

HUMAN RIGHTS COMMISSION MEETING

Minutes

May 18, 2017

Commission Members Present:

Reverend Turner
Bianca Chang
Joan Hash
Peter Hwang
Kui Zhao
Bob Ford
Opel T. Jones, I
Shivani Aghera
Hector Garcia, Jr.

Commission Members Absent:

Ilene Kessler
Shiraz Ahmed
Misbah Farooqi

Staff:

Dr. Barbara J. Sands, HRC Executive Secretary
Stephanie Chapple, HRC Recording Secretary

1. CALL TO ORDER

Meeting was called to order at 7:05 p.m.

2. PUBLIC FORUM – Grant Myers, Ed Higgins, Cheryl Brower (OHR), Kim Pruium, Najee Bailey, Councilman Calvin Ball. Grant Myers and Ed Higgins shared detailed information re. play “Disgraced.” C.Brower attended play, gave personal testimony of her experience, support of & recommendation of play. Myers, Higgins and Brower requesting to bring the play to Howard County, and hopeful to co-sponsor with HRC, along with HCPSS.

Action Needed – Reverend Turner will draft letter to Grant Myers in support of play, HRC’s agreement to co-sponsor production, etc.

3. HRC CASES UPDATE – LEGAL COUNSEL – N/A

4. APPROVE MINUTES

April minutes approved.

5. CHAIR’S REPORT –

- See written report submitted. Welcome 2 newest members Shivani and Hector.
- Discussion of panels, confirmation of new panel chairs and replacement of members of vacant slots at June meeting.
- **Action Needed** - Nominating Committee will review student applications, interview candidates, forward preferred candidate’s name to HRC Chair for consideration, and then to County Executive’s Office. Committee is responsible for entire process from beginning to end.
- **CR-180 - Sherriff’s Office** – Reverend Turner attended initial meeting to fill in for Shiraz. Request for documents needed for study were made. Once all documents are received, information will be gathered and submitted to Joan
 - **Howard County Government** – Peter met with Wanda Hutchinson, HR Director. Request for documents needed for study were made. HCG is comprised of multiple agencies i.e. HCPD, Corrections, Fire & Rescue. Separate meeting with these agencies will be scheduled. Rev. Turner, Ilene and Peter will work together with these agencies due to the magnitude of each, & welcome other members’ participation if their schedules allow.
 - **HCC** – Joan conducted initial meeting. Request for documents needed for study was made. Joan was pleased with the college’s readiness and willingness to provide any/all information needed to conduct the study.
 - **HCPSS** – Bianca and Bob conducted initial meeting. Request for documents needed for study was made. Bob and Bianca were pleased to receive the amount of information requested following the 1st meeting. Follow up meeting will be scheduled, if needed, to finalize HCPSS’s segment of the study.
 - **HC Library** – Kui conducted initial meeting with Stacy Fields, HR Director. Follow up meeting to gather information schedule for 5/31. All information requested will be available on that date. Opel will attend follow-up meeting with Kui.
- **Follow-Up Action Needed** – Reverend Turner will draft letter requesting County Council for an extension to submit CR-180 Study by end of August. Draft will be prepared and circulated to all members in June for approval.

Correspondence from Calvin Ball on March 9, 2017. Section 12.208-3E and Title VII

- Sub-committee members for this initiative are Opel and Hector. Dr. Ball is asking HRC to vet the current process and make recommendations to the Council about the necessity of this provision as a best practice in the area of employment practices. Additionally, entire HRC body should consider whether the code addresses all of the concerns in our county as it relates to employees options if they feel they are discriminated against. **Action Needed** - Reverend Turner asked Dr. Ball to provide names of other Md counties currently adopting this procedure, and to forward those

name of the counties to the sub-committee members. **Action Needed** - Once sub-committee members receive this information, they can begin research, determine pluses and minuses of procedure, complete research analysis, and make recommendations to the whole body. Hector clarified that this sub-committee is to: look at other jurisdictions, determine how other jurisdictions accomplished/completed this practice/procedure, determine how it is/isn't working in other jurisdictions, and how can Howard County get this done if HRC determines this would benefit county employees. **(Opel, Hector, and Joan)**

- Dr. Ball clarified that, although the letter indicates HRC, the letter is referring to OHR. Dr. Ball stated "we should try to create the most people-centered, people friendly avenue so that if someone is being discriminated against, they can get some sort of remedy...if other jurisdictions in Maryland are able to address these issues effectively, Howard County should be able to." Reverend Turner stated "if the sub-committee can review other jurisdictions where the provision is working, we can discuss how to achieve the policy result without adversely affecting, or without creating a more cumbersome process." **Action Needed** - Peter suggested sub-committee to loop in Office of Law as they explore avenues, & respectively County Council can also vet Office of Legal Counsel on different options before it gets to sub-committee so that HRC won't explore options that won't legally work.

6. COMMITTEE REPORTS -

- Finance & Fair Lending with Housing – *Ilene, Joan* - Written report submitted by Ilene.
- Legislation – *VACANT* – Please forward your name to Reverend Turner or Stephanie if interested in joining this committee
- Education, Public Safety and Student Life Committee – *Reverend Turner, Opel* – no report.
- HRC Awards Committee – *Bianca & Opel* – Bianca thanked all members for their support during the April meeting/Award program. Bianca asked members to please begin considering nominating organizations or individuals for this award since this is a rolling/open nomination form without set deadline.
- Human Trafficking Committee – *Peter, Shiraz and Joan* – Peter followed up with Chief Gardner's office requesting a meeting to discuss the county's ongoing efforts in combating HT. Per Dr. Sands, OHR Community Outreach Coordinators attended luncheon with 80+ realtors who wanted to know more about Human Trafficking, what to look for when realtors are out and about, who to call when a situation looks suspicious, etc. OHR set up a table to distribute brochures, pamphlets, etc.
- LGBTQ Committee – *Opel* – No report.
- Aging, Disability and Health Care Committee – *Bianca* – Several initiatives in the county to assist the homeless with gaining access to healthcare. Those agencies include but are not limited to: Health Department, SSA and Howard County General Hospital.
- HRC Goals Committee – Peter, Bianca, Rev. Turner – Bianca circulated calendar of county outreach efforts several months ago for Commissioners to attend and/or participate in. Encouraged members to revisit this initiative in volunteering at a community event/program each month.
- Nominating Committee – Shiraz, Peter, Joan, Shivani – 1 application for the HRC student position received to date. **Action Needed** - Stephanie will work with PIO to advertise via news release. Shivani joined this committee.

7. STAFF REPORT – See written report submitted. IAOHRA conference will be held in September. Several Md. Counties looking to host the conference here in Maryland, specifically in Howard County, in 2019. Joan, Bob, Bianca will join this committee, working with OHR, to determine historic sites for visitors, arrange transportation, i.e. work with charter buses, etc. Dr. Sands completed Cultural Proficiency Training led by HCPSS. Encouraged all members, OHR staff, current and new school instructors to take the training.

8. NEW BUSINESS – N/A

9. ANNOUNCEMENTS –

- Rev. Turner will scan information on "Race for Unity" event held at HCC
- Wine in the Woods, 5/20 & 5/21
- Asian Pacific Islander Celebration, 5/21, 5 p.m., HCC – See Bianca for more information.
- Bowling with Badges, 6/2, hosted by HCPD, Sherriff's Office, States' Attorney's Office, & Howard County Bar, proceeds going to Hope Works for Domestic Violence. See Shivani for more information

10. ADJOURNMENT – Meeting adjourned at 9:17 p.m.