

Human Relations Advisory Committee

Meeting Minutes
January 4, 2010

The Human Relations Advisory Committee was called to order at 5:30 p.m. on January 4, 2010 in The Bank of America Building, Human Resources Conference Room, Suite 502 by Chansidy Daniels.

Members Present

James VanRiper
Lee Johnson
Sharon Ofuani
Jeff G. Peters
Robert Renzi

Members Absent

Craig Fletcher
Jessica Tice

Staff Present

Lillian Bennett
Chansidy Daniels

Guest

A. Welcome and Introductions

Meeting called to order by Chansidy Daniels.

B. Approval of the Minutes

Minutes were approved as submitted

C. Approval of the Agenda

The agenda was approved as submitted.

D. Review and Finalize Mission Statement

- Committee agreed that mission statement needs to be reworked to be cleaner and more succinct
- Lillian passed out minutes from the Clerk that was sent to Jessica in preparing the mission statement
- Committee went through sample mission statement from various Human Relations Committee/Boards
- Committee agreed on using Bismark Human Relations Committee & Morris County Human Relations mission statement to develop the Leon County Human Relations Advisory Committee mission statement.

- Motion to take first sentence from Bismark and second sentence from Morris County to become the mission statement was made and approved.
- Chairman Jim Van Riper wanted to thank Jessica for the hard work and effort that she put into the sample HRAC mission statement.

The mission of the Leon County Human Relations Advisory Committee is to protect and promote the personal dignity of all Leon County citizens and eliminate any discriminatory barriers that prevent them from reaching their full human potential.

The committee shall address the causes, impact and prevention of bias-related incidents committed against any persons, or private or public property, on the basis of race, color, religion, gender, disability, sexual orientation, gender identity, or ethnicity in Leon County.

E. Review Board Policy on Conference Calls for Meetings

- Chansidy reviewed the Board policy No. 01-05: Rules of Procedure for Meetings of the Leon County Board of County Commissioners. Section III. Quorum, Part C

F. Continue Development of Target Issues and Action Plan

- Sharon suggested having a once a year town hall meeting to address issues from the public.
- Jim stated that the HRAC should start developing a plan of action.
- Committee had discussion around the need for town hall meetings to address the target issues
 - Keep target issues open and develop a working document.
 - Sharon/Rob/Lillian indicated the need for research to support target issues.
 - Jeff/Lee indicated that all forums/formats specifically (public input) must be looked at and incorporated.

- Sharon indicated that every avenue does not have to be used for every issue.
- Rob stated that there must be continuity of how to address issues by trying different avenues to address issues
- The committee developed an action plan to address the target issues that were identified at the December 7, 2009 meeting:
 - LGBT Employment/Housing Code (Add gender identity)
 - Countywide employment/non-discrimination ordinance
 - Law enforcement racial profiling
 - Non-married domestic partner coverage for county employees

Action Planning

1. Research
 - Case Studies
 - Gathering Information
 - Subject Matter Experts
 - Proponents and opponents
2. Review and Analysis (Due diligence)
3. Public Input (If needed)
4. Develop report and recommendations

G. Next Meeting Agenda Planning- February 1, 2010

- Bylaws with mission statement
- Choose first issue and build an action plan

H. Meeting Adjourned

Meeting was adjourned at 7:00 by Jim VanRiper. The next meeting will be from 5:30-7:00 on February 1, 2010 in The Bank of America Building, Human Resources Conference Room, Suite 502.