



Meeting Minutes

First Floor Conference Room, City Hall

June 15, 2016

3:00pm

Commission members present: Sarah Jo Jorgensen, Sheila Sandness, Lori Lewison, Joyce Heiser, Tana Zwart, Kendra Gottsleben, Walter Schaefer, Deb Aden

Commission members absent: Kevin Horner

Staff present: Colleen Moran, Human Relations Manager; Brooke Pape, Human Relations Paraprofessional

Guest(s) present: Vicki Kerkvliet, Business Resource Network; Machenzie Humber, Argus Leader Intern; Joe Sneve, Argus Leader Reporter

Call to Order

Co-Chair Lori Lewison called the meeting to order at 3:00 p.m.

Welcome Guest(s)

The Commission welcomed Vicki Kerkvliet, Business Resource Network; Mackenzie Huber, Argus Leader Intern; and Joe Sneve, Argus Leader Reporter.

Approval of Minutes

Jorgensen moved to approve the meeting minutes from May 18, 2016. Gottsleben seconded. The minutes were unanimously approved.

Disability Rights Updates

A federal judge ruled in favor of the U.S. Equal Employment Opportunity Commission (EEOC) on June 8, 2016 that a Mountain Grove, Mo., farm violated two federal laws by requiring all job applicants to fill out a health history before they would be considered for a job, the federal agency announced today.

According to EEOC's lawsuit, a retired law enforcement officer sought employment with Grisham Farm Products, Inc., and was told by the company that if he did not fully complete and submit a three-page health history form with his application, he would not be considered for any job.

Co-Chairs: Walter Schaefer & Lori Lewison | **3rd Chair:** Deb Aden

In addition to declaring that Grisham Farm violated the law and ordering it to implement policies and practices to prevent discrimination, Judge Harpool ordered the farm to pay Sullivan \$10,000 in damages. Finally, Judge Harpool held that EEOC has the authority to enforce the court's judgment for five years.

Human Relations Commission Report

Schaefer provided an update from the May Human Relations Commission meeting.

If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired is an article by Stefanie K. Johnson, David R. Hekman, and Elsa T. Chan. The article explain the unconscious bias of selecting a candidate for employment. The article included the following statistics:

- a. 85% of board members and executives are white males
- b. A woman has a 67% chance of likelihood of getting hired with 3 women and 1 male as the finalist.
- c. A woman has 0% chance of likelihood of getting hired with 1 woman and 3 males.

Human Relations office received 249 phone calls in May. Of those, 110 involved housing issues. The office also had 15 scheduled contact/intake appointments and numerous unscheduled contacts/intakes.

Compassionate Sioux Falls will be having an interactive Living Library at the Pride Festival on June 18th. Participants will be able to "check out" a person for a selected amount of time to have a conversation to challenge stereotypes and prejudices.

Continuing Business

A. Election of Officers – May 2016

- a. The commission elected Schaefer and Lewison as Co-Chairs and Aden as 3rd Chair.

New Business

A. Disability Friendly Recognition Program

- a. Kerkvliet has awarded 12 business with the Disability Friendly sticker since March 2016. A business much have 1 or more employees with a disability to be nominated. People can nominate a business on their website.
- b. If committee members are interested in participating when a business is awarded a sticker, please email director@sfbrn.org.
- c. October 15, 2016 all businesses who have been awarded a Disability Friendly Sticker will be recognized at National Disability Employment Awareness Month (NDEAM) conference.

B. Communications & Outreach Committee breakouts

a. Artability 2017

- i. Museum of Visual Materials notified the commission that another artist was interested in having an event in April 2017. As of now, the Museum has the date on hold for Artability but they would like to limit the number of pieces to 45 due to having events of weekends.

Roundtable/Public Comment

Schaefer reported Lifescape's event with Jeffrey Hayzlett went well and was support by the community. Also, Schaefer shared there is a band called FLAME, a group of 11 people with disabilities, who are touring in New York. Flame could be a possible option in the future for an event.

Jorgensen reported Independent Living Choices is in the swing of the Summer Transitions month where young adults 16-21 take a crash course on independent skills.

Zwart stated JAM will be celebrating their 1 year anniversary.

Adjournment

Having no further business, the meeting adjourned at 4:07 p.m.

The next DAC meeting is scheduled for July 20, 2016, 3 p.m. in the First Floor Conference Room, City Hall.

These minutes submitted by Brooke Pape.