

# MINUTES

Thursday, March 13, 2014



**Sioux Falls  
Human Relations  
Commission**

12 Noon—1 p.m.  
Commission Room  
First Floor, City Hall  
224 West Ninth Street

## Commissioners:

Present: Bouwman, Haase, Harkness, Jones, Kaiser, Mortenson, Reichelt, Scere, and Salihagic. DAC liaison – Vicki Nelson

Absent: Brennan

## Staff:

Colleen Moran, Human Relations Manager and Carol Garry, Human Relations Technician

Guests: Anna Ochs, intern studying Government & International Affairs at Augustana College and Paul Flogstad, Fair Housing Awareness.

### 1. Call to Order/Welcome Guests

Chairperson Haase called to order at 12:20 pm. (Paul Flogstad's presentation started at noon while we waited to have quorum)

### 2. Approval of Minutes

**Mortenson moved to approve the February 13, 2014, meeting minutes, Reichelt provided the second.** The minutes were unanimously approved.

### 3. Status of Cases Report

Recent closures include an old case that has been conciliated, a mediated settlement, a no probable cause finding and a transfer to EEOC to process for age discrimination (non-jurisdictional under Code of Ordinances of Sioux Falls). There is currently a probable cause case that is in conciliation.

### 4. Civil Rights Update

Moran discussed a case from the national level where a woman with a disability was terminated from her job at a rehabilitation center due to her disability.

Flogstad offered a case where a fair housing organization hired a black manager that was racially harassed. After the manager sued for discrimination their employment was terminated.

### 5. Appointment—March Case Panel – Case Panel A

Bouwman, Harkness, Kaiser, Reichelt, and Scere

### 6. Continuing Business

**a. Renewed discussion of the HRC website.**

Mortenson has not completed an analysis yet. Salihagic suggested adding a link to the HRC page from the Resources section on the left side of the City's website.

Haase did a search for discrimination/ human relations and the HRC came up seventh or eighth.

The Commission would like to know how many hits the HRC website gets.

The HRC contact information has been added to the City's "Who to Contact" brochure.

**b. 2014 Humanitarian Award planning**

Staff researched dates and there were very few that were still open this fall. We have reserved the Orpheum Theater Center for Thursday, October 23, 2014.

Moran mentioned that she had been contacted about the possibility of having Avera partner with the HRC. We would still have it at the Orpheum, not at the Avera Prairie Center.

Preparation Committees:

Nominations – Salihagic, Reichelt, & staff – will need to meet

Entertainment –Harkness – Harpist, Janice Graber

MC – Harkness – Jeff Harkness

Food/venue – Kaiser

PR – Mortenson

**c. 2014 Attendance at outreach events**

Staff had not received enough volunteers to cover either event. Three volunteered for Cinco de Mayo, May 10<sup>th</sup> and four for Festival of Cultures, June 14<sup>th</sup>.

Staff will resend information again and will contact the Disability Awareness Commission members for volunteers. Staff attempted to get other City departments on board – only one department responded – no thanks.

**7. New Business –**

**a. Fair Housing Awareness – Paul Flogstad**

Community Development received a Community Development Block Grant (CDBG) for their fair housing programing – 2% which is to be used for education. Flogstad has had previous experience developing fair housing programs and has worked with the SF Community Development Office. In the past it was determined that those who need to be educated on fair housing issues were not being reached.

Flogstad will be the Fair Housing Ombudsman. He will take calls and direct callers where they need to go if he is unable to provide assistance. He will also mediate issues. This is a two-year program, but may continue.

Flogstad has plans to have a booth at the Sioux Empire Fair and Cinco de Mayo.

April is Fair Housing Month and he would like to be ready to kick-off the program by April 1<sup>st</sup>.

Flogstad will have fair housing education linked to the City's website. He provided handouts with contact information and fair housing presentation topics.(attached)

Harkness will drop off some of the HRC's materials at the Sioux Falls Housing office; they did not have anything in there resource rack.

**b. Refresh/change HRC materials/message** - Moran is looking for feedback on what the HRC has for handouts. Staff will provide examples of what we have.

Now is a good time to make any changes ahead of attending awareness events this spring.

One suggestion was to be sure the website and Facebook link are on the materials.

#### 8. Disability Awareness Commission Report:

ArtAbility – exhibit is March 3 – April 30. The Artists' reception is Friday, April 4<sup>th</sup> 6-8 pm. Event sponsors include: Accent on Events, Gustaf's, Museum of Visual Materials, and SD Arts Council.

Awareness – Spread the Word to End the Word – March 5<sup>th</sup>. Posters/pledges were available at area schools and businesses.

Disability Friendly Business sticker program continuing.

ADA Celebration – 2015 is the 25<sup>th</sup> anniversary of the signing of the Americans with Disabilities Act into law. The DAC is planning a big celebration. We are working on a golf tournament in 2014 to raise money for the 2015 event.

#### 9. Public Comment –

No public comment was heard.

#### 10. Adjournment

**Having no further business Reichelt moved to adjourn; Salihagic seconded. The meeting was adjourned at 1p.m.**

*Minutes respectfully submitted by Carol Garry.*