



MINUTES

August 12, 2019  
6:00 pm – 7:30 pm

**John Link Government Services Center**  
200 S. Cameron Street, Hillsborough NC

MEMBERS PRESENT	STAFF
James Spivey	Tara May, Civil Rights Specialist
Stephanie Harrell	Melvyn Blackwell, Intake Specialist
Nora Spencer	Annette Moore, Director
Allison Mahaley	
Jamie Paulen	
Frances Castillo	

MEMBERS ABSENT
Samantha Beecham (unexcused)
Marc Xavier (unexcused)
Ana Garcia-Turner (excused)
Matt Case (excused)
Debby Stroman (excused)
GUESTS

- I. Call to Order
  - A. The meeting was called to order at 6:30pm by Mrs. Allison Mahaley, Secretary. A quorum was present at 6:50pm.
- II. Introductions
  - A. Human Rights & Relations (HR&R) staff, current and new Human Relations Commission (HRC) members, made introductions.
- III. Minutes Approval – June 1, 2019 and June 10, 2019
  - A. HRC members reviewed the minutes from the previous HRC meeting on June 10, 2019 and minutes from the HRC’s special meeting on June 1, 2019. Ms. Stephanie Harrell

made a motion to approve the minutes. Mrs. Frances Castillo seconded the motion. All were in favor to approve the minutes.

#### IV. County Updates

- A. Ms. Annette Moore provided updates. She discussed the county's membership with Government Alliance on Race and Equity (GARE) and the initiative to bring about the concept of racial equity and how to analyze local government practices and policies with a racial equity lens. She explained how a cohort of Orange County employees will go through a training program with GARE, and those individuals will be able to train others on racial equity capacity building. She noted that Carrboro is in favor of GARE. She explained that she hopes to get Chapel Hill on board with GARE, and from there the One Orange campaign can be generated. One Orange may formalize a united vision on racial equity in Orange County.
- B. Ms. Moore discussed the upcoming Poverty Index that the county is working on. She explained that the Orange County Health Department and the Orange County Department of Social Services are collaborating in this initiative. She further explained how she has suggested that analysis on evictions to be added as a data point on the upcoming poverty index. She suggested that Orange County could possibly incorporate a program that interjects evictions. She discussed how evictions, fair housing, affordable housing, poverty, and health are all interconnected.
- C. Ms. Moore reminded HRC members to start working on the Pauli Murray awards sooner than later. She suggested that HRC members host another community conversation or forum. She encouraged HRC members to be thinking about if they would like to be a part of Women's History Month event in 2020.
- D. Ms. Moore reported that the cost for a table (seats 8) for the Chapel Hill-Carrboro NCAAP freedom banquet on September 21, 2019 is \$750. Ms. Mahaley motioned that the HRC get a table at the NCAAP banquet. The motion passed with four members in favor and two members opposed. Ms. Moore advised members to let HR&R staff know if they would like to attend.
- E. Ms. Moore discussed REI trainings and noted that HR&R staff will schedule and pay for new HRC members that haven't had REI training. She mentioned hosting REI training and inviting chairs and co-chairs of the county's different advisory boards to attend the training. HRC members were in favor that this idea may enable leaders of these boards to look at things with a racial equity lens.
- F. Ms. Moore announced the HR&R staff's idea for a community mural project in honor of Pauli Murray. Ms. Jamie Paulen suggested Mr. Tarish Pipkin as an artist for the mural, and Ms. Moore verified that Mr. Pipkin is the artist that HR&R staff had in mind to work with.
- G. Ms. Tara May reported that the most popular date from the doodle poll, to have the Fair housing training is September 21, 2019. She explained to new members that the training is an all-day training.

#### V. Updates

- A. Ms. Mahaley reported and discussed some things happening in the county that Dr. Debby Stroman wanted the HRC to be aware of. She noted the tenants at 180 West Apartments in Carrboro are mobilizing against the landlord, and questioned if this is

something the HRC should get involved with. Ms. Moore advised against any involvement, because the HR&R department has a current case with the property.

Ms. Mahaley discussed Sherriff Blackwood's recent press conference on the undocumented man removed from the jail by ICE. She explained that the Sherriff will be meeting with an immigrant group, for a second time (on August 14, 2019), to discuss only honoring judicial warrants and not administrative warrants.

Ms. Mahaley noted the rally on August 10, 2019, that was held in Hillsborough surrounding Matthew's Chocolates.

B. MarComm

1. Ms. Harrell discussed the current blog status and noted that we are behind on posts. She explained that there are two blogs in queue awaiting review. She encouraged HRC members to sign up to write a post on the Google Doc. Mr. James Spivey inquired about the process to post on social media and to posting blogs. Mr. Harrell answered; there is no concrete process in place.
2. Mr. Spivey suggested that there be a collective process of all members seeing what will be posted to blogs and on social media. HRC members agreed to have this topic on the agenda for the next meeting.

C. Ms. Mahaley introduced Dr. Stroman's suggestion for the HRC to host a social justice breakfast November 2019. This would be a facilitated discussion bringing all groups working in racial equity and incorporate the idea of "One Orange". HRC members felt November was too close of a date for planning. Ms. Paulen motioned to table the topic until the next meeting. Ms. Mahaley seconded the motion and all HRC members were in favor.

D. HRC members reviewed the proposed proclamation. HRC members pointed out some edits to be made to the document. Ms. Nora Spencer made a motion to approve the proclamation as revised to be read at the September 2019 Board of County Commissioner's meeting. Ms. Frances Castillo seconded the motion. All were in favor and the motion was passed.

VI. Board Structure and Re-appointments

- A. All new HRC members were recognized. HR&R staff will follow up with Ms. Samantha Beecham about being a HRC member.
- B. Ms. Mahaley noted that Ms. Spencer and Mr. Matt Case were coming up for re-appointment. Ms. Spencer is still deciding if she will reappoint. She will report back to HRC members and HR&R staff. Staff will communicate with Mr. Case about his membership.

VII. HRC Events & Committee Reports

- A. Pauli Murray
  1. There were no current sub-committee updates for the Pauli Murray Awards.
- B. Forum.

Ms. Mahaley suggested that we host another community conversation. She explained the functions of the committees and invited new members to join a sub-committee (Forum or Pauli Murray).

Forum sub-committee members will arrange a time to meet to begin planning. This sub-committee will keep Ms. May notified of their plans.

C. Community Read

1. HRC members discussed possible books that could be suggested to the community read. HRC members will look into the suggested titles discussed and other possible books to suggest.
2. HRC will wait to discuss more book ideas for the next read at the next HRC meeting.

VIII. Other Business/Announcements/Upcoming events

IX. Adjourn

- A. The meeting was adjourned at 7:35pm.
- B. NEXT MEETING: September 9, 2019 6:00pm at Animal Services in Chapel Hill.