

MINUTES

Thursday, June 12, 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, Larson, and Mortenson. DAC liaison – none

Absent: Brennan, Kaiser, and Scere. Reichelt submitted his resignation after a change in his position would prevent him from attending meetings.

Staff:

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

Guests:

Yesenia Pagan-Rosario, newly appointed Commissioner.

1. Call to Order/Welcome Guests

Chairperson Haase called the meeting to order at 12:05 pm. Roundtable introductions were done to introduce the new commissioner.

2. Approval of Minutes

Mortenson moved to approve the April 10, 2014, meeting minutes, Jones provided the second. The minutes were unanimously approved.

3. Status of Cases Report

There were three cases closed in May; a no probable cause finding, a removal to the SD DHR per SDCL 20-12-9, and a conciliation following a probable cause finding.

One of the housing cases went through mediation but no settlement was reached. It will continue through to the investigation stage.

We have added a contract mediator. We needed another in cases where there would be a conflict of interest or unavailability. Current mediators are Derald Wiehl and Robert Amundson.

4. Civil Rights Update

Moran provided some interesting items for discussion:

- An incident where an African American student was told to do something by his teacher and answered 'Yes, sir.' The teacher's response was 'Don't you mean - Yes, sir, master?' The teacher was not fired and since it was a personnel matter, any disciplinary action couldn't be discussed publicly.
- The EEOC recently sued a security company for same sex sexual harassment. Promotions were promised in exchange for sex among other things.
- A disability network organization failed to accommodate an employee with a hearing impairment.
- Pregnancy discrimination at a fast food restaurant – Management had questions for a new hire regarding her pregnancy. She was told to call after she gave birth and her childcare was in place.

5. Appointment—June Case Panel – Case Panel B

Brennan, Jones, Mortenson, and Haase. We will get the case panels fully staffed once we have a full Commission and they have had orientation.

6. Continuing Business

a. Election of Officers.

This was scheduled for May, but the Commission didn't meet in May so it is necessary to hold the election now since there is currently one officer still serving on the Commission. Absent a nominations committee, nominations will be taken from the floor; self-nominations are acceptable.

Mortenson moved to nominate Haase as chairperson, Mortenson (himself) as vice-chair and Harkness as the third officer. Bouwman seconded. The motion passed by unanimous vote of the members present.

b. Cinco de Mayo – follow-up/feedback

Jones said it was a great time; he talked to a lot of people. Haase thought the music was great and had wonderful help from some young girls who took great care of the handout materials at the booth. Mortenson would do it again!

Festival of Cultures is Saturday and there is a small crew to cover the whole day. Staff will call if we need to call it off due to weather – a very likely possibility.

c. Humanitarian Award Planning

Not much work being done yet; a new nomination form is being drafted with updated criteria. We will be making three awards this year – individual, organizations and businesses.

The date is October 23, 2014, - a Thursday. It will be at the Orpheum and we will need to use their caterer, Ovations.

We will really need to actively pursue nominations and will require participation of the whole Commission.

7. New Business – Moran added Community Connections, not previously listed on the agenda.

a. Community Connections

This year's Community Connections is October 1 & 2. Staff is working on the schedule. Those on the Commission who have participated feel it is a good way to learn the workings of city government, meet people you would probably wouldn't have met otherwise, and learn what resources the city has to offer, many that are free.

8. Disability Awareness Commission Report:

No one from the DAC was present to report. Jones asked about the Disability Friendly Business Sticker Program. Nominations can be made online on the HRC website. The program recognizes businesses that employ people with disabilities. For city government – an individual department can be nominated.

9. Public Comment –

No public present.

Mortenson reminded us that we need to work on the website. Staff will see if we can set up a meeting with the webmaster's staff.

10. Adjournment

Having no further business Mortenson moved to adjourn; Jones seconded. The meeting was adjourned at 1:02p.m.

Minutes respectfully submitted by Carol Garry.