



**AGENDA**  
**HUTCHINSON HUMAN RELATIONS COMMISSION**  
**WEDNESDAY, AUGUST 17, 2016 – 4:00 PM**  
**COUNCIL CONFERENCE ROOM – CITY HALL**

**1. CALL TO ORDER**

\_\_\_ David Dove

\_\_\_ Cynthia Flores

\_\_\_ Chris Givan\*

\_\_\_ J.W. Martin, Jr.

\_\_\_ Olivia Martinez

\_\_\_ Natasha Russell

\_\_\_ Mike Sullivan\*\*

**STAFF LIAISON: Meryl Dye, Assistant City Manager**

**\* Chairperson \*\* Vice Chair-Person**

**2. ORAL COMMUNICATIONS BY AUDIENCE** – Please limit your remarks to five (5) minutes and to items NOT on the agenda.

**3. APPROVAL OF MINUTES OF JULY 20, 2016 MEETING**

**4. REPORTS**

- A. HHRC Vacancies
- B. HHRC Attendance Record
- C. Informal Complaint Report

**5. UNFINISHED BUSINESS**

- A. Review of HHRC Goals & Activities
- B. Other

**6. NEW BUSINESS**

**7. COMMUNICATIONS AND COMMENTS**

- A. Commissioners
- B. Staff

**8. ADJOURNMENT**



**MINUTES**  
**HUTCHINSON HUMAN RELATIONS COMMISSION**  
**Wednesday, July 20, 2016 – Council Conference Rm**

1. **Call to Order** – Present: David Dove, J.W. Martin, Jr., Olivia Martinez, Natasha Russell, Mike Sullivan (V. Chair) and Meryl Dye (staff liaison). Absent: Chris Givan (Chair) and Cynthia Flores. Dye reported that Linda Perrin has resigned.
2. **Oral Communications from the Audience** – No audience.
3. **Minutes** – Russell made a motion to approve the minutes of June 15, 2016. Dove seconded the motion and the motion passed.
4. **Reports** – Dye shared an attendance report. There are two vacancies with the resignations of Paula Hopkins and Linda Perrin. HHRC members reviewed and had questions about a summary report of informal complaints describing two (2) reports received in June.
5. **Unfinished Business** – Dye said the City Council will hold a public hearing on August 2<sup>nd</sup> for the 2017 budget which does not include funding for the HHRC staffing request. Discussion was had regarding the continuance of work by the HHRC. Dye said in a meeting with City Manager John Deardoff and City Attorney Paul Brown, she learned from the city attorney that for the board to no longer convene the human relations ordinance would need to be repealed. She said it is not likely the City Council would repeal the ordinance without a recommendation from the HHRC. There was discussion on whether to revise the ordinance to expand the role of the HHRC. Russell expressed concern that repealing the ordinance would make a negative statement about the community's commitment to civil rights and what happens in a community without such a policy. She urged the HHRC to find ways to continue its work, suggesting a partnership with other civil rights agencies such as the community relations services division of the Department of Justice. Martinez said the meeting last evening on police-community relations at Shears Technology Center was a start in building positive race relations that the HHRC should be involved. She also urged the group to be more involved in community events and look for ways to be a visible sponsor. Dove agreed there is still work to do in building understanding and acceptance among all the diverse groups of our community. Sullivan said he wants to revisit the objectives that were in the planning stages before the staffing request was submitted. He asked Dye to redistribute materials that were generated from the most recent goal setting session with Lynette Lacey. He suggested the HHRC study and work on these goals again in August.
6. **New Business** – none.
7. **Communications** – Dye provided fliers on the **Comprehensive Plan** discussion at the Atrium from 6-8 p.m. on July 28<sup>th</sup>, the **Emancipation Day Celebration** from August 4-7, and **Spaces to Places** workshops at the Cosmosphere on August 18-20.
8. **Adjournment** – Martinez made a motion to adjourn, and Russell seconded the motion for adjournment.

Minutes Prepared by Meryl Dye, Assistant City Manager (Staff Liaison)

**Next Meeting – August 17, 2016 at 4:00 p.m. in the Council Conf. Room**



**Hutchinson Human Relations Commission  
Planning Session Notes  
October 26, 2015**

What is the purpose of the HHRC?

- Educate the community as to the value of promoting and encouraging tolerance towards other people particularly those who may be outside mainstream” beyond only the “protected” classes
- Resource to individuals in our community who need assistance or guidance if they feel they have are being discriminated against—Meryl will be able to guide them to those resources
- Advocate—go beyond being a resource for those who feel they are being discriminated against
- Educate community on employment and housing discrimination
- Acknowledge, Celebrate and Accept diversity in our community
- Promote harmony through studies, resolutions, education, outreach, and advocacy
- Handle any discrimination against anyone—refer to Topeka
- Create awareness/education for the purpose of eliminating discrimination in our community
- Place for resolution for issues of discrimination

What concerns you the most about the most about HHRC?

- No authority in HHRC to fulfill the ordinance
- Do we need to exist?
- No complaints to the commission
- The people with complaints might be telling themselves, “No one cares in our community about discrimination so nothing will be done if I complain.”
- How do we put our purpose into action?
- People who feel they are being discriminated against in our community do not know who to complain to
- How do we put our purpose into action those things we have the authority to do such as education, advocacy? What is our next level?
- What will we do on policymaking as defined in the code?
- Discrimination complaints in the community are going elsewhere (NAACP) not to us
- How do we get those complaints coming to us vs. NAACP?
- This commission has no rapport with those in our community who need help
- Turnover of HHRC members

Diagnostic questions about our work? What data do we need to further understand our work?

- Why are complaints not coming to us?
- What is/should be our role?
- How do we promote the ordinance?
- How do we build rapport with those who face discrimination in our community?
- How do we drive individual’s concerns to HHRC?
- How do people contact us?
- Who do we need to educate?

## Priority Areas of Work

### 1. Build awareness of HHRC

- Recommend to Council hiring of Human Relations Officer
- Get spot on city TV page
- Send officer and Commissioners to meetings in community Meetings we should be attending: where HRC purpose can be expounded, promoted in the interest of the community understanding of our commitment to the principles of the ordinance
- Other social media outlets: internet, posters, billboards, radio, etc., Third Thursday, Second Saturday, Farmer's Market
- Educate through forums, workshops regarding issues of privilege & discrimination ; build awareness throughout community of the value of the ordinance
- Advertise successes
- HR at businesses—1:1 with HR Personnel and brochures
- Parade—Toys for Tots
- Promote "Celebrate Diversity" Day

### 2. Building Rapport with Underprivileged/Privileged

- Hire part time HHRC Officer
- Gain community involvement by going to them—e.g. each member could keep up with a specific organization
- Define underprivileged/privileged—within purview of studies and policymaking/policy statements
- Repair reputation
- Education/Outreach to HR professionals—brochures in employee paychecks; have a display at HR departments; Generic poster/flyer for this community, boards, etc.

### 3. Education and Outreach

- Recommend part HHRC Officer whose duties would include:
  - Interactive presentations at churches, civic groups, schools
  - Facebook/social media
  - Electronic billboard keep it simple
  - Subcommittee to do outreach
  - Local media—educate about ordinance, radio interviews, and press releases
  - Public event speakers
  - Posters at places around community such as NAACP, Senior Centers
  - Personal testimonies from community members i.e. like Talk 2020 @ library, possible partnerships
  - Partnerships with United Way, non-profits, civic organizations
  - Educate or bring awareness of HHRC to our City Council
  - Bring in educators/experts on matters of privilege and diversity

**Hutchinson Human Relations Commission—18 month Work Plan**  
**November 20, 2015**  
*Second Draft*

**Goal: Increase the awareness and knowledge of HHRC and our mission.**

**Strategy 1: Educate the community about purpose of HHRC as well as the importance and value of diversity.**

**Key Tasks** \_\_\_\_\_ **Responsible** \_\_\_\_\_ **By When** \_\_\_\_\_ **Status** **Review**

1. Develop the message to be communicated to the public

And possible allies.

What do you want them to rally around?

2. Develop or locate materials to be used in the presentations.

3. Diagnose the attitude of the community towards inclusion and diversity.

4. Identify our allies in this mission.

Who do we think would be aligned with our mission?

5. Determine key groups to speak to about HHRC.

How do we reach our potential allies?

6. Designate method by which the message will be delivered.

7. Schedule and dialogue with groups

to energize them about our mission.



## Activities Summary of Hutchinson Human Relations Commission



### Outreach & Education with Human Relations Officer Position:

NAACP Meetings  
Cultural Diversity Team Meetings  
ADA Advisory Board Meetings  
Downtown Holiday Parades  
Civil Rights Vigil  
Panel Participant - "The Music Within"  
Employment Seminar - 2000  
Candidates Forum  
ADA Anniversary Rally  
Voter Registration Promotion  
Martin Luther King, Jr. Observation  
Emancipation Committee's "Taste of Soul" Fundraiser  
NAACP Freedom Fund Dinner - Fundraiser  
Presentation to Landlord Association  
ADA Housing Seminar - cosponsored with PILR  
PILR Technologies & Resource Fair  
Little Dribbler's Basketball Tournament  
Hutch Fest Activities  
Emancipation Celebration Activities  
Cinco De Mayo Celebration Activities  
School and Community Presentations  
Black History Month Presentations  
Project Aware Public Forum (immigration issues)  
LuLac Activities  
Presentation on Diversity to local SHRM  
Diversity Orientation for New Police Officers  
Presentation on Discrimination to local SHRM  
KS Human Relations Association meetings  
National Night Out Participation  
Mayor's Race Relations Forum and Task Force  
Race Relations Dialogue at HHS - Feb 1999  
Fair Housing Seminar  
ADA Seminar  
ADA Symposium (annual conference)  
ADA evaluation by DOJ  
Chamber of Commerce Breakfast Meetings  
Chamber of Commerce "Business After Hours"  
Annual Community Foundation Meeting  
Downtown Annual Meeting  
Market Hutch Meeting  
Reno County Resource Council Meetings  
Society of Human Resource Managers (SHRM) meetings  
Make a Difference Day Activities at Lincoln School  
Access America Voting Project (collaboration with PILR)  
Voices of America - Theater Production on Race/Religious Bias

### Outreach & Education of HHRC since 2010:

Human Relations Training with KHRA (May 2010)  
Invisible Voices - Disability Video Presentation (Sep 2010)  
Public Hearings on LGBT - 2012  
Human Relations Training with DOJ/CRS (Jun 2013)  
ADA Training (Dec 2010; Nov 2014)  
Fair Housing Seminar (Apr 2011; Apr 2015)  
Goal-Setting for HHRC (Jan 2010; Oct 2015)  
HCC Diversity Day (April)  
ADA Anniversary Rally (July)  
Third Thursday Exhibit (October)  
Cinco De Mayo Celebration Activities (May)  
Emancipation Celebration Activities (August)  
Women's Show & Family Health Fair (May 2016)  
Meetings with Police Chief & Sheriff (monthly)  
Reno County Resource Council Meetings (monthly)

## HUTCHINSON HUMAN RELATIONS INFORMAL COMPLAINT SUMMARY - 2016

### July – One (1) Complaint

A 56-year old Hispanic female began working full-time for a local employer in January. Within a month she had to take a leave of absence to provide care for her adult son who needed to start dialysis and become adjusted to the routine. Her employer told her to take the time she needed and that her job would be there for her when she returned. But when she returned about a month later, the employer assigned her to part-time work one or two days a week on second and third shifts. When she asked about full-time hours, she was told they didn't have full-time available except on 1<sup>st</sup> shift. They knew she was unable to work 1<sup>st</sup> shift because of her son's dialysis. However, she saw her full-time job advertised. When she asked again, they told her the job had been filled. She noticed that the company had hired several younger White Anglo males and females who were working her shift. Complainant believes she was passed over for the full-time hours on her shift due to her national origin, ancestry, age and her association with a person with a disability. Dye referred Complainant to the KS Human Rights Commission. *Area of Jurisdiction = Employment; Basis = National Origin or Ancestry, Age, and Disability.*

### June – Two (2) Complaints

A 63-year-old African-American female states she has a disability and a record of a disability. She was hired to do medical records and is trained as a medical aide. The employer informed her job cuts were needed and that her hours were being reduced. Later she found her hours were given to a lesser qualified younger White female with less seniority and who is also friends with the supervisor. She was told she could be reassigned as a medical aide, but when she reminded management of her physical limitations she was placed in on-call status. She believes she was discriminated against based on race, age, and disability, and that she was retaliated against when she expressed these concerns. She also believes her religion was a factor because she did not hide the fact that she is Christian. Dye referred Complainant to file a formal discrimination charge with the KS Human Rights Commission. *Area of Jurisdiction = Employment; Basis = Race, Age, Religion, Disability, Retaliation.*

An African-American male worked as a cook for a local employer. He says over the course of his employment he has received disciplinary warnings for minor infractions, while White employees went without discipline for the same types of infractions. Another African-American male also went without discipline, but he is the live-in boyfriend of his White female supervisor. He says the supervisor also tried to make him do tasks that she knew he was not able to perform due to a previous back injury. Further, he says this supervisor harassed him about taking off work for 11 days to care for his dying mother in the hospital and to carry out her funeral, although he used approved PTO leave. Complainant went to the assistant manager to complain about his supervisor's treatment. He later learned from a co-worker that the supervisor had expressed that she was "out to get him" for going to upper management. Complainant says he had enough and decided to call the assistant manager to say he was not coming back to work. A few days later, management called him to the office to tell him he was fired for job abandonment. Dye referred Complainant to file a formal

discrimination charge with the KS Human Rights Commission. He was also referred to the to US Dept. of Labor to make a complaint under the Family Medical Leave Act (FMLA). *Area of Jurisdiction = Employment; Basis = Race, Disability, Retaliation.*

#### **May – Two (2) Complaints**

A young adult female alleges her landlord made demands for sexual favors in exchange for rent payments and when her common law husband intervened, the landlord sought an eviction for non-payment of rent. She also alleges sexual battery on the part of the landlord's son, who she says entered her home in the middle of the night while her husband was gone, that he watches her house from the alley, and that he has made lewd suggestive remarks to her about her two-year old child and about herself. She says she has made a report with police. Dye assisted Complainant in filing a charge of sex discrimination in housing with the Kansas Human Rights Commission. *Area of Jurisdiction = Housing; Basis = Sex.*

A male with a disability has medical documentation to support his need for an Assistance Animal while living in a local rental, but the landlord still tries to get a "pet fee" from him and threatens him with eviction. Dye provided materials on HUD's ruling regarding Assistance Animals under the Fair Housing Act, suggesting to Complainant that he share the materials that outline both the tenant's and landlord's rights and obligations under Federal law. She also offered further assistance in filing a fair housing complaint with the Kansas Human Rights Commission if the matter goes unresolved. *Area of Jurisdiction = Housing; Basis = Disability.*

#### **April – No Complaints**

#### **March - One (1) Complaint**

A 60 year-old African-American male worked for a local employer for 38 years. He was working in a supervisory position when he was terminated for allegedly breaching the confidentiality of a subordinate employee (a White male) during a disciplinary meeting involving the union rep and a management rep (both White males). Complainant denies he discussed the disciplinary meeting with anybody. He believes the union rep breached the employee's confidentiality, and then blamed it on Complainant so he would get fired. Complainant cited instances of racially discriminatory treatment or harassment against him that involved this union rep over the years, and well as other instances involving other White employees. He said when he reported these matters to upper management, he was ignored. He also believes his age was a factor in his termination. Dye assisted Complainant in filing a race, age and retaliation complaint with the Kansas Human Rights Commission. *Area of Jurisdiction = Employment; Basis = Race, Age and Retaliation.*

#### **February – No Complaints**

#### **January – No Complaints**

## 2016 HHRC INFORMAL COMPLAINTS BY JURISDICTIONAL AREAS AND BASIS

### EMPLOYMENT

Basis	Jan.	Feb.	Mar	Apr	May	June	July	Aug.	Sept	Oct	Nov	Dec	Total
Race			1			2							3
Color													
Sex													
Age			1			1	1						3
Religion						1							1
Nat'l Origin							1						1
Ancestry							1						1
Disability						2	1						3
Retaliation			1			2							3
<b>Total Complaints</b>	0	0	1	0	0	8	4	0	0	0	0		15

### HOUSING

Basis	Jan.	Feb.	Mar	Apr	May	June	July	Aug.	Sept	Oct	Nov	Dec	Total
Race													
Color													
Sex					1								1
Age													
Religion													
Familial Status													
Nat'l Origin													
Ancestry													
Disability					1								1
<b>Total Complaints</b>	0	0	0	0	2	0	0	0	0	0	0		2

### PUBLIC ACCOMMODATIONS

Basis	Jan.	Feb.	Mar	Apr	May	June	July	Aug.	Sept	Oct	Nov	Dec	Total
Race													
Color													
Sex													
Age													
Religion													
Nat'l Origin													
Ancestry													
Disability													
<b>Total Complaints</b>	0	0	0	0	0	0	0	0	0	0	0		0

### REFERRALS

Agency	Jan.	Feb.	Mar	Apr	May	June	July	Aug.	Sept	Oct	Nov	Dec	Total
City Inspection													
EEOC													
First Call for Help						1							1
KS Human Rights Comm.			1		2	2	1						6
KS Dept of Labor													
KS Legal Services													
KS Workers Comp													
PILR													
US HUD													
US Dept of Justice													
US DOL						1							1
<b>Total Referrals</b>	0	0	1	0	2	3	0	0	0	0	0		8