


<b>MINUTES</b>	Thursday, January 9, 2020 at 12:00 p.m.	 <b>CITY OF SIOUX FALLS</b>
Human Relations Commission Meeting	Commission Room 1st Floor – City Hall 224 West Ninth Street Sioux Falls, South Dakota	

**BOARD MEMBERS PRESENT:** Karen Gourley, Kassidi Smith, Justine Schoolmeester, Anny Libengood, Megan Myers, Sarah Bouwman, Bill Wood, Megan Grode Wolters

**BOARD MEMBERS ABSENT:** Alex Ramirez, Melinda Obach

**STAFF PRESENT:** Daniel Haggar, Valerie Schonewill

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**CALL TO ORDER**

A quorum being present, the meeting was called to order at 12:03 p.m.

**APPROVAL OF MINUTES**

A motion was made by Smith and seconded by Wood to approve the minutes from the December 2019 meeting. Motion passed.

**BUSINESS OR PENDING ISSUES BROUGHT BEFORE THE BOARD**

Anti-hate resolution – press release will be going out tomorrow. TJ Nelson said he had a statement from Ramirez, and the resolution should go in front of council at next meeting.

The commission discussed the process of complaint initiation. Libengood expressed concern about situations where people may be afraid to file an official complaint. It looks like it's an option provided by council in city ordinance but Human Relations does not have specific rules that show how it would happen. Commission members agreed they would like to be able to investigate if they receive evidence of discrimination but do not have a complainant willing to file.

**HUMAN RELATIONS DIVISION STATISTICS**

The Human Relations Division has 44 active discrimination cases, top three bases: race, disability, and sex. In December the Human Relations Office had 82 walk-ins or phone calls regarding housing, and 31 regarding employment.

2019 statistics: Human Relations closed 49 discrimination cases and opened 54. The office had 2,456 calls or walk-ins recorded. 135 housing conversations about eviction, 45 about repairs, 42 about bedbugs or cockroaches, 31 about deposit. The office mailed or emailed information about tenant rights 144 times (up from 135 in 2018, and 44 in 2017).

### **CIVIL RIGHTS UPDATE**

Uber settled with the EEOC after an extensive investigation that found probable cause that the company permitted a culture of sexual harassment and retaliation for reporting harassment. They established a fund of \$4.4 million to compensate any employee who experienced sexual harassment at Uber after 2014.

New Jersey became the third state to pass a bill banning discrimination based on hair. It was signed a year after a referee told an African American high school wrestler he would forfeit his match if he didn't cut his dreadlocks off.

United Airlines settled a sexual harassment case in December. A pilot frequently posted explicit images of a flight attendant online causing humiliation and a hostile work environment. The EEOC maintained that United failed to prevent or correct the behavior. United agreed to pay \$321,000.

### **PUBLIC INPUT**

Yesenia Gonzalez informed the commission about her work with SD Voices for Peace. They work with a lot of immigrant and refugee communities. Myers encouraged anyone to attend Human Relations Commission Meetings from the public; they can bring their concerns so the commission is aware of them.

### **NEXT MEETING**

February 13, 2020

### **ADJOURNMENT**

A motion was made by Libengood and seconded by Schoolmeester to adjourn the meeting. Meeting adjourned at 12:34 p.m.

Respectfully submitted,  
Valerie Schonewill