

MINUTES

Thursday, January 8, 2015



**Sioux Falls
Human Relations
Commission**

12 Noon—1 p.m.
Main Library Conference Room
200 North Dakota Avenue

Commissioners:

Present: Bouwman, Haase, Harkness, Jones, Mortenson, Scere and Wood. DAC liaison: Walt Schaefer

Absent: Brennan, Larson, and Pagan-Rosario.

Staff:

Colleen Moran, Human Relations Manager and Carol Garry, Human Relations Technician

Guests: Darwin Wolf, Humanitarian Award Sculptor

1. Call to Order/Welcome Guests

Chairperson Haase called the meeting to order at 12:10 pm.

2. Approval of Minutes

Mortenson moved to approve the December 11, 2014, meeting minutes, Harkness provided the second. The minutes were unanimously approved.

3. Status of Cases Report

2014 ended with 27 cases that were opened and 29 were closed; 8 charges were mediated with five of those negotiating a settlement.

4. Civil Rights Update

A significant number - 90% of recent cases taken by the EEOC have been disability related. Two recent settlements involved big companies terminating new hires within a day or two from the start of their employment. One had only worked a single day and was paid a settlement of \$110,000 for being discharged; the other worked for two days and received an \$185,000 settlement. The new hire with vision impairment could very easily have been accommodated with changing the background on the computer screen increasing the font size. The other one was discharged because the employee had prosthetic leg and the employer was afraid the employee would get bumped into and knocked over.

5. Appointment—January Case Panel – Case Panel B

Jones, Mortenson, Pagan-Rosario, Wood, and Haase

6. Continuing Business

a. ADA Celebration Anniversary - Planning update

Venue – Downtown Hilton Garden Inn

Date – Monday, July 13, 2015

Speakers – Two keynote speakers

Dr. Cheri Blauwet

Kathleen Harris Causey – her husband is a disabled vet (double amputee)

Breakouts – if anyone is interested in presenting at a breakout session, let Moran know.

Sponsors – there will be sponsors to help cover the costs –this is not a fundraiser

HRC participation – minimally would be attendance or volunteer to help at the event.

b. Budget Expenditures

The Commission would like a budget report at the next meeting showing where our budget was spent in 2014 and plans for the 2015 budget.

c. Committees

Staff will put together a list of committees with expectations for each and email out to the group to consider.

7. New Business –

a. Darwin Wolf – Humanitarian Award Sculptor

Wolf wanted to apologize in person for the delay in the delivery of the Humanitarian Awards this past October. The change to presenting three awards with the same budget presented some new, unforeseen hurdles. To keep within the budget, Wolf had proposed using a more affordable material that in turn ended up taking longer than anyone realized it would.

Wolf's medium is bronze – it is what he is familiar with and feels it is a better quality than the resin that was used for the 2014 awards. With that in mind, he would like to propose that if the Commission would be able to increase the overall budget for the sculptures by \$250 he will make up the difference and again provide three bronze awards. He offered to experiment with other materials, but feels strongly that the increased budget would be the best approach.

Wood moved to increase the budget for the Humanitarian Awards by \$250 in order for them to continue to be made of bronze. Bouwman seconded. The vote was unanimous.

8. Disability Awareness Commission Report:

January 8, 2015

The DAC has not had a regular monthly meeting since October 2014, so no update is available, other than the information Moran shared about the 25th Anniversary Celebrations.

Haase mentioned that The Goodwill of the Great Plains was nominated to receive the DAC/BRN Disability Friendly sticker. They will be getting their sticker next week.

9. Public Comment –

No public present.

10. Adjournment

Having no further business Mortenson moved to adjourn; Wood seconded. The meeting was adjourned at 1:10p.m.

Minutes respectfully submitted by Carol Garry.