

MINUTES

Thursday, September 10, 2015



Sioux Falls
Human Relations
Commission

12 Noon—1 p.m.
Commission Room
First Floor, City Hall

Commissioners:

Present: Sarah Bouwman, Stephen Brennan, Joanne Haase, Vicki Harkness, John Jones, Jack Mortenson, Henry Scere, Bill Wood

Absent: James Larson, Alex Ramirez

Staff: Colleen Moran, Human Relations Manager; Tina Lemieux, Human Relations Technician

DAC Member Present:

Guests Present: Julie Briggs

1. Call to Order/Welcome Guests

Chairperson Haase called the meeting to order at 12:04 p.m.

The Commission welcomed Julie Briggs.

2. Approval of Minutes

Wood moved to approve the August 13, 2015 meeting minutes. Jones seconded the motion. The minutes were unanimously approved.

3. Civil Rights Update

Cases included a claim of discrimination based on gender. Con Edison, an energy company, recently reached a \$3.8m settlement with the EEOC. In the settlement, nearly 300 women alleged that they were denied on the job training, were not given the necessary tools while men were, and were not given the opportunity to take classes needed for promotions. In addition, female employees were given excessive discipline when compared to their male coworkers. The EEOC has ordered Con Edison to hire an independent consultant to review its policies and conduct trainings. In addition, Con Edison is required to implement recommendations from the independent contractor.

The second update involved disparate impact. BMW recently switched logistics contractors and the new contractor had a policy which stated a person is not employable if he or she has any type of conviction. The contractor decided to conduct background checks on all current employees. After conducting background checks, it was determined that approximately 100 incumbent logistics workers didn't pass the background check. Of those 100 workers, 80% were African-American. It was determined that BMW caused disparate impact on African-American employees. BMW was ordered to pay \$1.6m and is required to change its policies regarding employing individual with convictions.

4. Appointment of Case Panel B:

Brennan, Haase, Jones, Mortenson, Wood

5. Continuing Business

A. Outreach Committee: No new updates provided. The Outreach Committee intends to meet in the near future.

B. Communications Committee: No new updates provided. The Communications Committee intends to meet in the near future.

C. Charter for Compassion: The first Charter for Compassion meeting will take place on Friday, September 18, 2015 at 12 p.m.

D. Humanitarian Awards: The Humanitarian Awards are scheduled for Monday, October 26, 2015. The Commission discussed who will fulfill event roles including greeters, the emcee, and entertainment. The Commission also discussed ways to recognize nominees. In addition, Commission members suggested finding a way to capture contact information of individuals who attend the event.

6. New Business –

A. Date/time of future HRC meetings – this topic was deferred until the next meeting on October 8, 2015.

7. Disability Awareness Commission Report

A. No updates provided.

8. Public Comment –

A. Briggs reported on the National Disability Employment Awareness Month (NDEAM) event that will take place on Thursday, October 1, 2015. The event will be held at the Sanford Research Center. Additional information can be found at www.sfbrn.org.

In addition, Briggs discussed the Disability Friendly Recognition Program. The Program recognizes businesses that promote the hiring of individuals with disabilities. If a business is nominated, the business will receive a sticker to display at the entrance of their building. At the NDEAM event in October, businesses who have received a sticker in the last year will be recognized.

B. Moran reported on Community Connections. Community Connections is a program in which community members are provided an opportunity to learn about City government and exchange ideas with its leaders. Community Connections will be held on Tuesday, October 13, 2015.

9. Adjournment

Having no further business Jones moved to adjourn. Wood seconded. The meeting was adjourned at 12:57 p.m.

Minutes respectfully submitted by Tina Lemieux.