

**In The Matter Of:**  
*INDIANA CIVIL RIGHTS COMMISSION*

---

*September 17, 2021*

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*ACCURATE REPORTING OF INDIANA  
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BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF SEPTEMBER 17, 2021

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana  
Civil Rights Commission, Adrienne L. Slash,  
Chairperson, taken before me, Lindy L. Meyer,  
Jr., a Notary Public in and for the State of  
Indiana, County of Shelby, via Webex Conference  
on Friday, September 17, 2021 at 1:17 o'clock  
p.m.

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1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Adrienne L. Slash, Chairperson  
4 Holli Harrington  
5 James W. Jackson  
6 Terry Tolliver

7 INDIANA CIVIL RIGHTS COMMISSION  
8 By Gregory Wilson, Director  
9 Indiana Government Center North  
10 100 North Senate Avenue, Room N300  
11 Indianapolis, Indiana 46204  
12 On behalf of the Commission.

13 OTHER COMMISSION STAFF PRESENT:

14 Stephanie Slone  
15 Christiana Ojo  
16 Anehita Eromosele

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1 1:17 o'clock p.m.  
September 17, 2021

2 - - -

3 CHAIRPERSON SLASH: So, we have  
4 established a quorum. We have four Commissioners  
5 here. Thank you, everyone, for your patience and  
6 for your time today. I'd like to call this  
7 meeting to order at 1:16 p.m. on September 17th,  
8 2021.

9 Do we have someone who's going to announce  
10 the agenda for us today?

11 MR. WILSON: Yes.

12 And Anehita, please.

13 Or are you going to do it, Stephanie?

14 MS. SLONE: I was going to do  
15 everything.

16 MR. WILSON: Oh, well, so ahead,  
17 please. You didn't say --

18 MS. SLONE: Thank you.

19 MR. WILSON: I'm sorry.

20 MS. SLONE: Thank you. Oh, that's  
21 okay.

22 Good afternoon. Before we officially  
23 begin and take roll call, I will ask that all

1 non-Commission members to identify themselves at  
2 this time. Do we have any non-Commission members  
3 on this call?

4 THE REPORTER: Lindy Meyer, the court  
5 reporter.

6 MS. SLONE: Yes. If anyone who's not  
7 a Commission member -- so, myself, Stephanie  
8 Slone, and I'm with the Indiana Civil Rights  
9 Commission. And if there's other people that are  
10 not Commission members, if you can identify  
11 yourselves.

12 MR. WILSON: Greg Wilson, Executive  
13 Director, Indiana Civil Rights Commission.

14 MS. OJO: Christiana Ojo, Intake  
15 Program Director, Indiana Civil Rights  
16 Commission.

17 MR. WILSON: Anehita?

18 MS. SLONE: Do we have anyone else?

19 MR. WILSON: Yes.

20 Anehita?

21 MS. OJO: I think she doesn't have a  
22 mike.

23 MR. WILSON: Okay.

1 MS. SLONE: Okay. And I thought you  
2 said that there was a Pastor Jackson.

3 MR. WILSON: He's a Commissioner.

4 MS. OJO: He's a Commission member.

5 MS. SLONE: Oh, I'm so sorry. Was  
6 there a news reporter?

7 THE REPORTER: Yes.

8 MR. WILSON: He said -- that's  
9 Lindy --

10 MS. OJO: Yes.

11 MR. WILSON: -- Meyer.

12 MS. SLONE: Okay. Perfect.

13 Well, then I believe that all of the  
14 participants have identified themselves. Would  
15 you like us to roll call for the Commission  
16 members at this time?

17 CHAIRPERSON SLASH: You may.

18 MS. SLONE: Okay. Thank you.

19 Christiana, if you'll go ahead and do roll  
20 call.

21 MS. OJO: Chair slash? I think she's  
22 on mute.

23 CHAIRPERSON SLASH: Are you able to

1 hear me?

2 MS. SLONE: Yes.

3 CHAIRPERSON SLASH: Okay. Here.

4 MS. OJO: Comm. Tolliver?

5 COMM. TOLLIVER: I'm here. Thank  
6 you.

7 MS. OJO: Comm. Harrington?

8 COMM. HARRINGTON: Present.

9 MS. OJO: Comm. Jackson?

10 COMM. JACKSON: Here.

11 MS. OJO: So, we have four  
12 Commissioners. Quorum is established.

13 CHAIRPERSON SLASH: Wonderful. Thank  
14 you.

15 MS. SLONE: Chair Slash, would you  
16 like me to go ahead and go through the agenda?

17 CHAIRPERSON SLASH: Yes, please.

18 MS. SLONE: Did I hear that we had  
19 another Board member present?

20 MS. EROMOSELE: Yeah. This is  
21 Anehita Eromosele. I'm calling by phone. I  
22 couldn't -- I don't have a mike on my computer.

23 MS. SLONE: Okay. Great. Same here.

1 MR. WILSON: She's not a Board  
2 member.

3 MS. SLONE: No.

4 MR. WILSON: She's a non-Board  
5 member.

6 MS. SLONE: Okay.

7 So, we have our agenda today. Under Old  
8 Business, we have a total of eight appeals that  
9 the Commissioner had appointed to report on those  
10 determinations. And then under New Business, we  
11 have four appointment of Commission --  
12 Commissioners to -- for Appeals of Director  
13 Findings. And then just to talk about our  
14 meeting dates for the rest of the year.

15 CHAIRPERSON SLASH: Thank you.

16 At this time, we would -- I'd like to call  
17 for an approval of the previous meeting minutes.

18 COMM. HARRINGTON: So moved.

19 COMM. JACKSON: Second.

20 CHAIRPERSON SLASH: Because we are --  
21 Comm. Jackson, I believe that was you that  
22 seconded. Can you say your name before we vote  
23 today?



1                   COMM. JACKSON: Sure. Comm. Jackson,  
2 second.

3                   CHAIRPERSON SLASH: Thank you.

4                   COMM. HARRINGTON: Comm. Harrington  
5 made the motion.

6                   CHAIRPERSON SLASH: Thank you. Oh,  
7 okay. Sorry; I just realized that we have a  
8 completely new crew here today, so this might be  
9 a little bumpy, but since we are telephonic,  
10 shall we call the roll to address the motion?

11                  MS. SLONE: Yes, roll call.

12                  CHAIRPERSON SLASH: Thank you.

13                  MS. OJO: Comm. Jackson?

14                  COMM. JACKSON: Aye.

15                  MS. OJO: Comm. Harrington?

16                  COMM. HARRINGTON: Aye.

17                  MS. OJO: Comm. Tolliver?

18                  COMM. TOLLIVER: Aye.

19                  MS. OJO: Chair Slash?

20                  CHAIRPERSON SLASH: Aye.

21                  MS. OJO: That's four, zero. The  
22 motion passed.

23                  CHAIRPERSON SLASH: Thank you.

1           Next on our agenda we have the ICRC  
2 Director's Report.

3           MR. WILSON: Good afternoon,  
4 everyone. Again, it is a little bit bumpy, and  
5 we're sorry about that, but we're making some  
6 changes. So, first I want to start out with some  
7 news about the agency. We think it's pretty  
8 important.

9           One is Tim, the Deputy Director/General  
10 Counsel, Tim Schultz, is leaving. He has been  
11 appointed to another position here at the state,  
12 and I can't exactly remember the exact name of  
13 the office that he's moving to, but it's  
14 something that he's always looked forward to  
15 working in, with taxes, and so, that's one of his  
16 favorite things that he wants to do.

17           So, again, is he's helped accomplish a lot  
18 here. We can't say enough. Again, as people  
19 leave, when new people come, they help us build  
20 on what was done before, and we think Tim has  
21 done that. I just wanted to talk a little bit  
22 about just some of the recent accomplishments  
23 that me and Tim, working together with the rest

1 of the team, have made.

2 One is we did get salary increases for  
3 staff. We were very excited about that. We've  
4 been working on that -- some of you who have been  
5 here, Chair Slash and others, know that's been a  
6 real major goal for us is to bring staff pay  
7 levels up, and we were able to do that, and we  
8 were very excited about that. So, that is a big  
9 thing he's helped us with.

10 Then also, this last month or so, a couple  
11 of months, since Stephanie has been here, been  
12 able to get the EEOC complaints under control,  
13 and pretty much the whole file, she's emptied  
14 that all out, her and her team, and it looks like  
15 we will meet our contractual obligation with  
16 EEOC.

17 And so, that's been another continued  
18 success of ours is meeting our contractual  
19 obligations, and so, I want to thank Stephanie,  
20 who's on here today, standing in on behalf of  
21 Tim. So, we appreciate that, Stephanie, your  
22 hard work.

23 Also she's helping us with the Case

1 Management System, and so, we appreciate that. I  
2 think we're making great headways. Hopefully  
3 before the end of this year all of the things  
4 that we've been trying to do with our Case  
5 Management Systems will be accomplished,  
6 everything from our data migration to our portal,  
7 which will allow the public to come on-line and  
8 enter their information into the portal, even  
9 find out about the status of their cases without  
10 maybe making those phone calls to us, in the  
11 portal. So, that'll save a lot of time and  
12 create some efficiency and better customer  
13 service for our customers.

14 We have a lot of new staff in Intake, and  
15 thank you, Christiana, for really working to  
16 provide the exceptional training for staff.  
17 Working with this staff and working with Tim and  
18 some others, we've been able to create some lead  
19 positions in specific areas where we've been able  
20 to get employees to act as leads, which is kind  
21 of second, not as direct supervisor, but to  
22 support the managers in those specific areas.

23 So, that means also an increase in salary

1 for some of the staff members as well as  
2 additional responsibilities and training so that,  
3 again, when positions come open, they'll be ready  
4 to advance to those positions. So, again, that's  
5 been a great success for us this year.

6           Again, for us, we're starting back with  
7 our programming again. I think we're trying to  
8 do something, working with United Negro College  
9 Fund, working with that group as well as the  
10 Urban League. Hopefully we'll be in the parade,  
11 and we'll send something out. If any of you  
12 desire to march with us in the parade in our  
13 Civil Rights group, please don't hesitate to let  
14 us know. We'll make sure we get you some swag to  
15 wear for that event. So, I'll have Virgil send  
16 something to contact you and see about the  
17 interest.

18           So, we've started being able to do  
19 projects again. Now, also with the testing  
20 program, which has been a great success, we're  
21 going to start doing the training for those  
22 who -- we found some issues maybe in those units  
23 where we've done the testing.

1           So, we have a new person who's in charge  
2 of our Education and Outreach, Kyleigh, and she's  
3 going to be providing that training for them.  
4 And when we get it done and completed and they --  
5 feel free to -- we'll send you a link. Feel free  
6 to join us, and you can check and see what type  
7 of training we have. So, that's a very -- very  
8 much a positive.

9           But as I said is, you know, with Tim  
10 leaving, we'll be looking to hire another Deputy  
11 Director/General Counsel, and so, we have some  
12 people who we're already interviewing, so that'll  
13 be -- that'll take a little time, but we'll get  
14 there.

15           And so, again, we continue to move forward  
16 as an agency, and I know everybody has a copy of  
17 the monthly report. If you have any questions,  
18 feel free to ask any questions of me, but that's  
19 kind of where we are right now.

20           CHAIRPERSON SLASH: Okay. Greg, I  
21 have two things, and then I'll open for any other  
22 Commissioner that wanted to chime in, but I  
23 just -- I'd like to say on the record here today,

1 it has been a gift and a pleasure to work with  
2 Tim, and to echo your comments about the  
3 improvements and innovations, and how each new  
4 staff member really does help to bring the  
5 Commission along.

6 And so, it has been outstanding to work  
7 with Tim. We will miss him, but we do wish him  
8 well in his new journey. So, I'm sure that  
9 others feel the same, but I wanted to take the  
10 time to say that.

11 MR. WILSON: Thank you.

12 CHAIRPERSON SLASH: And to also say  
13 sign me up for the parade. I'd be glad to be  
14 with the Commission --

15 MR. WILSON: Okay.

16 CHAIRPERSON SLASH: -- at that time.

17 MR. WILSON: Thank you.

18 CHAIRPERSON SLASH: Do any other  
19 Commissioners have any comments or questions for  
20 Executive Director Wilson?

21 (No response.)

22 MR. WILSON: Okay. Well, thank --

23 CHAIRPERSON SLASH: Okay.

1                   MR. WILSON:  -- you, Chair Slash.  I  
2 know Tim appreciates it.  He wanted to be here  
3 today, but we'll be meeting Tim at Loughmiller's  
4 today, just celebrating him, and so -- across the  
5 street from here -- but he has really -- I just  
6 want to just emphasize again, each Deputy  
7 Director has -- that I've worked with -- has been  
8 fantastic, but I will tell you, Tim has really  
9 helped us jump leap and bounds of where we wanted  
10 to be at, and so, making this a premier  
11 organization, very efficient, very professional.  
12 And so, again, thank you, Chair Slash, and thank  
13 you, Commissioners.

14                   CHAIRPERSON SLASH:  Thank you.

15                   At this time, with no further questions or  
16 comments for the Director, we will move to Old  
17 Business, and I just realized that we do still  
18 have a correction to this agenda.  Being as this  
19 is Comm. Blackburn's birthday weekend, I did  
20 assign her case to myself.

21                   MS. OJO:  Yes, that's correct.

22                   CHAIRPERSON SLASH:  Okay.  So, this  
23 is Comm. Blackburn's birthday gift.  I did do



1 this case, and so, for the first one, which is  
2 Case No. EMha21030073, I recommend that we uphold  
3 the Deputy Director's finding of no probable  
4 cause.

5 Is there a motion?

6 COMM. JACKSON: So moved,  
7 Comm. Jackson.

8 COMM. HARRINGTON: Comm. --

9 CHAIRPERSON SLASH: And is there a  
10 second?

11 COMM. HARRINGTON: -- Harrington,  
12 second.

13 CHAIRPERSON SLASH: Thank you.

14 We can call the roll.

15 MS. OJO: Comm. Harrington?

16 COMM. HARRINGTON: Aye.

17 MS. OJO: Comm. Tolliver?

18 COMM. TOLLIVER: Aye.

19 MS. OJO: Comm. Jackson?

20 COMM. JACKSON: Aye.

21 MS. OJO: Chair slash?

22 (No response.)

23 MS. OJO: Chair slash?

1 CHAIRPERSON SLASH: Aye.

2 MS. OJO: Thank you. Motion passes,  
3 four, zero.

4 CHAIRPERSON SLASH: Thank you.

5 The second case, Case EMha20120853,  
6 Comm. Harrington?

7 COMM. HARRINGTON: I'm having a  
8 technical issue. I just want to make sure. Can  
9 you tell me the name on the case, because I  
10 have --

11 CHAIRPERSON SLASH: Yes. Malinka  
12 versus Beech Grove City Schools.

13 COMM. HARRINGTON: On the two cases  
14 that were assigned, I needed additional time  
15 because I had issues downloading, so I will make  
16 my recommendations next month, or send them in  
17 advance.

18 CHAIRPERSON SLASH: Okay. Thank you.

19 So, in the case of EMha20120853, we will  
20 add that to next month's agenda, as well as  
21 Case 24D-2020-00267.

22 And Comm. Harrington, you had a third  
23 case. Did you have that information, or would

1 that one need to move to next month as well?

2 COMM. HARRINGTON: Was that the Hoff  
3 versus Chrysler?

4 CHAIRPERSON SLASH: Correct.

5 COMM. HARRINGTON: Yes, I've got that  
6 one.

7 CHAIRPERSON SLASH: Yes, you can do  
8 that one today, or no, you need --

9 COMM. HARRINGTON: Yes.

10 CHAIRPERSON SLASH: -- to move it to  
11 next month? Oh, okay. So, I'll just wait until  
12 we get to that one on the agenda, then --

13 COMM. HARRINGTON: Okay.

14 CHAIRPERSON SLASH: -- okay?

15 COMM. HARRINGTON: Thank you.

16 CHAIRPERSON SLASH: Uh-huh.

17 So, in the next one, which is  
18 Case PPara21050133 Martin versus IHOP,  
19 Comm. Jackson?

20 COMM. JACKSON: Yeah, and I had some  
21 questions on that one. As I understand it, it  
22 was denied because it didn't meet the 180-day  
23 deadline; is that correct?

1 CHAIRPERSON SLASH: Yes.

2 COMM. JACKSON: Do we know the  
3 postmark date on the envelope she sent in? I  
4 know it was received on December 28, 2020. She  
5 filed it on June 2020 -- or the incident was  
6 June 2020, rather. So, I'm wondering if she  
7 mailed that in, what was the postmark date on her  
8 envelope?

9 MS. OJO: Okay. We can get that  
10 information and send it to you.

11 COMM. JACKSON: Yeah. The reason --

12 MR. WILSON: Well --

13 COMM. JACKSON: -- why I'm asking --  
14 go ahead. I'm sorry.

15 MR. WILSON: I just want to be clear  
16 in the question, so we can make sure. So, you're  
17 saying that she filed her complaint in June  
18 of 2020; right?

19 COMM. JACKSON: I believe she did.

20 MR. WILSON: And you're saying that  
21 the envelope -- is that the envelope that -- from  
22 you said was December 2020?

23 COMM. JACKSON: It was marked

1 received December 28th, 2020.

2 MS. OJO: We actually have 180 days  
3 from the date of incidence for evidence to her  
4 file. So, when it's outside 180 days, we don't  
5 have --

6 COMM. JACKSON: Right. So, this is  
7 about 11 days -- this is about 11 days outside of  
8 the date, but I'm wondering, because of COVID  
9 and, you know, that was kind of the height of  
10 COVID, and the United States Postal Service  
11 acknowledged that they were having trouble with  
12 bulk mail and getting it to the places on time.

13 And the transit time between Georgia and  
14 Indiana, 10 to 14 days under normal conditions,  
15 I'm wondering if the Plaintiff is at fault here,  
16 or would it be the United States Postal Service?  
17 And do we have any accommodation for the  
18 extraordinary time that we're living in right  
19 now?

20 MS. OJO: Okay.

21 COMM. JACKSON: Well, I just --

22 MR. WILSON: Well, we'll take a look  
23 at it.

1                   COMM. JACKSON: Oh, I'm sorry.

2                   MR. WILSON: We can take a look at it  
3 and -- go ahead. I'm sorry, Commissioner.

4                   COMM. JACKSON: Yeah. I just think  
5 it would be encumbering and unreasonable to deny  
6 it if it was 11 days past the 180 days if it were  
7 not her fault because we are in a global pandemic  
8 and the United States Postal Service acknowledged  
9 their failure to get mail to its destinations on  
10 time.

11                  MR. WILSON: Yeah, but you're talking  
12 about 180 days still.

13                  COMM. JACKSON: Well, that's the  
14 reason why I wanted to know --

15                  MR. WILSON: Yeah.

16                  COMM. JACKSON: -- when she sent it,  
17 and did we know that?

18                  MR. WILSON: Yeah. We'll take a  
19 look -- what I was going to say is, we'll take a  
20 look at it and see what those dates are, and  
21 we'll get that information back to you.

22                  COMM. JACKSON: Okay.

23                  MR. WILSON: But it is still 180

1 days, so -- and we -- it falls in the guideline,  
2 and unless something changes it, we can't make  
3 that decision ourselves to make the adjustment.  
4 So --

5 COMM. JACKSON: Okay.

6 MR. WILSON: -- we'll take a look and  
7 we'll get that back to you what the dates were.

8 COMM. JACKSON: All right. Thank  
9 you.

10 CHAIRPERSON SLASH: So, for the  
11 record, we will put Case PArA21050133 -- we will  
12 continue it until next month pending these  
13 further questions, to make sure that the court  
14 reporter got that clearly.

15 THE REPORTER: Yes.

16 CHAIRPERSON SLASH: Thank you.

17 And the next case, which is  
18 Case EMra20110814, this case was assigned to  
19 Vice-Chair Ramos, who submitted his  
20 recommendation of upholding the Deputy Director's  
21 finding of no probable cause in writing to the  
22 Commission, I think it was, yesterday.

23 Is there a recommendation -- I mean is

1 there a motion to support his recommendation?

2 COMM. TOLLIVER: So moved.

3 CHAIRPERSON SLASH: Thank you,  
4 Comm. Tolliver.

5 Is there a second?

6 COMM. HARRINGTON: This is  
7 Comm. Harrington. Second.

8 CHAIRPERSON SLASH: Thank you.  
9 Shall we call the roll?

10 MR. WILSON: Stephanie, please call  
11 the roll. Christiana's gone to see if she can  
12 get that information for Comm. Jackson.

13 MS. SLONE: Sure.

14 Chair slash?

15 CHAIRPERSON SLASH: Yes.

16 MS. SLONE: Comm. Harrington?

17 COMM. HARRINGTON: Aye.

18 MS. SLONE: Comm. Blackburn?

19 (No response.)

20 MS. SLONE: Is Comm. Blackburn on the  
21 call?

22 CHAIRPERSON SLASH: She's not  
23 present.



1 MS. SLONE: Okay.

2 Comm. Jackson?

3 COMM. JACKSON: Aye.

4 MS. SLONE: Comm. Tolliver?

5 COMM. TOLLIVER: Aye.

6 MS. SLONE: Passed, four to zero.

7 CHAIRPERSON SLASH: Thank you.

8 In the next case, which was assigned to  
9 me, Case EMn021 -- I'm sorry --  
10 Case EMno21020052. The case was assigned to me.  
11 My recommendation is that we uphold the Deputy  
12 Director's finding of probable cause.

13 Is there a recommendation -- I mean is  
14 there a motion?

15 COMM. TOLLIVER: This is Terry  
16 Tolliver. So moved.

17 CHAIRPERSON SLASH: Thank you.

18 Is there a second?

19 COMM. HARRINGTON: Comm. Harrington,  
20 second.

21 CHAIRPERSON SLASH: Thank you.

22 Shall we call the roll?

23 MS. SLONE: Chair Slash?

1 CHAIRPERSON SLASH: Aye.

2 MS. SLONE: Comm. Harrington?

3 COMM. HARRINGTON: Aye.

4 MS. SLONE: Comm. Jackson?

5 COMM. JACKSON: Aye.

6 MS. SLONE: Comm. Tolliver?

7 COMM. TOLLIVER: Aye.

8 MS. SLONE: Pass, four-zero.

9 CHAIRPERSON SLASH: Thank you.

10 And the final case we have in Old  
11 Business, assigned to Comm. Harrington,  
12 Case EMha19120634, Comm. Harrington? You're  
13 muted.

14 COMM. HARRINGTON: Just making sure.  
15 Can you state the name?

16 CHAIRPERSON SLASH: Versus Chrysler.

17 COMM. HARRINGTON: This is Hoff  
18 versus Chrysler?

19 CHAIRPERSON SLASH: Yes. I believe  
20 you passed the other ones on to next month.

21 COMM. HARRINGTON: Yep. I wanted to  
22 make sure. Okay.

23 CHAIRPERSON SLASH: Thank you.

1                   COMM. HARRINGTON: Chair Slash, on  
2 this one, I recommend that we uphold the  
3 findings. This was the one that I had asked for  
4 additional information and have -- we have  
5 received that information.

6                   CHAIRPERSON SLASH: Thank you.  
7                   Is there a motion?

8                   COMM. JACKSON: So moved,  
9 Comm. Jackson.

10                  CHAIRPERSON SLASH: Second?

11                  COMM. TOLLIVER: Terry Tolliver,  
12 second.

13                  CHAIRPERSON SLASH: Thank you.  
14 We shall call the roll.

15                  MS. SLONE: Chair Slash?

16                  CHAIRPERSON SLASH: Aye.

17                  MS. SLONE: Comm. Harrington?

18                  COMM. HARRINGTON: Aye.

19                  MS. SLONE: Comm. Jackson?

20                  COMM. JACKSON: Aye.

21                  MS. SLONE: Comm. Tolliver?

22                  COMM. TOLLIVER: Aye.

23                  MS. SLONE: Pass, four-zero.

1                   CHAIRPERSON SLASH: Thank you.

2                   And that concludes our Old Business.

3 Thank you, Commissioner, for your attention to  
4 those details, and for speaking --

5                   COMM. TOLLIVER: Chair Slash?

6                   CHAIRPERSON SLASH: -- up for -- yes.

7                   COMM. TOLLIVER: I apologize.

8                   CHAIRPERSON SLASH: Did I miss one of  
9 yours?

10                  COMM. TOLLIVER: Yes, Fomond

11 versus --

12                  CHAIRPERSON SLASH: Oh, I apologize.

13                  COMM. TOLLIVER: -- Indiana State  
14 University.

15                  CHAIRPERSON SLASH: Yes,  
16 Case EDra19090496. I apologize, Comm. Tolliver.

17                  COMM. TOLLIVER: Thank you. I'd  
18 recommend that we uphold the Deputy Director's  
19 finding that there's no probable cause to believe  
20 that a discriminatory practice has occurred.

21                  CHAIRPERSON SLASH: Thank you.

22                  Is there a motion?

23                  COMM. HARRINGTON: So moved.

1                   CHAIRPERSON SLASH: Thank you.

2                   Is there a second?

3                                   (No response.)

4                   CHAIRPERSON SLASH: I will second  
5 myself.

6                   COMM. HARRINGTON: And it was -- for  
7 the record, it was Comm. Harrington that made the  
8 motion.

9                   CHAIRPERSON SLASH: And Chair Slash  
10 that made the second. Thank you.

11                   Shall we call the roll?

12                   MS. SLONE: Chair Slash?

13                   CHAIRPERSON SLASH: Aye.

14                   MS. SLONE: Comm. Harrington?

15                   COMM. HARRINGTON: Aye.

16                   MS. SLONE: Comm. Jackson?

17                   COMM. JACKSON: Aye.

18                   MS. SLONE: Comm. Tolliver?

19                   COMM. TOLLIVER: Aye.

20                   MS. SLONE: Pass, four to zero.

21                   CHAIRPERSON SLASH: Thank you. And  
22 once again --

23                   THE REPORTER: Chair Slash?

1                   CHAIRPERSON SLASH: I thank you --  
2 what's that?

3                   THE REPORTER: Chair Slash, this is  
4 the reporter.

5                   CHAIRPERSON SLASH: Uh-huh.

6                   THE REPORTER: I just want to make  
7 sure I heard correctly on yours. Did you say the  
8 recommendation was probable cause?

9                   CHAIRPERSON SLASH: Yes, to uphold  
10 the find of probable cause --

11                   THE REPORTER: Okay.

12                   CHAIRPERSON SLASH: -- correct.

13                   THE REPORTER: I just wanted to make  
14 sure I heard that correctly. Thank you.

15                   CHAIRPERSON SLASH: We don't get them  
16 very often --

17                   THE REPORTER: Right.

18                   CHAIRPERSON SLASH: -- so, I  
19 appreciate you verifying that.

20                   And with that, thank you, everyone, for  
21 your attention to the detail and asking the  
22 questions and taking the due diligence of truly  
23 looking into each of your cases. Sometimes

1 things get delayed, so -- but I appreciate you in  
2 asking those questions.

3 As we move to New Business, I will make  
4 the following assignments: Case EMse21030079 I  
5 will assign to myself; the second case,  
6 PAr19110617, Comm. Harrington; 470-2020-02275,  
7 Comm. Tolliver; and the final case, Hill versus  
8 Goody's Restaurant, Comm. Jackson.

9 MS. OJO: So, Chair slash?

10 (No response.)

11 MS. OJO: Chair slash?

12 CHAIRPERSON SLASH: Uh-huh.

13 MS. OJO: Just for clarification, on  
14 the case assigned to you, so there were two  
15 parts. There was a probable cause, and there was  
16 one issue that was a no probable cause, so the  
17 appeal is based on the second issue, where there  
18 was a no cause finding for that.

19 CHAIRPERSON SLASH: Okay. So, I  
20 don't know how I missed that part, but if that's  
21 the case, then I will have to continue mine until  
22 next month as well. I'm not prepared to make a  
23 recommendation on that, but that would mean that

1 we would need to -- how do we address this in  
2 the -- in our actual official business, to remove  
3 my original recommendation and its motion?

4 MS. SLONE: You could --

5 MS. OJO: We can -- yeah, go ahead.

6 MS. SLONE: Go ahead, Christiana.

7 MS. OJO: Yeah. We can just change  
8 it. You can just call the name of the case and  
9 say -- make your recommendation, and if it's --  
10 if you want to respond to it next time.

11 CHAIRPERSON SLASH: Okay. Yes. I'm  
12 not prepared to -- because I have a lot of notes,  
13 but they're not in front of me, so I'm not  
14 prepared to do that at this time. So, in the  
15 case of -- it's EMno21020052, I would like to  
16 hold that case and make a recommendation at the  
17 October meeting.

18 MS. OJO: Thank you.

19 CHAIRPERSON SLASH: Thank you. And  
20 it does not need a vote?

21 MS. OJO: No, it doesn't need a vote.

22 CHAIRPERSON SLASH: Okay. I just  
23 want to make sure. We're having a bumpy day



1 anyway, so all of the bumps can go in these  
2 records for this month. It's our one bumpy  
3 meeting for the year. We'll allow a little grace  
4 here.

5           So, moving along, we do not have any -- it  
6 doesn't look like we have any ALJ decisions that  
7 we need to make -- that we need to review. We do  
8 have two cases that were automatically confirmed.  
9 Is there -- is there any insights from the  
10 Commission that you would like to share with  
11 Commissioners at this time?

12           MS. OJO: No votes required for this  
13 one.

14           CHAIRPERSON SLASH: Yeah. I just  
15 wanted to make sure that if there was any  
16 insights that we should know, this is always a  
17 good time to ask for it. Okay. But hearing  
18 none, those two cases --

19           MR. WILSON: Stephanie, did you have  
20 something?

21           MS. SLONE: Yeah, I'm sorry. I do  
22 have. I was --

23           CHAIRPERSON SLASH: Okay.

1 MS. SLONE: -- waiting on Christiana  
2 to finish. First, I do want to mention that Tim  
3 had an unexpected situation occur and that's what  
4 caused him to not be here. He did ask me to  
5 relay a message, that he has thoroughly enjoyed  
6 his time working with all of you, and it's  
7 bittersweet for him to move on, but he wants to  
8 wish you all the very best, and he hopes to still  
9 see you in the future.

10 He also wanted me to mention that in  
11 previous meetings, we had mentioned that Adoley  
12 had left, and she was our Alternative Dispute  
13 Resolution Program Director. We have filled that  
14 position with an internal candidate, and that's  
15 Tracy Richardson, and she's another person here  
16 who wears a lot of different hats, has been in  
17 legal, has done some legal support for Intake.

18 And now she's fully transitioned into her  
19 new role with the ADR Director in that program,  
20 and Tim wanted me to make sure to highlight that  
21 and let you know that he's very excited about  
22 that. She is going to bring a lot of new review  
23 and change to ADR and doing outreach with our

1 community partners to see how we can further  
2 bolster our mediation services.

3 He also wanted me to let you know that  
4 we -- with the testing program, that's been one  
5 of his babies for housing, and he wanted me to  
6 let everyone know that we have received  
7 additional partnership fund grants and are going  
8 to do additional testing, maybe 20 or 30 more  
9 tests, and that's going to help us evaluate areas  
10 in the community and in the state that could use  
11 some additional training, and finding anywhere  
12 that potential people are that don't have the  
13 ability to advocate for themselves, that we're  
14 able to find opportunities to stop discrimination  
15 before it affects other people.

16 And then the last one that he wanted me to  
17 update is on Kyleigh Cramer, and Greg did touch  
18 on this, the External Affairs team, he's  
19 mentioned about getting really excited about this  
20 new person coming on, and she has tremendous  
21 skills and assets, and her outreach and training  
22 and education.

23 She has already been -- she joined us last

1 week, but she's also a Colts cheerleader, so  
2 she's very active and involved in the community.  
3 She's been reaching lots of different partners,  
4 and we have partnerships throughout the state.  
5 She's going to be traveling not just here and  
6 focusing on Central Indiana, but focusing  
7 throughout, from Terre Haute all of the way up  
8 into the lake region, and down to Evansville at  
9 some point in the future.

10           And our External Affairs team is really  
11 kicking up a social media campaign. We're going  
12 to have some ads on Facebook, we've been on the  
13 radio, on television, all of our cultural  
14 commissions are really getting active now that  
15 we've got those filled.

16           It's a very exciting time here at ICRC,  
17 and as we move into planning for next year,  
18 2022 -- that's weird to say -- we are going to  
19 have some retreats and coordination amongst not  
20 just ICRC, but also all of our Commissions and  
21 our partnerships.

22           Tim did want me to mention, in the monthly  
23 report, if you do take a look at that and have

1 some questions, you can see that throughout the  
2 year we have really lowered our calls in that  
3 we're getting, so we have started out in the six  
4 and seven hundreds at the beginning of the year,  
5 and now we're at 200. But what's important to  
6 see is that if you look at how many formalized  
7 complaints that we've gotten out of those  
8 inquiries, when we were receiving six and seven  
9 hundred calls, we were only getting 40 and 26  
10 complaints. So, even though our calls are down  
11 and our inquiries, we're actually getting about  
12 55 complaints a month formalized.

13 And Greg has been really focused on  
14 leading the External Affairs group to really  
15 focussing in on social media, getting our message  
16 out there, helping people identify that they  
17 might be victims of illegal discrimination.  
18 We've also received a grant from the EEOC to run  
19 some radio ads, and we're going to be running  
20 them in Spanish and English, and that'll be  
21 starting. Our Facebook ad just went out today,  
22 so we've got some real exciting things going on.

23 Also, our ADR program, even though during

1 the summer, when Adoley left, we were in a  
2 transitional period, and now that Tracy's in it,  
3 I have been helping out in the interim as the ADR  
4 Director, and so, in the month of July we had  
5 \$33,000 in settlements, and just last month we  
6 had \$75,000, so we're really picking that up.

7           And again, we've discovered that we have  
8 partners out there in the community that don't  
9 have mediation programs that are interested in  
10 using us to provide those services to help  
11 mediate and try to settle some of those before  
12 they get out there and become formalized  
13 complaints.

14           We've had a lot of training in External  
15 Affairs. We've had meetings and we're training  
16 them. That Case Management System that Greg's  
17 been talking about, the portals should be going  
18 live really soon, and I know that's going to be  
19 really exciting. We've had training with HUD and  
20 FHA, and we've been also training with the EEOC.

21           But one of the real special things that we  
22 did last month in our outreach and education was  
23 that we had an event, a virtual event, and it was

1 moderated by Doneisha Posey, who is Tim's  
2 predecessor, and it was called Challenges and  
3 Opportunities in the Learning Environment, and it  
4 was a panel discussion.

5           We have that posted on our social media,  
6 and it's also going to be -- I believe Channel 16  
7 is going to be running that, and that was one of  
8 those relationships that Kyleigh, just by joining  
9 on, reached out, and we said, "Yes, we would like  
10 to run this," and just on repeat.

11           So, we're doing fantastic things here, and  
12 let me just make sure I've got all of the rest of  
13 the stuff. For coming -- oh, this is real  
14 exciting. Our Women's Commission, they are going  
15 to have their first Commission meeting in  
16 October, so that had been vacant for a while, and  
17 I know Jordan has been really focused and  
18 interested in seeing what she can do there.

19           James, over at our Black Males Commission,  
20 in November they're going to have the annual  
21 conference, and that's something that he's been  
22 working on really hard.

23           And then just yesterday we had -- our

1 State Cultural Commission did the Heritage  
2 Foundation, so it was over at the Robert Orr  
3 Plaza, and our Latino Commission was out there in  
4 traditional -- traditional Hispanic cultural  
5 wear, and pictures and sharing candies.

6 So, we're doing really great things here,  
7 and Tim did ask me to kind of walk through that  
8 and just to share all of that, and then also give  
9 you his thanks for your collaboration over the  
10 last year and a half, and -- but he is looking  
11 forward to moving on, but it's very bittersweet.

12 CHAIRPERSON SLASH: Thank you so much  
13 for sharing all of that and for bringing us up to  
14 speed.

15 Does anyone have any questions or comments  
16 at this time?

17 (No response.)

18 CHAIRPERSON SLASH: Okay. Hearing  
19 none, I think we kind of looked over Section VII.  
20 Does anyone that is present today have a conflict  
21 with the October 15th date?

22 COMM. TOLLIVER: This is Terry  
23 Tolliver. I do.



1                   CHAIRPERSON SLASH: Okay. Thank you.

2                   So, at this time, can I request that the  
3 ICRC staff poll the entire Commission following  
4 this meeting electronically via e-mail, to make  
5 sure that collectively we'll be able to have a  
6 quorum at that meeting?

7                   MR. WILSON: Yes.

8                   COMM. HARRINGTON: This is  
9 Comm. Harrington. Just so you don't have to make  
10 extra calls, I am available on October 15th.

11                  MR. WILSON: All right.

12                  COMM. HARRINGTON: Thank you.

13                  CHAIRPERSON SLASH: Thank you.

14                  So, we don't have any elections, training  
15 or anything like that today. Are there any  
16 announcements?

17                  MS. SLONE: Chair Slash, if I may, I  
18 just want to remind everyone that our ability to  
19 conduct the meetings 100 percent virtually is  
20 contingent on the emergency health order from the  
21 Governor, and it's currently in effect until the  
22 end of this month. We don't know if it's going  
23 to be extended past September, and so, we'll

1 watch that and let you know. So, just be mindful  
2 that if it's not extended, that we'll have to go  
3 back to the regular open-door requirements, which  
4 would require that at least three members be  
5 present in order for -- to have a quorum.

6 CHAIRPERSON SLASH: Thank you.

7 With that in mind, can I make the request  
8 that the inquiry into which Commissioners are  
9 available happen after the 1st of October? That  
10 way, we can make all of those information and  
11 decision points in one communication.

12 MS. SLONE: That's fine.

13 CHAIRPERSON SLASH: Thank you. We  
14 want to make sure we're not duplicating work  
15 here, just in case.

16 And so, with that being said, the only  
17 announcement that I will make is she's not here,  
18 but her birthday was yesterday, so I'll put it on  
19 the record, Happy Birthday to Comm. Blackburn.  
20 Hope she's enjoying her birthday weekend. She  
21 can read it in the minutes.

22 MR. WILSON: Happy Birthday. Yeah,  
23 Happy Birthday, too.

1                   CHAIRPERSON SLASH: And then with  
2 that being said, is there anyone here for public  
3 comment? I don't believe we had anyone, but  
4 always good to ask.

5                                   (No response.)

6                   CHAIRPERSON SLASH: Okay. Hearing  
7 none, thank you, everyone, for your time, your  
8 patience, and your extended grace today. Be kind  
9 to folks, stay healthy, and we look forward to  
10 seeing you next month.

11                   This meeting is adjourned at 1:56 p.m.

12                                   - - -  
13                   Thereupon, the proceedings of  
14                   September 17, 2021 were concluded  
15                   at 1:57 o'clock p.m.  
16                                   - - -

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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, September 17, 2021 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.

14  
15 My Commission expires August 26, 2024.

16 Commission No. NP0690003  
17  
18  
19  
20  
21  
22  
23

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