

# HUMAN RELATIONS COMMISSION

## revised MINUTES

6:30 PM

April 11, 2011

Animal Control Complex

MEMBERS PRESENT		GUESTS	STAFF
James Anderson	Colin Austin	Lydian Altman	Tara Fikes
Matthew Hughes	Bryant Colson	Sejal Zota	James Spivey
Richard Perry	Annette Uhlenberg	Preston Scott Phillips	
Jack Vogt	Barbara Marotto		

*NOTE: Christine Kelly-Kleese, Rita Anita Linger, Shannon Jackson, and Lori Lumpkin informed staff that they were unable to attend this meeting.*

### I. SCHOOL OF GOVERNMENT: BUILDING INTEGRATED COMMUNITIES

Sejal Zota, Immigration Law Specialist, and Lydian Altman, Community Facilitator, reviewed the “Building Integrated Communities Program” initiative. Ms. Zota explained that three communities had been chosen to participate in this pilot project: Orange County, the City of High Point, and the City of Greenville.

It was explained that a needs assessment would be determined from input from the immigrant and refugee communities in Orange County. There followed discussion regarding the process and procedures; questions regarding the survey questions and who would decide the survey questions; and questions regarding the availability of the data once the survey/assessment is completed.

It was reiterated that there is no financial assistance associated with this project, only technical assistance shall be provided.

The following document was distributed.

*UNIVERSITY OF NORTH CAROLINA at CHAPEL HILL*  
School of Government and Institute for the Study of the Americas  
**Building Integrated Communities (BIC)**

**Hannah Gill**, Assistant Director, Institute the Study of the Americas, 919.962.5453, [hgill@email.unc.edu](mailto:hgill@email.unc.edu)

**Sejal Zota**, Immigration Law Specialist, School of Government (SOG), 919.843.8404, [szota@sog.unc.edu](mailto:szota@sog.unc.edu)

**Lydian Altman**, Community Facilitator, SOG, 962-0103, [Lydian@sog.unc.edu](mailto:Lydian@sog.unc.edu);

**Margaret Henderson**, Community Facilitator, SOG, 966-3455, [Margaret@sog.unc.edu](mailto:Margaret@sog.unc.edu)

**Meghan Andrew**, Program Assistant, BIC, 951-522-5290, [meghanla@email.unc.edu](mailto:meghanla@email.unc.edu)

#### Expectations of Participating Communities

In order for us to be of help to you, participating communities are expected to:

- Be willing to entertain change and strengthen systems
- Be willing to narrow scope to pursue a specific strategy that is both workable and manageable as a limited- term pilot project.
- Provide logistical support, meeting space, and food for the workshops.
- Identify and recruit diverse local stakeholders to participate in the program.
- Participate in all of the community workshops.
- Create and implement action plans on a sustained basis.

	<b>Project Tasks</b>	<b>UNC Support and Assistance</b>
<b>YEAR 1</b>  <b>1 planning meeting</b>   <b>3 community stakeholder meetings</b>	Step 1: Identify barriers  Step 2: Determine priority areas and reach consensus on forward movement.  Step 3: Brainstorm strategies to address identified barriers.  Step 4: Develop Action plans – what is doable, what you can actually implement and follow thru on, pragmatic	<i>Support is mostly on-site</i>  <ul style="list-style-type: none"> <li>• Design and facilitate process</li> <li>• Provide technical assistance in identifying barriers and designing strategies</li> <li>• Provide examples of promising practices that have succeeded in other communities.</li> <li>• Help your community design and implement its own strategies.</li> <li>• Build in performance measures during planning process.</li> </ul>
<b>YEAR 2</b>	Communities implement their pilot projects.	<i>Support is mostly via telephone or email</i>  Ongoing technical assistance
<b>YEAR 3</b>	Communities evaluate their pilot projects.	<i>Support is a mix of telephone, email, and on-site</i>  <ul style="list-style-type: none"> <li>• Co-design and administer evaluation of community's progress</li> <li>• Evaluate impact of practices</li> <li>• Document best practices in report</li> </ul>

Colin Austin stated that Marlyn Valeiko, the Limited English Proficiency (LEP) Specialist, would be a major asset to this effort. The membership voiced agreement to the importance of Ms. Valeiko's involvement with this project.

Several members volunteered to serve on an ad hoc committee that would monitor and track the progress of this initiative. The subcommittee was charged to:

- ⇒ Identify 5-7 individuals to participate in an initial planning session with the School of Government reps. We talked about having 3-4 HRC members, one of the County Commissioners, someone representing county government, 1-2 representatives from immigrant communities.
- ⇒ Help to organize the three stakeholder meetings during the first year of the project.
- ⇒ Report back to the HRC on planning and project-related activities.

The ad hoc committee members: Colin Austin, Chair; Annette Uhlenberg, Christine Kelly-Kleese, Richard Perry, and Scott Phillips.

## **II. MINUTES APPROVAL**

MOTION WAS MADE BY JACK VOGT AND SECONDED BY JAMES ANDERSON TO ACCEPT THE MARCH 14, 2011 MINUTES WITH NOTED CORRECTION. VOTE: AYES 8 (Anderson, Austin, Colson, Hughes, Marotto, Perry, Uhlenberg, Vogt);

NOES 0; ABSENT 0; EXCUSED 6 (Rosenbluth, Schweickert, Lumpkin, Kelly-Kleese, Jackson, Linger).

### **III. RESPONSE REGARDING THE HRC'S ANNUAL SUMMARY REPORT**

During the March meeting of the HRC, Bryant Colson was authorized to respond to a March 9<sup>th</sup> letter from the BOCC Chair regarding the HRC's annual summary report/work plan. The draft and edits to the draft were reviewed and discussed. The final draft of the letter was approved and Mr. Colson was authorized to sign the letter.

### **IV. WORKSESSIONS: SUBCOMMITTEE REPORTS**

Due to the lateness of the evening and absenteeism, the scheduled work sessions of the subcommittees – Pauli Murray Awards, Student Essay Contest, Membership, Advocacy/Outreach – were postponed/delay until another meeting.

### **V. UNFINISHED BUSINESS**

#### **A. .... AMENDING THE CIVIL RIGHTS ORDINANCE**

Jack Vogt distributed proposed draft text that would amend the Civil Rights Ordinance (CRO) to designate *sexual orientation* and *sexual identity* as protected classes. Mr. Vogt explained that the proposed text amendment aligns with the BOCC-adopted Social Justice Goal of fostering a community culture of inclusion that rejects oppression and inequity. Additionally, he stated that the Towns of Carrboro and Chapel Hill acknowledge sexual orientation and sexual identity as protected classes, as does, Lowes Home and Garden Stores. Mr. Vogt explained that the distributed document was for membership review and possible consideration during the May meeting.

#### **B. .... ROGERS ROAD AND THE LIFE OF THE LANDFILL**

Richard Perry informed the membership that during the April 05, 2011 BOCC meeting, the BOCC discussed/considered three options for extending the landfill capacity. Mr. Perry questioned whether the Social Justice Goal Impact Review Tool was applied in the development and/or the consideration of the proposed three options.

Bryant Colson was authorized to extend an invitation to Rev. Robert Campbell to attend the May HRC meeting. The purpose of Rev. Campbell's visit would be to hear his perspective regarding the proposed options for the landfill.

For the May meeting, staff was asked to provide a status report about the Social Justice Goals being posted on the County's website and to ascertain whether the Social Justice Goal Impact Review Tool is being applied and/or considered by the BOCC when making decisions.

*C. . . . . NOMINATING COMMITTEE*

Election of 2011-2012 HRC officers is scheduled for June 13, 2011. A Nominating Committee was appointed to develop a slate of candidates for membership consideration. James Anderson, Lori Schweickert, and Jack Vogt were appointed as the Nominating Committee.

There being no other business, the meeting was . . .

*ADJOURNED!!!*