



**AGENDA**  
**HUTCHINSON HUMAN RELATIONS COMMISSION**  
**WEDNESDAY, JANUARY 18, 2017 – 4:00 PM**  
**COUNCIL CONFERENCE ROOM – CITY HALL**

**1. CALL TO ORDER**

\_\_\_David Dove \_\_\_Jerome Kahn \_\_\_ J.W. Martin, Jr. \_\_\_Olivia Martinez

\_\_\_ Natasha Russell \_\_\_ Mike Sullivan\*\* \_\_\_Sue Wray

**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 DECEMBER 21, 2016**

**4. REPORTS**

- A. HHRC Attendance Record
- B. Informal Complaint Report – One (1) Informal Complaint in December.

**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, December 21, 2016 – Council Conference Rm**

1. **Call to Order** – Present: David Dove, Olivia Martinez, Mike Sullivan (V. Chair), Sue Wray and Meryl Dye (staff liaison). Absent: J.W. Martin, Jr. and Natasha Russell.
2. **Oral Communications from the Audience** – None.
3. **Minutes** – Dove made a motion to approve the minutes of November 16, 2016. Martinez seconded the motion and the motion passed.
4. **Introduction of Applicant for HHRC Vacancies** - Dye reported that Mike Sullivan was reappointed to a second 3-year term and Sue Wray was appointed to a first 3-year term. There are 3 vacancies remaining. Rick Limon has withdrawn his application. **Jerome Kahn** was introduced as the most recent applicant. Jerome said he has been a business owner since the 1980's, and has employed a lot of people over the years. He has been in Hutchinson since 2004. He said he is wanting to do more to volunteer his time, and Mike Sullivan told him about the Human Relations Commission. Jerome is currently active as a member of the Community Emergency Response Team which helps with emergency situations and disasters within communities and requires FEMA certification. He is also a member of Rotary. He enjoys computers and electronics. He has flexibility in his schedule to attend HHRC meetings. Sue Wray made a motion to recommend Jerome Kahn for appointment. Martinez seconded the motion and the motion passed.
5. **Reports** – Dye reviewed the purpose of the Attendance Record and Informal Complaint Report. There were no informal complaints in November.
6. **Unfinished Business** – A goal-setting session was held in December of 2015. Dye discussed past activities and areas the HHRC has considered working within the strategic plan. Members discussed the feasibility of using grant funds to staff the complaint process as suggested by Wray. Members agreed their efforts should focus on being visible in the community. A 2-day workshop called Transforming White Privilege and a theater production called Faces of America present several concerns. Both programs would be presented only one time, have narrow focus in terms of discrimination issues, may be difficult to attract the right audience or to secure funding or other partners. Dove suggested that, instead of spreading the Commission in many directions as found in the strategic plan, the Commission should do one thing that is uniquely a Human Relations Commission effort, targets a broad audience and provides high visibility. Dye said the Wichita Business Journal holds an event each year to recognize a long list of "Leaders of Diversity" from the Wichita business community. She suggested doing the same in our community and inviting diversity leaders to tell their story in a community forum to describe obstacles they had to overcome and be an inspiration to others. Sullivan asked members to explore this idea further as well as other ideas, and be prepared for more discussion and planning.
7. Dye asked members to attend community events for Martin Luther King, Jr. Day in January. Also, an anniversary event is planned for the Prairie Independent Living Resource Center (PILR) the afternoon of January 20<sup>th</sup>. Details will be emailed.
8. **Adjournment** – Martinez made a motion to adjourn, and Dove seconded the motion for adjournment.

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

**Next Meeting – January 18, 2017 at 4:00 p.m. in the Council Conf. Room**

**HHRC Attendance Record**

	2015												2016											
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				
<b>HHRC MEMBERS</b>																								
1 Dove, David (second 3 yr term expires 9/11/2018)	X	A	X	X	A	X	X	X	X	X	X	X	A	X	X	X	X	X	X	X	X	X		
2 Fiores, Cynthia (first 3-yr term expires 9/11/2017; resigned 8/2016)	A	X	A	A	X	X	X	X	X	X	A	A	A	X	A	---	---	---	---	---	---	---		
3 Givan, Chris (partial term expires 9/11/2016; resigned 10/2016)	X	A	X	X	X	X	X	X	X	X	X	X	X	X	X	X	A							
4 Hopkins, Paula (first 3 yr. term expires 9/11/2017; resigned 6/2016)	X	X	X	X	X	X	X	X	X	X	A	X	X	X	---	---	---	---	---	---	---	---		
5 Martin, J.W., Jr. (first 3 yr. term expires 9/11/2018)	A	X	X	X	X	X	A	X	X	X	X	X	A	X	X	X	X	X	X	X	X	X		
6 Martinez, Olivia (second 3 yr. term expires 9/11/2016; resigned 7/2016)	A	X	X	X	X	X	A	X	X	X	X	A	X	X	X	X	X	X	X	X	X	X		
7 Perrin, Linda (first 3 yr. term expires 9/11/2016; resigned 7/2016)	X	A	X	X	A	X	X	X	X	X	X	X	X	A	---	---	---	---	---	---	---	---		
8 Russell, Natasha (first 3 yr. term expires 9/11/2018)	---	---	---	---	---	---	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
9 Sullivan, Mike (second 3 yr. term expires 9/11/2019)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
10 Wray, Sue (first 3 year term expires 9/11/2019)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---		
<b>Key</b>																								
Quorum = 5																								
No Quorum <5																								
Not A Member ----																								

**HUTCHINSON HUMAN RELATIONS  
INFORMAL COMPLAINT SUMMARY - 2016**

**December** – One (1) Complaint

A Hispanic male of Mexican nationality complains that a local medical doctor refused to continue him as a patient. He believes a female clerical worker made false accusations about him harassing her. He received a letter from the doctor in 2014 stating he was being withdrawn from further professional attendance, and told to seek care from another physician. He tried several times unsuccessfully to get the doctor to take him back as a patient. Though this matter may be rejected for untimely filing, Dye referred the complainant to the Kansas Human Rights Commission. *Area of Jurisdiction = Public Accommodations; Basis = National Origin or Ancestry.*

**November** – No Complaints

**October** – No Complaints

**September** – No Complaints

**August** – No Complaints

**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 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	3	0	0	8	4	0	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	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												1	1
Ancestry												1	1
Disability													
<b>Total Complaints</b>	0	0	0	0	0	0	0	0	0	0	0	2	2

### 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					1	7
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	4	1	0	0	0	0	1	8