

MINUTES

Monday, January 11, 2016



Sioux Falls
Human Relations
Commission

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

Commissioners:

Present: Sarah Bouwman, Stephen Brennan, Deborah Deng, James Larson, Alex Ramirez, Henry Scere, Bill Wood

Absent: Joanne Haase, Vicki Harkness, John Jones, Jack Mortenson

Staff: Julie Briggs, Human Rights Community Coordinator, Tina Lemieux,
Human Relations Technician, Colleen Moran, ADA Manager

DAC Member Present: No one present

Guests Present:

1. Call to Order/Welcome Guests

Commissioner Alex Ramirez called the meeting to order at 12:07 p.m.

2. Approval of Minutes

Brennan moved to approve the October 8, 2015 meeting minutes. Bouwman seconded the motion. The minutes were unanimously approved.

Bouwman moved to approve the December 10, 2015 meeting minutes. Scere seconded the motion. The minutes were unanimously approved.

3. Civil Rights Update

Cases involved a claim of discrimination based on racially hostile work environment. Hillshire Brands Company (formerly known as the Sara Lee Corporation) will pay \$4 million to a group of 74 African-American former employees and provide other significant relief to settle a lawsuit where they were subjected to a racially hostile work environment at a former Sara Lee facility in Paris, Texas. EEOC claimed African-American employees were subjected to racist graffiti on the walls of the bathrooms and locker room. They were berated with racial slurs by supervisors and other white co-workers, and complaints by the plant workers went unaddressed by management.

The second update involved a lawsuit based discrimination and retaliation. Gilbert Foods LLC, TRADING AS Hearn-Kirkwood, a food service distributor, will pay \$63,500 and furnish significant equitable relief to resolve the lawsuit. EEOC charged that Hearn-Kirkwood paid Sonia Coates, an order selector, less than it paid male order selectors, even though she had more experience and performed equal work at its Hanover, Md. Facility. Hearn-Kirkwood manager learned about Coates's plan to file a charge, he informed Coates's supervisor that Hearn-Kirkwood intended to fire her without making it appear unlawful. Hearn-Kirkwood engaged in

a pattern of retaliation, including unwarranted disciplinary actions that culminated in Coates' termination, EEOC said.

4. Appointment of Case Panel B:

Steve Brennan, John Jones, Jack Mortenson, Deborah Deng, Bill Wood

5. Continuing Business

- A. Outreach Committee: Will start to spend a portion of the monthly HRC meeting.
- B. Communications Committee: No Report
- C. Charter for Compassion: Held a press conference, Wagaye and Maggi presented. Going forward, the meetings will be held the 4th Monday of each month, the next meeting is January 25th. Please go online and sign the affirmation, you will then be added to a mailing list and will receive information on this project. We will be doing a monthly spotlight on channel 16, be sure to view our spotlight each month. February will be Random Acts of Kindness, March will be Spread The Word To End The Word, and April will be CASA, the focus will be child abuse. The scarf project was discussed, we have distributed scarves to The Children's Inn and the Bowden Youth Center. We continue to receive scarves, Julie will distribute them when doing outreach.

6. New Business –

- A. Introduction of Human Rights Community Coordinator- Julie Briggs introduced herself and gave the committee some background on her past experience.
- B. Fair Housing- Tina will be doing the Fair Housing, she will work with Community Development office, will present to the community and will tailor her presentation to different groups. Some of the topics will be, tenant rights, service animals, how to read a lease, check in and check out check list, and understanding a 3 day notice, just to name a few. Tina reported that from a Monday to Thursday morning our office had 29 Fair Housing calls.

7. Disability Awareness Commission Report

- A. No report.

8. Public Comment –

- A. Thank you to Wagaye and Maggi for all the work they have done with Compassionate Sioux Falls.

9. Adjournment

Having no further business meeting moved to adjourn at 12:52 p.m.

Minutes respectfully submitted by Julie Briggs.