/a Warsaw Nissan, FB, Breger and Fair
16 housing Council, Inc. v. Everett L. Sprigler & Mary E.
17 Sprigler d/b/a Lochwood Apartments, Jefferson v. Louis &
18 Bernice Schabler, and Garrett v. Romark Industries, Inc.

19 May I have a motion to accept those consent
20 agreements, please.

21 COMMISSIONER KROPF: So moved.

22 COMMISSIONER BAYNARD: Second.

23 COMMISSIONER GARCIA: Second.

24 VICE CHAIR CARTER: Okay. All in favor?

25 (The entire Commission voted in favor.)

1 VICE CHAIR CARTER: Any opposed?

2 (No one opposed.)

3 VICE CHAIR CARTER: Okay. And Findings of Fact,
4 Conclusions of Law for vote and signature. That's --

5 COMMISSIONER KROPF: Okay. In the case of Cadwell,
6 et. al. v. The Fraternal Order of Eagles, Incorporated,
7 #3207, et. al., meaning the international as well, I move
8 that the Commission enter an Order that, one, the proposed
9 order should modify to clarify each respondent's duties in
10 the following respects: (a) paragraphs 1 and 2 should refer
11 to local 3207 rather than "respondents", and (b) paragraph
12 3 should refer to Local 3207 rather than "respondent", and
13 (c) paragraphs 4 through 6 should be deleted and should be
14 replaced with a series of paragraphs that require each
15 respondent to pay each complainant \$1500.

16 Number 2, otherwise overrules the objections of all
17 parties to the second proposed Findings of Fact,
18 Conclusions of Law, And Order of the administrative law
19 judge.

20 And number 3, except as specified earlier, adopts as
21 its own the Findings of Fact, Conclusions of Law, And Order
22 proposed by the administrative law judge in the second
23 proposed Findings of Fact, Conclusions of Law, And Order.

24 VICE CHAIR CARTER: Very good.

25 May I have a second, please?

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(Laughter.)

COMMISSIONER BAYNARD: Second.

VICE CHAIR CARTER: All in favor?

(The entire Commission voted in favor.)

VICE CHAIR CARTER: Any opposed?

(No one opposed.)

VICE CHAIR CARTER: Okay. There are no other orders under Section G, however there are fourteen motions of no probable cause. May I have a motion to accept those, please?

COMMISSIONER GARCIA: I move we accept them.

VICE CHAIR CARTER: May I have a second?

COMMISSIONER KROPF: Second.

VICE CHAIR CARTER: Okay. All in favor?

(The entire Commission voted in favor.)

VICE CHAIR CARTER: And any opposed?

(No one opposed.)

VICE CHAIR CARTER: And there was a failure to locate and/or a failure to cooperate in three cases. May I have a motion to accept those?

COMMISSIONER GARCIA: So moved.

VICE CHAIR CARTER: And a second?

COMMISSIONER BAYNARD: Second.

VICE CHAIR CARTER: All in favor?

(The entire Commission voted in favor.)

1 JUDGE SCOTT: And that motion is to dismiss those
2 cases. Correct?

3 VICE CHAIR CARTER: That was a motion to dismiss,
4 yeah.

5 MS. DOBBINS: Right.

6 VICE CHAIR CARTER: And there was a complaint
7 withdrawn in six cases, and that's a motion to dismiss as
8 well. If the complaint was withdrawn, get it off our
9 docket.

10 JUDGE SCOTT: Please.

11 VICE CHAIR CARTER: May I have a motion to dismiss
12 those cases?

13 COMMISSIONER GARCIA: So moved.

14 COMMISSIONER KROPF: Second.

15 VICE CHAIR CARTER: All in favor?

16 (The entire Commission voted in favor.)

17 VICE CHAIR CARTER: Any opposed?

18 (No one opposed.)

19 VICE CHAIR CARTER: And we lacked jurisdiction in one
20 case which we can dismiss if we have a motion to do so.

21 COMMISSIONER KROPF: So moved.

22 VICE CHAIR CARTER: And a second?

23 COMMISSIONER BAYNARD: Second.

24 VICE CHAIR CARTER: Okay. All in favor?

25 (The entire Commission voted in favor.)

1 VICE CHAIR CARTER: Thank you.

2 The report on appeals from commissioners.

3 Commissioner Baynard.

4 COMMISSIONER BAYNARD: Yes, in the case of -- I have
5 two cases. In the case of Burke v. Richards Hair Country,
6 Incorporated, and Walker v. William Wilson Boys & Girls
7 Club, I would recommend to the Commission that we accept
8 the Director's Order of no probable cause. And as to the
9 case of Walker and the Director's -- or Deputy Director's
10 Order of no probable cause in the case of Burke v.
11 Richards.

12 VICE CHAIR CARTER: All right. May I have a motion to
13 accept that recommendation?

14 COMMISSIONER KROPF: So moved.

15 COMMISSIONER GARCIA: Second.

16 VICE CHAIR CARTER: Second. All in favor?

17 (The entire Commission voted in favor.)

18 VICE CHAIR CARTER: Any opposed?

19 (No one opposed.)

20 VICE CHAIR CARTER: Okay. In my three cases, two of
21 them, Herendeen v. Starcraft RV, and the third case is
22 Pryner v. IUPUI - Indianapolis, I recommend we accept the
23 no probable cause finding. May I have a motion to accept
24 that recommendation?

25 COMMISSIONER BAYNARD: So moved.

1 COMMISSIONER GARCIA: Second.

2 VICE CHAIR CARTER: Okay. All in favor?

3 (The entire Commission voted in favor.)

4 VICE CHAIR CARTER: Any opposed?

5 (No one opposed.)

6 VICE CHAIR CARTER: Commissioner Garcia.

7 COMMISSIONER GARCIA: In the case of Al-Abed v.

8 Redcats USA, it's my recommendation that it be remanded for
9 interview with an additional witness.

10 VICE CHAIR CARTER: Okay. Do we need to vote on
11 that -- or that's a recommendation. Okay, yes. The full
12 Commission needs to support that, so may I have a motion to
13 accept that recommendation?

14 COMMISSIONER KROPF: So moved.

15 COMMISSIONER BAYNARD: Second.

16 VICE CHAIR CARTER: All in favor?

17 (The entire Commission voted in favor.)

18 VICE CHAIR CARTER: And do we have anything from
19 Commissioner Blackburn?

20 MS. DOBBINS: No, sir, we do not.

21 VICE CHAIR CARTER: Okay.

22 MS. DOBBINS: Nor from Commissioner Gibson.

23 VICE CHAIR CARTER: Okay. We will continue their
24 cases, and move on to Commissioner Kropf.

25 COMMISSIONER KROPF: In the case of -- it's Castillo

1 or Castillo v. Victoria's Beauty Secret, I move that we
2 uphold the Deputy Director's Finding of No Probable Cause.

3 VICE CHAIR CARTER: May I have a motion to accept that
4 recommendation?

5 COMMISSIONER BAYNARD: So moved.

6 VICE CHAIR CARTER: And a second?

7 COMMISSIONER GARCIA: Second.

8 VICE CHAIR CARTER: And all in favor?

9 (The entire Commission voted in favor.)

10 VICE CHAIR CARTER: Any opposed?

11 (No one opposed.)

12 VICE CHAIR CARTER: We have an usually small number of
13 appeals if this is accurate.

14 Commissioner Baynard, if you would review Wilson v.
15 Rosales Investments, Inc./Reynaldo and Pegeen Rosales.

16 I will review Denson v. Dunedin Apartments.

17 And Commissioner Kropf, if you would review Brown v.
18 J.C. Penney, Inc.

19 COMMISSIONER KROPF: Can I make a comment? I will not
20 be attending the next month -- the May meeting. I know it
21 came out. I won't be here. I will review the case, but
22 just so you know --

23 MS. DOBBINS: Just send in your copy of -- you'll send
24 me your findings?

25 COMMISSIONER KROPF: I can try to send it in.

1 MS. DOBBINS: Yeah, just --

2 MR. LANGE: Okay.

3 COMMISSIONER KROPF: But just so you know.

4 MS. DOBBINS: You can --

5 MR. LANGE: E-mail or call.

6 MS. DOBBINS: Yeah, e-mail or call, whatever, send the
7 case after you let me know so that I can bring it to the
8 Commission. Uh-huh, yeah, so that we can stop the clock.

9 COMMISSIONER KROPF: Right. Okay.

10 VICE CHAIR CARTER: Okay.

11 MS. DOBBINS: Thank you.

12 VICE CHAIR CARTER: Thank you.

13 Which brings us to the administrative update, and back
14 to Judge Director or Director Judge.

15 (Laughter.)

16 JUDGE SCOTT: Director Judge, that's right.

17 I want to report on several things, and I'll try to do
18 it quickly. The administrative changes actually have been
19 discussed in the Director's report previously. Other than
20 the fact that the Director's position has been upgraded by
21 the governor's office to a cabinet level status.

22 Number two, as you may recall from the minutes of the
23 February meeting, it -- or March meeting, it was stated
24 that the observance would be on May 5. Those minutes are
25 accurate; however, since that meeting of the Commission,

1 the observance has been moved to May 4th, and will be held
2 on May 4th.

3 And let me tell you very briefly the reason why. May
4 5 is the National Day of Prayer, and it's going to be
5 observed at the Capitol Ro -- not in the Rotunda because we
6 had the Rotunda space reserved, but it's going to be
7 observed at the identical time that was set for the
8 Holocaust observance.

9 I called Marcia Goldstone who is the president of the
10 Jewish Community Center which is a co-host and just
11 informed her of that conflict. And before I could even
12 suggest that we move the date, she said, "Oh, my goodness,
13 had I known that, I wouldn't have agreed to that date. Can
14 we move it?"

15 And we had the good fortune, actually, of being able
16 to move it to May 4th. And it will be held on May 4th, and
17 we will have the Lieutenant Governor, Becky Skillman there,
18 and also Mayor Bart Peterson, mayor of Indianapolis, as
19 well as the rest of that program which will occur during
20 lunch.

21 And we would and are actually now extending an
22 invitation to the members of the Commission to attend if
23 they -- if you can at all possible attend.

24 (There was a big crash of thunder. Laughter.)

25 JUDGE SCOTT: I think that's a little bit of help

1 there --

2 (Laughter.)

3 JUDGE SCOTT: -- support, requesting that attendance.

4 But -- and so we're really expecting it to be a good
5 program, and we limit it to an hour. And the theme this
6 time is going to be the second generation which is the
7 lives of the children of the survivors. And the hope is
8 that the observance will provide some support and impact
9 that truly in the world when we say never again, it will
10 mean never again, whether we're speaking of Rwanda or
11 whether we're speaking of Germany.

12 And so -- because genocide still seems to occur in
13 this world, I think this observance is important, not only
14 in terms of looking back to the past, but also of speaking
15 of today.

16 As you know, there's going to be a commission meeting
17 on July 17th and 18th. The 17th is a Sunday, and the
18 meeting will begin with a reception and a dinner. And
19 right now Dr. Fletcher will speak at the dinner.

20 And the hope is it's an opportunity for people to
21 relax a little bit. It's not going to be too formal of an
22 affair, but really an opportunity for everyone to say hello
23 without an agenda.

24 And then on the 17th, that Monday, we'll be -- we will
25 have an agenda of events and activities so that -- what

1 we're inviting the Commission to do is to look at the world
2 as it is today, and look as it may be in the next ten
3 years. And to be able to, along with the staff, establish
4 an agenda of important items, and at least priorities as to
5 what we might do.

6 The Commission was created 40 years ago, and the world
7 has changed, and the strategies of the '60s may not be what
8 we need for the world of 2020. And so we've now gotten
9 beyond only being concerned about African Americans, but
10 also being concerned about Hispanics and others.

11 And so this is an opportunity hopefully for members of
12 the Commission to be able to begin thinking of that part of
13 our charge in the statute which has us designing and
14 prioritizing activities and events and applying resources
15 which are very limited, but by determining a priority is
16 more helpful to the director and other members of the staff
17 so that we are carrying out as best we can the Commission's
18 view as to what is important today. And so that is really
19 objective in terms of the meeting.

20 The Hispanic Summit over -- is -- it appears it's
21 going to occur in October. We still haven't gotten a hard
22 date. And that subcommittee of the Commission of Hispanic
23 and Latino Affairs will be meeting next week, and I think
24 we're supposed to solidify a date at that time. I'm
25 looking forward to that and also providing more information

1 to you, but it looks as though it's going to be a very
2 interesting event.

3 And there is some effort to bring in speakers that are
4 recognized nationally as well as those locally, and also
5 have it be cultural, educational, as well as a thoughtful
6 day.

7 The MLK Commission, we are trying to call a meeting.
8 There have been some difficulties recently in terms of
9 scheduling the meeting, but we're hoping to have the
10 meeting because it's going to be important to review the
11 holiday program of last year in terms of planning the
12 holiday program of this year. And so it's very important
13 that we do that.

14 Barbara, are you all right.

15 MS. DOBBINS: Uh-huh.

16 JUDGE SCOTT: Okay.

17 MS. DOBBINS: Thank you.

18 JUDGE SCOTT: Okay. So we are going to bring that
19 Commission together, and as you know, that's an agency that
20 has a higher number of members, and so it becomes much more
21 difficult trying to balance calendars to call a meeting.
22 But we are going to have a meeting, and we're going to work
23 towards the celebration and -- both last year and looking
24 for the coming year.

25 Also I just wanted to mention that the director has

1 been attending several conferences, and, in fact, enjoyed
2 the conference that was -- occurred in Terre Haute which
3 David Carter -- Commissioner Carter spoke at and was an
4 important and valued resource in that day.

5 And it was an amazing day. I'll tell you, there were
6 some young children. The focus was on children. They
7 brought in a chorale of children that performed that really
8 was just amazing. The program that followed showed a
9 community that's really very interested and concerned about
10 civil rights and dedicated to altering, at least the past,
11 and also setting about encouraging the future that is
12 brighter than the past has been. And so it was a very
13 interesting program.

14 I don't know if you want to --

15 VICE CHAIR CARTER: I just was impressed that the
16 featured speaker of thing, the convocation thing was a
17 Japanese couple -- or Japanese American couple who --

18 JUDGE SCOTT: Yes.

19 VICE CHAIR CARTER: -- had been interned at one of the
20 internment camps during the second world war. And that's a
21 story that we don't hear very often.

22 JUDGE SCOTT: That's true.

23 VICE CHAIR CARTER: And then there -- this was
24 firsthand. And there was a very --

25 JUDGE SCOTT: Very touching.

1 VICE CHAIR CARTER: -- horrifying film that the --
2 that just showed them being bundled away from their homes
3 without any due process, without any hearings or anything.
4 I don't think they were ever --

5 JUDGE SCOTT: No.

6 VICE CHAIR CARTER: -- subjected to any kind of legal
7 thing, and it was a presidential order that gave the
8 authority to do this. And those of us who do care about
9 the Constitution are a little shocked that it was FDR who
10 signed that presidential order.

11 But it was a whole area of our history that we really
12 need to be ashamed of and careful about in the future.

13 JUDGE SCOTT: I think there's no question about that.

14 And it was very touching. I have to confess, it
15 brought tears to my eyes.

16 And another sad part of that chapter is not only was
17 it a presidential order, there was a United States Supreme
18 Court opinion case that sanctioned that conduct of the
19 United States Government and the various state governments.

20 And I would like to take this opportunity to speak up
21 for Colorado because Colorado had a governor that refused
22 to follow that order and invited the Japanese that were
23 currently living in Colorado and those that were not to
24 continue as citizens of this country.

25 Unfortunately, in terms of the sad chapters, that

1 governor was not reelected. But there is a memorial in
2 Colorado to those days. And --

3 VICE CHAIR CARTER: As he pointed out, the young
4 Japanese men who got out of the internment camps, joined
5 the Army and formed a segregated unit in the Army that rose
6 to a level of distinction that few other units in the Army
7 did and proved their patriotism.

8 JUDGE SCOTT: Not unlike the Tuskegee Airmen.

9 VICE CHAIR CARTER: Yes, exactly.

10 JUDGE SCOTT: In the same war, but like unfortunate --
11 hopefully not like it will be in the future.

12 VICE CHAIR CARTER: Or the Navajo --

13 JUDGE SCOTT: Yes.

14 VICE CHAIR CARTER: -- code talkers.

15 JUDGE SCOTT: That's right, exactly.

16 Then also attended a program in Anderson, Indiana,
17 this morning and had the opportunity to speak. Will be
18 traveling to Madison County to speak at the NAACP
19 conference, and I'm getting quite a few calls.

20 And I want to speak just very briefly and mention that
21 as you know I had the opportunity to be invited by the
22 Superintendent of the United States Naval Academy to come
23 and speak during African American History Month and did
24 that. And if you recall, I left from the February meeting
25 early so I could make my flight to attend that weekend

1 program, and that was a wonderful program. I was very well
2 received by the midshipmen and the faculty. And it was an
3 enjoyable program.

4 And I'll tell you one thing, the Naval Academy has a
5 heck of a glee club. And the glee club -- that I said
6 really euphemistically because it was very much a gospel
7 choir. And the gospel choir was fantastic. And I'm in the
8 process of purchasing one of their CDs off the web page.
9 And they did much more and were much more roundly received
10 than the keynote speaker.

11 (Laughter.)

12 VICE CHAIR CARTER: As is often the case.

13 (Laughter.)

14 JUDGE SCOTT: And I think I've completed. I guess
15 it's the deputy director's turn.

16 DEPUTY DIRECTOR JEFFERSON: I'll give you a brief
17 update on the case processing department. You have the
18 statistical report. We closed 40 cases last month,
19 concluded investigations, 60 cases came in.

20 I think that's a reflection -- we've been going -- the
21 director and I have been working with the investigators in
22 sort of reformatting the finding letters to get some
23 consistency there, and that process is continuing at a
24 pretty good pace. I think you're going to see a little bit
25 of a dip in terms of until we get that final product done

1 that those numbers will go down a little bit, but they'll
2 kick right back up. I don't know that that's a long-term
3 thing.

4 We've sort of -- standardizing the format,
5 standardizing the language in all the letters. And if you
6 read a lot of these letters you'll see there are
7 differences that are out there. So we sort of smoothed
8 some of those out of there. And I don't think that that
9 will hurt production too much in term of that specific
10 item.

11 I think the staff issues or staffing levels are more
12 impacting on production than anything else a little bit.
13 That sort of explains that little dip in dispositions. I
14 think you'll see it again next month, and the month after
15 that I think it'll be right back to where it needs to be.

16 When it comes to ADR unit, we did get good news last
17 month that we got an additional approval in our contract
18 with EEOC to continue doing those mediation cases for them
19 that we have been doing in the past. I think this contract
20 -- is it -- does it go for a period of time now?

21 JUDGE SCOTT: Yes.

22 DEPUTY DIRECTOR JEFFERSON: It's a two -- at least two
23 years, isn't it?

24 JUDGE SCOTT: It's a two -- it's a little bit more
25 than that, but it's based on the federal fiscal year. So

1 it runs October through September, and it takes us into
2 2006.

3 DEPUTY DIRECTOR JEFFERSON: Okay, okay.

4 JUDGE SCOTT: But they've been very pleased with the
5 work that Sandra and Bruce did in terms of --

6 DEPUTY DIRECTOR JEFFERSON: And Steve.

7 JUDGE SCOTT: -- the pilot project. Right.

8 And that's what really, I think, led a lot to our
9 award -- clearly that's all that led to the award of the
10 contract we just were awarded.

11 DEPUTY DIRECTOR JEFFERSON: And hopefully, I think, in
12 a little longer time will make less -- will make it easier
13 for us to keep going with it and not have to reapply all
14 the time. And Steve will be working on that. We won't
15 know what the numbers are until they start assigning us
16 cases.

17 So those are the two big things that are really going
18 on in case processing. Are there any questions?

19 (The Commission didn't have any questions.)

20 VICE CHAIR CARTER: Okay. Are there any
21 announcements?

22 Quickly I'd like to say -- I forgot to say about the
23 thing in Terre Haute, there was a room full of kids -- of
24 high school kids the size of the auditorium over here, and
25 during the whole ceremony -- it took maybe an hour of the

1 speech and whatnot, they were quiet and attentive. There
2 was a minimum of fidgeting except during the quoting of a
3 part of the Gettysburg Address -- by you, wasn't it? I
4 think. Did you quote the Gettysburg --

5 JUDGE SCOTT: I did.

6 VICE CHAIR CARTER: One of the introductory speakers
7 quoted the Getty -- part of the Gettysburg Address, and the
8 whole back two rows got up and left.

9 (Laughter.)

10 VICE CHAIR CARTER: I think they had a class to go to.
11 It was sort of odd.

12 (Laughter.)

13 JUDGE SCOTT: I think it was what preceded that quote,
14 because I don't want to attribute their leaving to Abraham
15 Lincoln.

16 (Laughter.)

17 VICE CHAIR CARTER: Oh, no, I don't think their
18 leaving had anything to do with what was being said.

19 But it was really very impressive to see an enormous
20 room full of kids being quiet and attentive and not
21 fidgeting.

22 DEPUTY DIRECTOR JEFFERSON: Where did they come from?
23 What kids were they?

24 VICE CHAIR CARTER: They're in high school.

25 DEPUTY DIRECTOR JEFFERSON: Oh, high school.

1 VICE CHAIR CARTER: Around Terre Haute.

2 JUDGE SCOTT: Yeah, they bused the kids in. Matter of
3 fact, there were so many kids they were seated on the
4 floors --

5 VICE CHAIR CARTER: Yeah.

6 JUDGE SCOTT: -- on the floor.

7 VICE CHAIR CARTER: There was one floor.

8 JUDGE SCOTT: In front of the podium as well as seats
9 throughout.

10 VICE CHAIR CARTER: It was well attended.

11 Okay. If -- does anyone else have anything to say, or
12 would someone like to make a motion to adjourn?

13 COMMISSIONER GARCIA: I move we adjourn.

14 VICE CHAIR CARTER: Okay. Do we need a second? You
15 ought to -- you've got your coat on already.

16 COMMISSIONER KROPF: I was cold --

17 (Laughter.)

18 COMMISSIONER KROPF: -- chilly.

19 VICE CHAIR CARTER: And I think we've signed
20 everything. So receive your appeals and go home.

21

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23

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25 (The meeting adjourned at 4:40 p.m., April 22, 2005.)

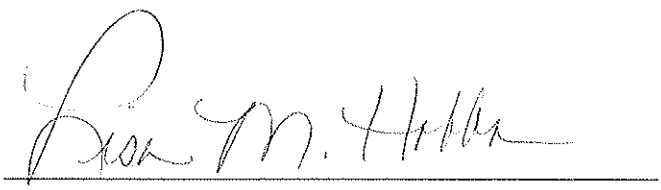
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STATE OF INDIANA)
) SS:
COUNTY OF JOHNSON)

I, Lisa M. Hobbs a Notary Public and Shorthand Reporter in and for the County of Johnson, State of Indiana, do hereby certify that on the 22nd day of April , 2005, at the Indiana Civil Rights Commission, I took down in stenograph notes and recorded the foregoing proceedings.

I do further certify that the above and foregoing is a true and accurate transcript of my stenograph notes as taken at said time and place, to the best of my knowledge and belief.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed by notarial seal this 29th day of April, 2005.



Lisa M. Hobbs
Notary Public
Residing in Johnson County

My Commission Expires:
April 27, 2008