

MINUTES

Thursday, September 11, 2014



**Sioux Falls
Human Relations
Commission**

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

Commissioners:

Present: Bouwman, Brennan, Haase, Harkness, Jones, Mortenson, Pagan-Rosario, and Scere. DAC liaison: none present

Absent: Larson and Kaiser.

Staff:

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

Guests:

1. Call to Order/Welcome Guests/Introduction of new Commission member.

Chairperson Haase called the meeting to order at 12:05 pm. Roundtable introductions were done to introduce the new HRC Commissioner Bill Wood. Bill Wood recently relocated from Milwaukee where he worked with Lutheran Human Relations Association and Kaleidoscope Institute Board. He now works at the call center for Lawrence and Schiller and Pueblo de Dios mission congregation.

2. Approval of Minutes

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

3. Status of Cases Report

The federal fiscal year ends on September 30, 2014, so for any cases you are sent to review, staff will need your sign-off communicated as soon as possible. Currently there is one case pending mediation and a recent probable cause conciliation has been scheduled for September 23rd.

4. Civil Rights Update

Moran reported about a 2009 discrimination case in Pennsylvania that recently settled where 56 black and Hispanic youth were kicked out of a youth swim camp. The official reason given was that there were too many kids to handle. It was reported that the president of the club stated that "there was a concern that the kids would change the complexion . . . and atmosphere of the club."

A recent EEOC case filed against Popeye's Chicken for inquiring why an applicant had left a former employer. When the applicant explained it was for medical reasons and when Popeye's demanded to know the reason, the applicant said it was because he was HIV positive. He was not hired.

Another EEOC settlement secured \$2.4 Million for over 500 farmworkers. The EEOC found that farmworkers were contracted to work at the farms and were charged exorbitant recruitment fees which forced the workers to give up most of their wages to pay them off. (The farmworkers were from Thailand and the non-Thai farmworkers were not charged the exorbitant fees and were treated altogether more favorably than the Thai workers.

5. Appointment—September Case Panel – Case Panel A

Bouwman, Harkness, Kaiser, Larson, and Scere

6. Continuing Business

a. Humanitarian Award Update

The Food Committee will meet next week at the Orpheum to discuss the event set up.

The M/C and harpist for the reception have been contacted.

Garry brought up that it was suggested that the nominees be videotaped responding to a question(s) about their nomination and use that at the award ceremony in place of reading their nominations. Discussion followed to determine what they would be asked/talk about.

b. Review H/Award nominations – choose recipients

Reviewing the nominations and choosing recipients is supposed to be the order of business. However, we are expecting a few more nominations to come in and would like to delay the selection until a later date. Also, staff has not had time to prepare the nominations for the 'vote'.

After discussing how to move forward, it was decided that Brennan would help the nomination committee (Larson and Pagan-Rosario) to narrow down the nominations. That group will also decide what question(s) the nominees will be asked to answer for the video of the nominees with suggestions from the other Commissioners after they've reviewed the nominations.

The discussion moved to the Colwill Award. This selection process has been a mystery to the members of the Commission. Garry explained what she knew about the process and the debate on whom the award recognizes. It was noted that the award needs a process in place in order to make an informed/fair selection.

Mortenson moved to reinstate the Colwill Award for next year when the process for selection has been established. Harkness seconded; the motion passed by unanimous vote of the Commissioners present.

7. New Business –

a. No new business was on the agenda.

8. Disability Awareness Commission Report:

No one from the DAC present to report on their activities. (We were short on time anyway)

9. Public Comment –

No public present.

10. Adjournment

Having no further business Jones moved to adjourn; Wood seconded. The meeting was adjourned at 1:10p.m.

Minutes respectfully submitted by Carol Garry.