

MINUTES

Thursday, October 11, 2012



**Sioux Falls
Human Relations
Commission**

12 Noon—1 p.m.
Commission Room, First Floor
City Hall
224 West Ninth Street

Commissioners: Present: Ahrendt, Guzman, Haase, Hariri, Knobloch, Reichelt and Simon. DAC liaison – Julie Briggs

Absent: Aware, Brennan, Carlson, and Salihagic

Staff: Colleen Moran, Human Relations Manager and Carol Garry, Human Relations Assistant

Guests: Dave Pfeifle, City Attorney

1. Call to Order/Welcome Guests/New Member

Chairperson Hariri called the meeting to order at 12:05 p.m.

Introduction of new member, Mark Reichelt – Reichelt is the President of Morrell's Union – UFCW Local 304A. He's been the union president since 2008.

Roundtable self-introductions.

2. Approval of Minutes

Simon moved to approve the September 13, 2012, meeting minutes, Haase provided the second. The minutes were unanimously approved.

3. Status of Cases Report

Plans are to have the two oldest cases out to the case panel by Friday (10/12) plus one additional case.

Moran explained to the Commission about the recent dismissal. The charge was against a national retail chain stating their website was not fully accessible to people with disabilities. Complainant wanted assistance in filling out an online application, but there was no contact information available. In their answer to the complaint, respondent informed the Commission that they added an 800 number to request an accommodation. We would have dismissed at that point, but the 800 number would not help the complainant who does not speak. Now they also have an email address that will assist with accommodation requests. Since the unlawful act or

Commission Chair: Vaney Hariri

Commission Vice Chair: Valorie Ahrendt

Commission 3rd Officer: Joanne Haase

EXECUTIVE COMMITTEE

Chair – Vaney Hariri
Val Ahrendt
Joanne Haase

Staff – Colleen Moran

EDUCATION COMMITTEE

Chair –
Joanne Haase
Steve Brennan
Vaney Hariri
Kathy Knobloch

Staff – Colleen Moran
Carol Garry

EVENTS COMMITTEE

Chair – Rod Carlson
Val Ahrendt
Vaney Hariri
Bojan Salihagic
Dan Simon

Staff – Colleen Moran
Carol Garry

practice was satisfactorily eliminated, the complaint was dismissed allowed by Sec. 21 1/2 -34 of the revised ordinances.

4. Appointment—October Case Panel – Panel A

Case Panel A - Ahrendt, Carlson, Haase, Salihagic and Simon

Case Panel B – Aware, Brennan, Guzman, Knobloch, and Hariri (substitute until new commissioner is named)

A recent probable cause finding may make it before a public hearing panel. The case was reviewed by Case Panel B, so the hearing panel will be made up of members from Case Panel A.

5. Continuing Business

a. Events Committee – Humanitarian Award -feedback from Commission

- It was noted that for the second time in as many years, the MC called it the Human Resources Commission.

- We need to find a way to get more people to attend, to get the word out. This could be done by getting a local celebrity to MC. It could provide more advertising for the event, for example, if they were a TV or radio personality.

- Maybe we should charge to attend the reception; individual tickets and a set price for a table of eight – give it a value.

- The food was good, though the mini beef wellingtons were missed.

- There was a slight problem with the reception music – the same three songs were repeated. No one seemed to notice, thought it may have gotten 'under some people's skin'.

- We need to tackle the perennial problem on who to invite. It should be people who know, work with, or have been helped by possible nominees; people who would appreciate what we're trying to do with this event.

- We'd like to start soliciting for next year's nominees now so we're not so time- crunched by August.

- We need to get the word out about the Colwill award – get the youth involved. SALSA is a good place to start recruiting.

- We should be contacting the city's big employers. Most of them have volunteer programs.

- We need to pump up the interest post-award that could keep the momentum going, get people talking and nominating.

- This year's entertainment ran a bit long. We should keep it to two acts, max.

- The revised recipient selection process seemed to work well this year.

- Again – we need to brainstorm on a mailing/invitation list!

b. Community Connections - update

The next session will be October 15th and 16th – two day-long sessions ending with recognition at the October 16th Council meeting. There are sixteen participants who will have an opportunity to meet with all the City departments.

6. New Business –

a. Ordinance Revision - update

Those interested in how Chapter 21 1/2 will be revised met on October 10th. Commissioners who were unable to attend should contact staff with any thoughts/ ideas they may have.

Recent updates were already made; updating appropriate and removing archaic language.

Plans are to make changes that would allow substantial equivalency to the fair housing laws to allow for a future work-sharing agreement with HUD.

At the October meeting, the group discussed adding genetic information and age to the protected classes. Currently state law and city ordinance does not protect against either of these bases. They discussed the section that lists the HRC duties and considered adding education and events to the list. Also, the general consensus is that the area of public accommodation needs to be updated to include how to enforce a remedy to the situation should there be a probable cause finding.

b. Discuss Committees and Committee Assignments

CAO Dave Pfeifle explained about the state's open meeting law and how that can affect our sub-committees. If we have a majority of HRC members on a committee, the meeting is open to the public and needs to have an agenda posted.

Currently we have three standing committees – executive - made up of the three officers and the Human Relations Manager (the chair of the commission is the chair of this committee); education – with a chairperson and currently three other members with staff attending; and events – with a chairperson and currently four other members. Garry removed inactive members from the committee listings so there is less than a majority of HRC members on any of the committees. HRC members not listed on a committee are Aware and Guzman. Hariri as chair of the HRC is on all of the committees.

We need to consider if we want to keep the same standing committees. We could make the Humanitarian Award a separate committee. We could make another committee that focuses just on marketing and leave the education committee to focus on the information to disseminate.

Commissioners should consider where they want to be involved and let staff know.

We need to start having committee meetings again to move forward.

7. Disability Awareness Commission Report –

Julie Briggs, co-chair of the DAC provided an update.

ARTABILITY's deadline for submissions is December 7, 2012. The art exhibit runs January – February 2013 with the artist's reception on January 24th.

Awareness trainings – contacted Sanford and the school district to see if there is an interest for some additional training. Briggs recently did etiquette training for Celebrate Church that hosted a Ball for people with disabilities.

COPP is on hold waiting for staff to get approval to proceed and they haven't had any extra time to do that.

Mentoring Day – the Sioux Falls Business Resource Network (SF BRN) is working with the DAC to bring employers and job candidates who have a disability together. The candidates will mentor for two hours and then meet to share experiences. Mentoring Day is October 23rd from 9 a.m. - 11 a.m.

White Cane Day is October 13th. They will have a walk starting from the federal courthouse plaza. Their banner states 'White Cane Law – It's a Lifesaver'.

The DAC with the SF BRN are developing a disability –friendly business recognition program. They have window clings for the business to display when they have been recognized as disability-friendly. The criteria haven't been developed yet, but business that are accessible or employ people with disabilities will be recognized.

8. Public Comment –

9. Adjournment

Having no further business Chairperson Hariri adjourned the meeting at 1:07 p.m.

Minutes respectfully submitted by Carol Garry.