

MINUTES

Thursday, April 10, 2014



Sioux Falls
Human Relations
Commission

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

Commissioners:

Present: Harkness, Jones, Kaiser, Mortenson, Reichelt, and Scere. DAC liaison – Julie Briggs

Absent: Bouwman, Brennan, and Haase

Staff:

Colleen Moran, Human Relations Manager; Carol Garry, Human Relations Technician; and Bojan Salihagic, Human Relations Coordinator

Guests:

Anna Ochs, HRC Intern and Jim Larson, newly appointed Commissioner.

1. Call to Order/Welcome Guests

Third Officer Reichelt called to order at 12:03 pm. Roundtable introductions were done to introduce the new commissioner.

2. Approval of Minutes

Mortenson moved to approve the March 13, 2014, meeting minutes, Jones provided the second. The minutes were unanimously approved.

3. Status of Cases Report

Two cases were opened last month. Six cases were closed and one conciliation is pending.

4. Civil Rights Update

Ochs reported on Equal Pay Day – April 8, 2014. The actual date of Equal Pay Day signifies how much longer a woman has to work to make as much money as a man did in 2013. In observance of Equal Pay Day 2014, President Obama signed an Executive Order that prevents workplace discrimination and protects workers' rights to discuss their pay with coworkers. Often women are not aware of the pay difference with men that are doing the same job because they are not allowed to discuss compensation.

5. Appointment—March Case Panel – Case Panel B

Brennan, Jones, Mortenson, Larsen, (after he has been through orientation) and Haase (until Salihagic's replacement is official and been through orientation).

6. Continuing Business

a. Renewed discussion of the HRC website.

The Commission went over the website review that Commissioner Mortenson put together. The foremost concern is the lack of ease to find the HRC page. Other suggestions/concerns:

- The videos don't play on Apple devices (Mac or iPhone)
- Videos are outdated
- Provide information in other languages

Moran would like to have other videos to include one showing Sioux Falls Diversity which includes culture, people with disabilities, gender, age, etc.; one on how to file a complaint; and one demonstrating discrimination, sexual harassment/harassment.

English is the official language of the State of SD and we are limited in what can be published in other languages beside English. Because federal law is less restrictive, federal money can allow for other languages. And since our federal funds are employment related, what we publish in other languages needs to be related to employment.

We could link to other websites that have information in other languages.

b. 2014 Humanitarian Award planning

Human Relations Manager Moran asked if we are consistent with the purpose of the award; does it reflect our mission statement.

Staff has discussed the nomination process and we have decided to have award recipients in three categories: individual, business, and organization.

Still need to determine if the Colwill award is for a youth leader or a mentor of youth.

Preparation Committees:

Nominations –Reichelt, & staff – will need to meet, Salihagic will remain on committee as staff

Entertainment –Harkness – Harpist, Janice Graber

MC – Harkness – Jeff Harkness

Food/venue – Kaiser

PR – Mortenson

c. 2014 Attendance at outreach events

The event sign- up calendar was distributed; okay to proceed.

d. The Commission also reviewed the edits that staff made to our handouts. More edits will be discussed with the Human Relations Manager.

We should consider getting posters for inside the busses once all the edits have been made.

7. New Business –

a. Nominations for May's election of officers

Open nominations will be taken at the next meeting. If anyone is interested in serving as an officer, let staff know.

Currently Haase is chairperson, vice chairperson is vacant, and third officer is Reichelt. Haase has indicated a desire to continue as chair.

8. Disability Awareness Commission Report:

ArtAbility – great turnout for the artists' reception; over 30 artists were present at the reception. Exhibit continues until April 30th.

Awareness – Disability Friendly Business sticker program continuing. This program recognizes businesses who hire people with disabilities. Nominations can be submitted on the DAC webpage or the Business Resource Network website.

9. Public Comment –

Commissioner Harkness has earned her Master's in Public Health degree.

10. Adjournment

Having no further business Mortenson moved to adjourn; Jones seconded. The meeting was adjourned at 1:05p.m.

Minutes respectfully submitted by Carol Garry.