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INDIANA
CIVIL RIGHTS COMMISSION

CRC 6-26-15 Minutes

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1 BEFORE THE STATE OF INDIANA
2 CIVIL RIGHTS COMMISSION
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5 PUBLIC MEETING OF JUNE 26, 2015
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9 PROCEEDINGS
10 in the above-captioned matter, before the Indiana
11 Civil Rights Commission, Alpha Blackburn,
12 Chairperson, taken before me, Lindy L. Meyer,
13 Jr., a Notary Public in and for the State of
14 Indiana, County of Shelby, at the Indiana
15 Government Center South, Conference Center,
16 Rooms 1 & 2, 402 West Washington Street,
17 Indianapolis, Indiana, on Friday, June 26, 2015
18 at 1:11 o'clock p.m.

19 - - -
20
21 William F. Daniels, RPR/CP CM d/b/a
22 ACCURATE REPORTING OF INDIANA
23 12922 Brighton Avenue
 Carmel, Indiana 46032
 (317) 848-0088

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1 APPEARANCES:

2 COMMISSION MEMBERS:

- 3 Alpha Blackburn, Chairperson
- 4 Kent Hull
- 5 Sheryl Edwards
- 6 Suzanne R. Gaidoo
- 7 Michelle Gough McKeown

8 INDIANA CIVIL RIGHTS COMMISSION
 9 By Jamal Smith, Director/Secretary
 & Akia Haynes, Deputy Director
 10 Indiana Government Center North
 100 North Senate Avenue, Room N103
 Indianapolis, Indiana 46204
 On behalf of the Commission.

11 OTHER COMMISSION STAFF PRESENT:

- 12 Noell Allen
- 13 Pamela Cook
- 14 Debbie Rincones-Chavez

15 ALSO PRESENT:

- 16 Noni Barrett
- 17 Connor Hale
- 18 Sergio Blanco
- 19 Shumura Trammell

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1 1:11 o'clock a.m.
 2 June 26, 2015

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3 CHAIRPERSON BLACKBURN: Good morning.

4 MR. SMITH: Good morning.

5 MS. HAYNES: Good morning.

6 CHAIRPERSON BLACKBURN: The Indiana

7 Civil Rights Commission is now in public session.
8 We have indeed a quorum, and I would ask now for
9 a motion to approve and adopt the meeting
10 minutes.

11 COMM. MCKEOWN: So moved.

12 COMM. GAIDOO: Second.

13 CHAIRPERSON BLACKBURN: Thank you.

14 All in favor?

15 COMM. EDWARDS: Aye.

16 COMM. HULL: Aye.

17 COMM. MCKEOWN: Aye.

18 COMM. GAIDOO: Aye.

19 CHAIRPERSON BLACKBURN: Aye.

20 Anyone opposed?

21 COMM. HULL: Could I simply add that
22 they misspelled my name, which is -- I mean it's
23 not a big deal, but if they could correct that, I

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1 would appreciate that.

2 CHAIRPERSON BLACKBURN: We will take
3 note of that and make sure that the correction is
4 made. Thank you.

5 COMM. HULL: And how -- I came out as
6 Kate Hill, but anyway -- okay.

7 CHAIRPERSON BLACKBURN: Thank you.

8 Next on the agenda is the Executive
9 Director Report, and our Executive Director is
10 here to present in person.

11 Good morning.

12 MR. SMITH: Yes. Good morning -- or
13 afternoon, I think.

14 CHAIRPERSON BLACKBURN: Oh, that's
15 right. It is afternoon.

16 MR. SMITH: It is afternoon.

17 Financial Report, we are nearing the end
18 of the fiscal year, and on target, happy to say.
19 We are even on target, or very, very, very close,
20 just shy, of the three percent reversion for the
21 agency that is requested of all state agencies
22 year after year after year. So, we are excited
23 about that. That's proof obviously that we have

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1 been fiscally prudent and responsible with our
2 finances.

3 Any questions about the Financial Report
4 I'll take at this time.

5 (No response.)

6 MR. SMITH: Hearing none, from an
7 outreach standpoint, we are gearing up for one of
8 our larger partnerships, which is obviously the
9 Indiana Black Expo, and we are the co-sponsor, in
10 light of the partnership of the Education
11 Conference, education being the third prong that
12 we've adopted for the agency. Equal access to a
13 quality education is the civil rights issue of
14 our time, and we take that seriously.

15 So, our staff is gearing up or preparing
16 for the Education Conference. Our very own

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17 Comm. McKeown will be involved in the Education
18 Conference as well, and I invite all of the other
19 Commissioners, if you have an opportunity, to
20 please take some time and come over to the
21 Conference and take part. We will make sure that
22 we forward out the specifics on the Conference
23 agenda, et cetera, et cetera.

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1 But we are excited about the Conference
2 coming up. It's the third week in July; if I'm
3 not mistaken, and we'll make sure to get the
4 details to you guys as soon as possible.

5 Any questions on that?

6 (No response.)

7 MR. SMITH: Any questions on that?

8 (No response.)

9 MR. SMITH: Cool. Hearing none, we
10 have -- as you know, one of our deputy positions
11 was left open. Brad Meadows left to go to IHADA,
12 and that's been a few weeks, but we have now
13 identified a replacement, Ms. Christine Meyer,
14 who we kidnapped from Goodwill Industries, who
15 will be replacing Brad. She begins on the 6th,
16 and we are excited about having Christine join
17 us, so she'll be here for the July Commission
18 meeting, and we'll make sure that she has an
19 opportunity to meet each and every one of you
20 guys prior to that meeting. So, we're excited
21 about that.

22 So, bittersweet, bad news, is we will be
23 losing our CFO, who is going -- moving on to

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1 bigger and more private pastures. And so, we --
2 although it is with a heavy heart that we are
3 saying farewell in the next week or so, we are
4 excited about her personal endeavors and that we
5 wish her the best as she moves on. And so, I
6 wanted to publicly present her with a plaque, if
7 you guys will allow me to do so, that
8 congratulates -- a certificate of service, if you
9 will, for Ms. Pamela Cook, in recognition and
10 appreciation of over 22 years, 22 years of
11 dedicated service to the State of Indiana.

12 So, Ms. Cook, if you would.

13 (Appause.)

14 MS. COOK: Thank you.

15 MR. SMITH: Well, you're very
16 welcome. So, I just wanted to make sure --

17 (Alarm sounded.)

18 MR. SMITH: I'm sorry; we've got some
19 weather alerts going on.

20 Just to publicly say thank you. And, of
21 course, we can never really do a lot for staff
22 that moves on, so I did want to try to think of
23 creative ways to show appreciation, because we do

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1 sincerely appreciate the work and effort they put
2 in. Chairman Blackburn says quite often that,
3 you know, no one's working at agencies here to
4 get rich, no one's going to walk away from here
5 rich.

6 So, in light of that, people tend to have
7 a heart and a passion for the work that they do,
8 and knowing that, we sincerely appreciate
9 everything that the staff -- and all of the work
10 they put in.

11 So, Ms. Cook, thank you.

12 MS. COOK: You're welcome.

13 MR. SMITH: And we certainly wish you
14 the best as you move on, so thank you for that.

15 MS. COOK: Thank you.

16 CHAIRPERSON BLACKBURN: Excuse me. I
17 know it may interrupt the flow just a little, but
18 would you allow Ms. Cook to say a few words?

19 MR. SMITH: I would. I was actually
20 thinking about that, but I didn't want to turn it
21 into like the Grammy Awards, so --

22 (Laughter.)

23 CHAIRPERSON BLACKBURN: Go ahead,

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1 Ms. Cook.

2 MS. COOK: well, it's been an
3 interesting tenure here. I've learned a lot, and
4 I hope to take most of the knowledge that I've
5 learned with me. I'm very strong in the area of

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6 advocacy, and I want to continue that and find
7 something else that I was passionate about. So,
8 once I leave here, I will begin a venture at the
9 State Department of Health. Thank you so much
10 for allowing me to serve you.

11 COMM. EDWARDS: Thank you.

12 CHAIRPERSON BLACKBURN: Thank you.

13 (Applause.)

14 MR. SMITH: And that will complete
15 the Executive Director's Report for today. I'll
16 entertain any questions at this time.

17 Yes.

18 CHAIRPERSON BLACKBURN: Would you
19 tell me a little bit about the Hispanic Festival?
20 Did we have a presence there? Does somebody --

21 MR. SMITH: Yes.

22 CHAIRPERSON BLACKBURN: -- know
23 anything about how it went?

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1 MR. SMITH: So, at the Latino Expo,
2 we did -- they had -- well, there's a few things
3 that we did at the Latino Expo, and some of it
4 should be outlined in our -- give me one second.

5 (Pause in proceedings.)

6 MR. SMITH: So, one of the things
7 that we do is partner with La Voz, who is one of
8 the newspapers here in town. Ironically, Jose,
9 who is the owner of La Voz, received an award at
10 the Latino Expo. So, we were there. We were a

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11 part of the breakfast, the Mayor's breakfast that
12 they have at the Latino Expo, as well as the
13 lunch that they have, where the Lieutenant
14 Governor spoke. We did that as well.

15 There was the Heritage -- not the Heritage
16 Festival, and it's not La Fiesta. They had a
17 festival where we had a booth and we were
18 outside, so we did that as well. We sponsored
19 the Expo to the tune of -- I want to say \$3,000
20 in partnership with them to support some of the
21 activities that they have going on, which it's
22 grown.

23 Last year I think we did 1300, so we've

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1 doubled it, and hopefully, we'll sit down with
2 Anna, who is now the ED, now they have an ED, and
3 work out some specifics about the partnership
4 that looks like is going forward. So, that was
5 the extent of it this year. We did the festival,
6 the luncheon, as well as the breakfast.

7 CHAIRPERSON BLACKBURN: Thank you.

8 MR. SMITH: Yes, ma'am. Any other
9 questions?

10 (No response.)

11 MR. SMITH: Any other questions?

12 (No response.)

13 MR. SMITH: Oh, there was also the --
14 I forgot about that. So, we had Radio Latino as
15 well, which was the Day of the Family, El Dia de

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16 la Familia, which was in conjunction with Jose
17 over at La Voz, so it was the second festival
18 that we contributed to as well. So, excited
19 about that.

20 Any other questions?

21 (No response.)

22 MR. SMITH: Thank you, guys.

23 CHAIRPERSON BLACKBURN: Thank you

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1 very much.

2 MR. SMITH: Yes, ma'am.

3 CHAIRPERSON BLACKBURN: There being
4 no oral arguments today, I want to ask that the
5 case which I'm reviewing be continued, so we can
6 move now to New Business and the Assignment of
7 New Appeals. There are one, two, three, four,
8 five cases to be reviewed -- actually seven. I'd
9 like if we can --

10 COMM. HULL: Excuse me. Am I
11 supposed to report on the Telmeaka Johnson case?
12 That was the case that was given to me.

13 MS. RINCONES-CHAVEZ: No.

14 COMM. EDWARDS: It was given to all
15 of us.

16 COMM. HULL: Oh, okay. I didn't
17 know.

18 MS. RINCONES-CHAVEZ: No, I'm sorry.
19 Chairperson Alpha Blackburn assigns the cases to
20 each individual Commissioner, but since there was

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21 one, she took that one to review. You are given
22 the file to review as well, but she is the one to
23 give the answer, if I'm correct.

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1 COMM. HULL: Okay. I don't have
2 to --

3 MS. RINCONES-CHAVEZ: If you are
4 assigned to it --

5 COMM. HULL: In other words, there's
6 nothing to do on that case; is that correct?

7 MS. RINCONES-CHAVEZ: I'm sorry; say
8 again.

9 COMM. HULL: In other words, this is
10 on the agenda, but is there anything for us to do
11 on the case?

12 MS. RINCONES-CHAVEZ: No, you're
13 just --

14 COMM. MCKEOWN: We'll continue it.

15 MS. RINCONES-CHAVEZ: You're just to
16 review the case, but Ms. Blackburn is the one
17 that's assigned to that case, and she's the one
18 that gives the answer, the final answer, to that
19 case.

20 COMM. HULL: Okay. I guess I'm just
21 confused. I don't know.

22 MS. HAYNES: So, just as a reminder,
23 as a general rule, the way it works every month

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1 is the cases are assigned by Madam Chair to each
2 of the Commissioners, and then that Commissioner
3 is sort of the lead one who will report on that
4 matter, but, of course, all Commissioners are
5 choosing to review the case so they are familiar
6 with the facts, and they can either --

7 COMM. HULL: Okay.

8 MS. HAYNES: -- affirm or --

9 MR. SMITH: And was that one
10 assigned?

11 COMM. HULL: Okay. So, what -- I
12 guess that just -- what do we do with it now?

13 MS. HAYNES: Well, because it was
14 assigned to Comm. Blackburn and she's asking for
15 it to be --

16 COMM. HULL: Okay.

17 MS. HAYNES: -- continued, that
18 decision will be rendered when she is ready to
19 render that decision.

20 COMM. HULL: Okay.

21 MS. HAYNES: And then you guys will
22 vote to agree or -- so on and so forth.

23 COMM. HULL: Okay.

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1 MS. HAYNES: Thank you.

2 CHAIRPERSON BLACKBURN: Thank you
3 very much for that clarification. Sorry to

4 confuse you.

5 I'd like each of you to review, starting
6 at this end of the table and working our way
7 around, and make sure everybody has a little
8 homework for this month. There being two extra
9 cases that would normally be assigned to those
10 who are not here, I want to assign them to Hull
11 and McKeown, if you're willing.

12 COMM. MCKEOWN: Yes.

13 CHAIRPERSON BLACKBURN: Okay. Thank
14 you.

15 There being no Motions before the
16 Commission and no Findings of Fact, no Consent
17 Agreements, I will ask if there is any public
18 comment.

19 COMM. GAIDOO: Can I ask just for a
20 point of clarification?

21 CHAIRPERSON BLACKBURN: Yes.

22 COMM. GAIDOO: So, on the new cases,
23 then I would be doing Copack, and then we're

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1 going around, then, or -- can we just jot down
2 who's doing which one real quickly?

3 CHAIRPERSON BLACKBURN: Unless you
4 have some preference, I'd --

5 COMM. GAIDOO: Oh, I don't have a
6 preference.

7 CHAIRPERSON BLACKBURN: Okay. Then
8 accept the case that's handed you, and that'll

9 make sure each one of you has one.
10 COMM. GAIDOO: Oh, so somebody's not
11 going to come and give us --
12 CHAIRPERSON BLACKBURN: Yes.
13 COMM. GAIDOO: Got it. Okay.
14 Thanks. Sorry.
15 CHAIRPERSON BLACKBURN: Okay.
16 will that work for you?
17 MS. RINCONES-CHAVEZ: Yes.
18 CHAIRPERSON BLACKBURN: All right.
19 Thank you.
20 No public comment?
21 (No response.)
22 CHAIRPERSON BLACKBURN: Are there any
23 announcements?

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1 (No response.)
2 CHAIRPERSON BLACKBURN: You have,
3 under "I.," a listing of the meeting dates for
4 the rest of the year, and if you would record
5 those. Sometimes, on occasion, there are
6 changes, but for the most part, you can put those
7 into your calendar.
8 And are there any comments or questions
9 from Commissioners?
10 (No response.)
11 CHAIRPERSON BLACKBURN: Nothing going
12 on of excitement you want to report on?
13 (No response.)

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CHAIRPERSON BLACKBURN: In that case,
15 this meeting is adjourned.

16 - - -
17 Thereupon, the proceedings of
June 26, 2015 were concluded
18 at 1:26 o'clock p.m.
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1 CERTIFICATE
2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Friday, June 26, 2015 in this matter and
8 transcribed by me.

9

10

11 _____
Lindy L. Meyer, Jr.,
12 Notary Public in and
13 for the State of Indiana.

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15 My Commission expires October 27, 2016.

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