

## West Lafayette Human Relations Commission - Meeting Minutes

7:00 pm, February 16, 2010

West Lafayette City Hall

**Members Present:** Charlie Shook (Chair), David Rosenthal (Secretary), Zarjon Baha, Angelica Duran, Asako Iikubo, Phil Subeck, Tom Logan (Attorney)

The meeting was called to order by Mr. Shook at 7:05pm.

Mr. Baha moved for approval of the meeting agenda; Ms. Iikubo seconded. **Motion to approve agenda passed with unanimous consent.**

Ms. Duran moved for approval of minutes from November 17, 2009 meeting; Mr. Subeck seconded. **Motion to approve November 17, 2009 minutes passed with unanimous consent.**

### CONTINUING BUSINESS

Survey Update: Mr. Rosenthal presented a brief overview of the STATCOM report on the results of the survey (attached) and expressed gratitude for the work done by STATCOM in analyzing the data and producing conclusions. Members discussed the report. Ms. Iyer noted that the report refers to the “West Lafayette Human Relations Committee” instead of the “West Lafayette Human Relations Commission.” Ms. Duran requested that a copy of the cover letter sent with the survey be included in the final report.

**Mr. Shook moved to form a working committee consisting of Mr. Rosenthal and Mr. Subeck to draft the Commission’s statement regarding the survey results; Mr. Baha seconded. The Motion passed with unanimous consent. Mr. Rosenthal asked members to send their reflections on the survey results to himself and Mr. Subeck by March 1<sup>st</sup>.**

The Commission will hold a special interim meeting in April to discuss survey follow-up and other issues. The meeting date will be determined by Mr. Shook.

Amendment to Human Relations Ordinance: Mr. Shook presented the proposed amendments:

1. Allow meetings to take place at any reasonable location (instead of being confined to City Hall)
2. Allow meetings to take place at any reasonable time
3. Grant the Commission the authority to appoint a mediator at any point during the complaint review process
4. Include “gay, lesbian and transgendered persons, and veterans of the United States armed forces” as protected classes in the definition of “Discrimination”

Mr. Shook described amendments 1 and 2 as “housekeeping measures.” Mr. Logan discussed the benefits of mediation offered by amendment 3 and added that the commission could recruit members of the local bar association to serve as mediators on a pro bono basis.

**Ms. Iyer moved to recommend amendments 1, 2, and 3 to the West Lafayette City Council with the Commission's support; Mr. Baha seconded. The Motion passed with unanimous consent at 7:52pm. Mr. Shook will ask Mayor Dennis to introduce the amendments to the council.**

Mr. Logan discussed possible legal concerns with amendment 4 stemming from limitations of Indiana state law establishing local authority for Human Relations Commissions, which dictates which persons can be recognized as members of "protected classes" Mr. Logan will investigate the legal options further and give a report at the commission's next meeting.

Mr. Duran suggested adding "current members of the US armed forces" as a protected class. Mr. Subeck suggested simplifying "gay, lesbian and transgendered persons" to "sexual orientation and gender identity."

**Mr. Shook moved to form a working committee consisting of himself, Mr. Baha, and Ms. Duran to pursue consideration of amendment 4; Mr. Rosenthal seconded. The motion passed with unanimous consent.**

Report from Diversity Round Table (DRT): Ms. Duran reported that Joanne Miller, a Purdue sociology professor, completed a DRT commissioned survey assessing the "diversity climate" of the Greater Lafayette Area. Results of the survey will be announcing in an upcoming DRT press conference.

Ms. Iyer will replace Ms. Duran as the WLHRC representative to the DRT in July. The DRT meets on the first Thursday of every month at 11:30am at the Lafayette YMCA.

Report on the DRT/HRC Joint Website Project: Mr. Shook presented a mockup of the proposed website. The joint committee will be meeting soon to continue work on the website. Mr. Subeck will represent the WLHRC on this committee.

**NEW BUSINESS:** There was no new business.

**COMMENTS FROM THE AUDIENCE:** There were not comments.

**Mr. Baha moved to adjourn the meeting at 8:17pm. Mr. Subeck seconded the motion.**