

City of Morgantown
Human Rights Commission
Thursday, February 20, 2020
Regular Meeting at City Public Safety Building – 6:30 p.m.

Sixty Fourth Regular Meeting Agenda

1. Commission Membership: Approval of Agenda; Personnel Update

Commissioners: - Jacob Powers, Chair
 - Kate Levine-Freedman, Vice Chair
 - Kristen Cooper, Secretary
 - Drew Bucy
 - Jan Derry
 - Jena Martin
 - Ramsey Kinsella
Liaison with State HRC: Tim Hairston
Liaison with WVU Law School: Anne Marie Lofaso
HRC Program Associate: Don Spencer
Volunteers: Judith Wilkinson
Liaisons: Diana (DeeDee) McIntosh, PFLAG
 Ash Cutright, Morgantown Pride
 Rosalyn Lauderback (Rozzy), Morgantown Pride

2. Call to Order and Approval of Agenda – Jacob Powers, Chair
 Welcome and Introductions

3. Public Session

4. Minutes: January 16, 2020

5. Communications:

- Commissioner Updates
- City Council Meeting update
- Social Media/email/ phone line updates
- State Human Rights Commission Update-Tim

7. Priority Items:

- HRC Budget
- Annual Reports to Council
- Anti-Bullying Policy Development at BOPARC, Library, and Woodburn
- Minority Liaison Coordinating Council – Job Descriptions/Recommendations
- DEI Plan To City Council Feb 27 at 7pm
- Orientation of Membership

9. New Business:

- Update Complaint Process
- Census Project

10. On Going Projects:

- Open To All
- WVU-Community Film Series Status
- Welcome Banner Replacement
- Indigenous Peoples Day
- Constitutional City Designation
- Annual HRC Calendar
- Implicit Bias and Confronting Bigotry Training
- Gun Violence Resolution
- Law Enforcement training
- Hate Crime Prevention Forum
- Legislative Docket Update
- Inclusivity Mural

11. Looking Ahead: HRC Annual Calendar

- Observances Calendar for March

11. Announcements:

- Next Meeting: March 19, 2020
- WVU Law Diversity and Inclusion Day - February 22; Open House 9:30 - 1:00
- Report on OLLI Panel Presentations: February 5 and 12
- I Belong Tabling Event: Women's BB Game on February 22 at 4 p.m. at Coliseum
- MEI February 27 Webinar on Municipality as Employer (3 - 3:45): Non-Discrimination for City Employees, Transgender Health Care Benefits, City Contractor Non-Discrimination Ordinance, Inclusive Workplace, City Employee Domestic Partner Benefits
- Star City Non-Discrimination Ordinance COW: February 25; 7 p.m.
- EMPTY BOWLS Once-a-Year Fund Raiser for Area Food Banks, Meal Programs: Saturday, February 29th, at Mylan Park Center, lunch and bowl (\$20) 11-2:30 p.m.
- PRIDE Parade (10-12) and Block Party (1 p.m. ff) on April 18 in Greenmont
- NAACP Father/Daughter Ball Fund Raiser on June 12 to enable area youth representatives to attend National NAACP Convention: in Boston, July 25-29.
- WVU Diversity Week: October 11 - 17

Legislature:

- HB2419 -Bail Reform

- HB4432 -Expanding expungement eligibility
- HB2683 - Bill of rights for children in foster care
- HB2032 - Permitting campus carry of firearms
- HB2066 - Bail reform
- HB2733, HB2741, HB4201, HB4399, HB4948, SB211, SB212, SB270 - Adding sexual orientation and gender identity to Human Rights Act and Fair Housing Act
- HB2817, HB 4160 Make illegal conversion therapy for minors
- HB3124 - Protects against hate crimes for sexual orientation and gender identity

*Designates agenda items added after public posting

City of Morgantown
Human Rights Commission
Meeting Minutes for January 16, 2019

Present: Jacob Powers, Chair
 Kristen Cooper, Secretary
 Jan Derry
 Ramsey Kinsella
 Tim Hairston (Liaison with State HRC)
 Don Spencer (Program Associate)
 Judith Wilkinson (Volunteer)
 DeeDee McIntosh (PFLAG Liaison)
 Rozzi Lauderback (Morgantown Pride Liaison)

Meeting called to order by Jacob Powers, Chair, at 6:33 P.M.

The agenda was distributed and there was one addition regarding the upcoming Lobby Day in Charleston. The agenda was approved with that change.

Public Session:

No one from the public was in attendance at the meeting.

Minutes:

The November 2019 and December 2019 minutes were reviewed. One change was requested to the December minutes. Jan Derry moved that the minutes be approved as with the change; Ramsey Kinsella seconded the motion. The minutes where approved unanimously.

Communications:

There has been no recent activity with the Commission's social media, email or phone line.

Tim Hairston reported the State HRC has not had a meeting recently and, therefore had nothing formal to report. The State's Executive Director told Tim that he would like to hold a state-wide HRC meeting in Morgantown this year. Tim will follow-up and get more information at the State's meeting next week.

An article appeared in the Dominion Post regarding an Immigration Resolution. Jan Derry read the article which stated that Morgantown will continue to accept resettling refugees. Don Spencer noted that the Commission had a statement approved in 2017 that was similar to the current resolution.

Priority Items:

The MLK Jr. Day celebration will take place on January 20th. The HRC will have a table at the event and distribute information. Jan Derry, Don Spencer and Judith Wilkinson will be in attendance to represent the Commission.

The Human Rights Award ceremony was discussed. The commissioners agreed that there was a great turn-out and that it was a successful event.

The DEI Plan was discussed. Don Spencer reported that meetings had been held with the mayor, deputy mayor and Cris Mayo of the WVU LGTBQ Center. The need for a “certified” training program was addressed, and it was suggested that the WVU LGBTQ Center could carry-out the training classes free of charge. This would allow for ongoing training to take place more conveniently and would add greater exposure to the DEI efforts. Copies of Section 5 of the DEI Plan were distributed. It was agreed that the HRC should distribute this updated section to the City Council before their Committee of the Whole meeting on February 25th. Commissioners were encouraged to be present at that Council meeting to show support for the plan. Jan Derry moved to accept the DEI Section 5 Plan as revised. The motion was seconded by Ramsey Kinsella. The motion passed unanimously.

The 2019 MEI score was brought up by Don Spencer. He made the following points: 1) Morgantown did not make the submission deadline and therefore did not receive credits for some new programs such as the Anti-Bullying Ordinance. 2) To get credit for having an LGBTQ Liaison, the position and the name of the liaison needs to appear on the City’s website, and that could earn us 5 points in future, 3) the main information for the MEI needs to be emailed to the Human Rights Campaign in advance of the paper submission, 4) Any points we hoped to gain via the Open to All program come from a category where the city already has earned the maximum number of points. Don Spencer talked to the program director at the MEI and was able to get 5 points added to our score for the Anti-Bullying Ordinance. To gain points for a liaison, it was suggested that we find a representative who is part of the LGBTQ population and appoint them as a liaison to the City Manager (with that information posted to the City’s website). This would be done prior to or alongside of the Minority Liaison program that we are currently forming. Rozzi Lauderback volunteered to take the liaison position as long as she is supported by the HRC in regards to legal matters. Rozzi will work with Morgantown Pride to get the appointment approved by the organization. Separately, it was noted that the Mayor is seeking job descriptions for the posts on the Minority Liaison Council.

A revised version of the HRC 2019 Annual Report was distributed (including goals for 2020). It was noted that a copy of the Report needs to be submitted to the City Clerk with a request that a copy go into each Councilperson’s mailbox. Ramsey Kinsella or Jan Derry plan to attend the next City Council

meeting on January 28th to present the report in person. Kristen Cooper moved to approve the Annual Report as revised. The motion was seconded by Ramsey Kinsella. The motion passed unanimously.

New Business:

The WVU Community Film Series is now disconnected from the WVU Division of DEI. Don Spencer contacted a faculty member in the Humanities Department at WVU to make inquiries but did not receive a reply. Jacob Powers will investigate the name of the appropriate contact person.

New Welcome Banners have arrived and include the changes regarding veteran status and blindness. The HRC is in need of copies of the Welcome Statement cards, and Don Spencer reported that Signs Plus can print 500 copies of the cards for \$125. It was agreed that HRC contact information should appear on the back of the cards. Don will have Andrew Stacy approve the contact information before printing.

Judith Wilkinson brought up two events that are taking place soon. The first is Lobby Day in Charleston. Dee Dee McIntosh reported that a group has already organized a car pool which will be leaving from the First Presbyterian Church. Judith also provided information about an OLLI information series with an LGBTQ focus will be taking place in January and February. Jacob Powers agreed to add this information to the HRC's Facebook page.

For the Anti-Bullying Ordinance, the HRC is supposed to provide implementation information to BOPARC, the library, and Woodburn Center. Jan Derry offered to contact the groups and steer them towards a very comprehensive website (stopbullying.org) which they can use as their resource.

Jacob Powers will drive past the Inclusive City sign to see if the foliage has been cut back to reveal the sign. Don Spencer suggested that he wants to get new and additional signs to place around the city.

The Minority Liaison Coordinating Council was discussed again. The goal is to have a complete list by the next meeting to put alongside of job descriptions for the various positions on the Council. It was suggested to include a copy of the resolution along with the job descriptions.

There was a discussion about the National HRC calendar and how it should be posted on our website. It was suggested that a Google calendar with pertinent holidays would be a good option.

It was agreed that Jacob Powers would send out a doodle poll in an effort to find a good meeting time for a Commission orientation meeting.

Ongoing Projects:

The Indigenous Peoples Day resolution is written and ready to go, but we have not found anyone from the Native American community to speak on its behalf. It was agreed that we should make an effort as soon as possible to get the resolution approved by the City Council. Initially we will speak with the

Mayor and Deputy Mayor to get a reading on the possibilities of the resolution passing. There was a brief discussion as to whether to group the Land Acknowledgement statement with the Indigenous Peoples Day resolution.

Announcements:

Don Spencer announced that Jan Derry will be receiving the MLK Jr. Award on Monday for her efforts on behalf of human rights. Jan was congratulated on this extraordinary honor. The ceremony will take place in the Mountainlair Ballroom.

The next meeting of the Human Rights Commission will take place on February 20, 2020.

The meeting was adjourned at 8:30 pm.

Submitted by Kristen Cooper

City of Morgantown
HUMAN RIGHTS COMMISSION
Annual Calendar

January	Annual Report Due Budget Applications Due for City _ Martin Luther King Jr. Observances: MLK Sunday P.M. Service at AME Church; MLK Award Breakfast at Lair; MLK Event by CCSJ at Met (State Legislature Sessions Begin)
February	(Annual Meeting of State HRC) Lobby Day for Human Rights at Legislature WVU I Belong Day Empty Bowls
March	
April	Housing Month – Fair Housing Fair Morgantown PRIDE Parade and Block Party
May	Municipal Equality Index (MEI) Report Preparations
June	Nominating Committee Appointed Close of City Fiscal Year Annual Review of Bylaws
July	Annual HRC Elections MEI Report Due
August	(West Virginia Municipal League Summer Conference Meeting)
September	Planning Begins for Awards on Human Rights Day 12/10 Planning Begins for Setting City Legislative Priorities, MLK Day
October	Legislative Priorities Due to City Council WVU Diversity Week
November	Annual Report Planned for City Administration/City Council City Council’s State Legislative Priorities Adopted by City Council (Annual National League of Cities Congress) Friendsgiving
December	International Human Rights Day – December 10 Annual Report Completed/Approved by HRC Convene for Budget Planning for Next Fiscal Year of HRC

Morgantown Human Rights Commission Project Status Profiles

10/17/19

ANNUAL Program Commitments	Month	Resource (Person)				KEY
Human Rights Day Observance and Awards – December – HRC Checklist Assignments						# = 2018/2019 Priority
Annual Report – December – Chair, Secretary						^ = Initiated
WVU Community Film Series w/ WVU DEI – Fall/Spring Semesters - Don S, Judith W						* = Completed
Housing Fair Sponsorship – March -June - Jan D						na = Not Applicable
Municipal Equality Index for Human Rights Campaign – July - Kristen C, Kristen J, Don S						
Orientation of New Commissioners – August – File, Jan D						
Minutes/News Releases – <u>Kristen C</u>	24/7 Contact Line/ Email – <u>Jan D</u>	Facebook/Twitter – <u>Jake P</u>	Website – <u>Andrew S</u>			
CURRENT Project	Adopted	Drafted	Approved	Council	Implemented	Current Lead Person(s)
1. Welcome to Morgantown Resolution/Banners	*	*	*	*	^	Judith W, Don S
2. Welcome to Immigrants, Refugees and Asylees	*	*	*	*		HRC
3. State Employment, Housing Non-D Support	*	*	*	*	^	Jan D
4. Human Rights Observances Calendar on Web	*	*	*	na	*	HRC
5. Housing Code Enforcement Resolution	*	*	*	*	^	HRC
6. # Non-D Ord: Commission Complaint Procedures	*	*	*	na	^	Jena Martin
7. # Diversity, Equity, and Inclusion Plan for City	*	*	*			Jan D, Drew B, Don S
8. # Housing Authority Access Resolution	^	*	^			Jan D, Don S
9. # Indigenous Peoples Day Resolution	*	*	^			HRC
10. # Universal Design Incentive Ordinance	^	*				HRC, Don S
11. # Gun Violence Legislation Resolution	^	*	^			HRC, Don S, Council, Delegates
12. # Inclusionary Housing/Zoning Resolution	*	*	*			Councilor Ron D, Jan D, Don S
13. # “New to Morgantown” Web Information	^	^		na		Kate L-F
14. # “Open to All” Campaign (MEI)	*	*	*	*		Jake P, Drew B, Mayor
15. # Anti-Bullying for City Services Ordinance (MEI)	*	*	*	*		Jena M, Don S
16. # Minority Liaison Coordinating Council (MEI)	*	*	*	*		Don S
17. Land Acknowledgment Resolution	*	*	*			Don S, Jake P
18. HRC Violent Protest/Rally/Riot Protocol	^	^	^	na		Jan D, Don S
19. Dept. of Justice Interagency Training				na		Jan D
20. National Day of Racial Healing						Don S
21. Immigration Information and Referral Guide	^	^		na		Ramsey K
22. ID Card Program for Refugees, Immigrants	^					HRC
23. Census Promotion	^					Jan D
24. “Human Rights City” Viability	^					HRC, Don S

Other Actions

PowerPoint Presentation on Commission at Met	MLK Jr. Day, 2012
Established Materials for City Web Site	2013
Exit Interview with City Manager	2013
Commission Logo Adopted	Contributed by Eve Faulkes 2013
Employment and Housing Non-Discrimination Resolution	Adopted by City Council February 2014
Equality in Marriage Resolution	Adopted by City Council February 2014
Commission Adopted Operating Procedures/Bylaws	2014
Raised Endowment for Film Series	2014
Human Rights Need Survey (657 Participants)	2014 Priorities: Housing, Livable Wages, Transportation, M. Health/Addictions
First Municipal Equality Index Submission	2014
Participation in ACLU/Fairness Lobby Day at Capital	2014, 2015, 2016, 2017, 2018, 2019
Observances Calendar Completed	2015
Received Gibson Smith Award from Fairness West Virginia	2015
City Council Adopts EHND as Legislative Priority	2015
Town Hall Meeting at Marilla (60 Attendees)	2015 Resolutions and Report (Intended Inclusive City Plan not Completed)
Meetings with Chief of Police	2015, 2017
First International Human Rights Day Observance	2015
Questions Prepared for Election/Selection Candidates	2015, 2016, 2017, 2018, 2019
Contact Phone Line and Email Established	2015
DOE Transgender Policy Recommendations to City	2016
Development of Commissioner Orientation Procedures	2016
Resolution Advocating for State Changes in Title XIX	2016 (not submitted to City Council)
Displays at NAACP Banquets, Downtown Conferences	2016, 2017, 2019. Also Pride display in 2019
Multi-family Housing Accessibility Resolution	Adopted by City Council in 2016
Just Transition for Coal Workers Resolution	Adopted by Council w/ Letters to Congressional and Legislative Leaders 2016
Presentation to Fairmont HR Committee	2017 (Beckley 2019)
Municipal League Conference Display	2017
City Welcome Statement Resolution	Adopted by City Council May 2, 2017
Welcome to Immigrants, Refugees, Asylees Resolution	Adopted by City Council May 2, 2017
Organized Non-Discrimination Ordinance and Support	Adopted by City Council, October 17, 2017
Face Book Page Established	2018
Compassionate City Designation Resolution	Withdrawn – 2019
“Open to All” Logo (Withdrawn)	Contributed by Eve Faulkes 2019
Poster, Sign and Banner Displays	On-going