

*City of Morgantown*  
**Human Rights Commission**  
**Meeting Minutes for June 18, 2015**

**Present:** Jan Derry, Chair  
Fran Whiteman  
Marlene Robinson-Savino  
Don Spencer, Secretary

Tim Hairston – Liaison/ State HRC  
Aaron Kaplansky - Research Intern  
David Bott

**Meeting called to order** by Jan Derry, Chair, at 6:30 p.m. Susan Alston Johnson, WV Area Chair for Employer Support of the Guard and Reserve, was welcomed as a guest presenter for the meeting.

**Public Session:** No public session attendees were present.

**Communications:** Don Spencer introduced Susan Johnson, who had been invited to come to discuss a conference she has been planning for September 29 entitled “The Key to 21<sup>st</sup> Century Diversity and Inclusion Leadership Conference”. The conference is to be held 10 a.m. to 4 p.m. at the Lakeview Conference Center. Johnson explained that the event will focus on domestic diversity in the workplace rather than international diversity. It will identify specific tools and resources which can help foster a healthier workplace environment to increase productivity, avoid harassment, and/or discrimination lawsuits.

The event is planned for institutional representatives, corporate executives, small business owners HR personnel as well as anyone with supervisory or management responsibilities. Speakers will include Dan Kimble, David Fryson, and other resource persons who will speak to issues of inclusiveness in employment. The sessions will also involve panels and roundtables. The cost for registration will be \$59 (by July 30) which will also cover lunch, breaks, and materials. (Registration: [www.Alstongrp.com](http://www.Alstongrp.com) )

In the discussion Commission members made recommendations for additional speakers and expressed support for the conference.

In other communications Jan Derry reported on the three day visit of Department of Justice representatives, provided an overview on the State Human Rights Conference on Fair Housing, and a visitation by the American Disability Act Bus on may 2

Don Spencer provided a copy of the WVU publication which featured an article entitled “A Future Side of Equality” relating to progress in acceptance of LGBT persons on campus. He also provided a copy of information on racism, slavery and genocide published in a cent issue of YES! magazine. In addition he shared a copy of an article from SIERRA entitled “No One Left Behind” which relates the concept of “just transition” to the transition in coal based economics. The article had been discussed on a recent broadcast of the WAJR morning show. After discussion, Spencer volunteered to

draft a resolution supporting a “just transition” for coal miners in time for the July HRC meeting.

On the matter of Commission membership, Jan Derry reported on a conversation with Linda Tucker in which she discussed the relocation plans of Mike Fike and Brian Jara as well as the request by Anne Marie Lofaso to be transferred to ex-officio member status.

**Minutes:** After review, on a motion by Fran Whiteman, seconded by Don Spencer, the minutes of the April 15, 2015 were approved as distributed.

**Priority Items:** Jan Derry recommended that action on the draft resolution on the Title XIX waiver for persons with Intellectual/Developmental Disabilities be set aside because it focused on group home issues but does not address other important waiver cuts which will create shifts of persons to institutions (violating the Olmstead Act). There are two other related Title XIX waiver programs which are affected by the cuts. These are the Traumatic Brain Injuries Waiver Programs and the Age and Disabled Waiver Programs. It was observed that addressing only one part of the three waivers might create confusion or an imbalance of support. It has been suggested that the funding reductions may be more effectively addressed by law suits filed by program participant families.

Fran Whiteman and Don Spencer were assigned responsibility for preparing a draft response for completing the Human Rights Campaign’s Municipal Equity Index so that it can be approved and submitted by August 29, 2015.

After briefly considering the four table summaries from the Town Hall Meeting, Jan Derry recommended that the information from the flip-charts at the event be discussed at a separate meeting of the Commissioners. Derry emphasized the importance of doing follow-up communication with all participants and encouraging participants to provide corrections and additional information as well. Derry will organize a separate Commission work session to start the information review and clarification.

Marlene Robinson-Savino indicated that she will pursue the implementation of the 24/7 hotline by making the approved recording for the phone line recording device with the assistance of the City’s information technologist as soon as possible.

On a motion by Don Spencer, seconded by Marlene Robinson-Savino, the Commission voted to approve the additions prepared by Aaron Kaplansky relating to Holocaust observances for the Commission’s Annual Human Rights Observances Calendar. Spencer will ask that the calendar be posted on the City’s HRC website.

**Progress Reports:** There were no reports on the progress on LGBT liaison planning or the Civil Rights History courses. By consensus of members present, it was decided to set aside the planning of the Civil Rights History course for high school student due to the departure of Brian Jara from WVU.

The civil right history course planning was discussed favorably, but the resolution format proposed for implementation was considered no longer viable. Another recommendation

is needed from Brian Jara which will keep the HRC involved in the implementation process. Coloring books for younger ages were shared from the State Conference.

In regard to the Diversity Representation Committee report, a question was raised about the status of an ADA Transition plan for the City. The answer to this question was not available at the meeting. The Diversity Representation Committee continues to work on the preparation of a diversity and equity workforce and volunteer service plan to bring to the Commission for its review.

On the matter of up-dating and up-grading the City's EEO Plan, Dave Bott said that the purpose of the rewrite is to assemble a plan which is based on the EEO laws which currently require compliance. The Commissioners present agreed that the plan needs also to include action steps as well as the statement of required statutes. It also needs to be available to City employees as well as the public. The plan may be able to be developed more efficiently due to the Council having passed an EEO related policy #11246 in 2012. The EEO plan project is being worked on with a legal intern, Christine Jacobs.

Don Spencer reported that plans are moving again at the WVU Division for Diversity, Equity and Inclusion on the Annual Human Rights Film Festival. The Advisory Board for the program is being formed and the date for the first event has been tentatively arranged for the last week in October.

**New Business:** After reviewing a list prepared by Aaron Kaplansky of civil rights courses offered at WVU, the Commission requested that information be added to the list regarding the names of instructors and dates of availability. Kaplansky agreed to rework the list for the July meeting of the Commission.

Don Spencer presented a list of expenses (with original invoices) relating to the purchase and mounting of posters relating to the work of the HRC. The total amount of the invoices to be submitted for CDGB funding was \$543.42. The approval of the invoice was made without dissent.

**Regular Meeting Items:** The annual calendar for the work of the Commission was reviewed. It was noted that the Commission's annual elections are scheduled for the July meeting – the beginning of the City's new fiscal year as well as the sitting of the new City Council and its election of leadership.

The date for the next HRC meeting was approved for July 16, 2015.

**Adjournment:** The meeting was adjourned by the chair at 8:45 p.m.