

HUMAN RELATIONS COMMISSION  
MINUTES OF January 13, 2016

**Commissioners Present**

Leslie Clay

Janet Lancaster

Gary Hoover

Kiran Konam

Odemaris Mancilla-Sibaja

Rhonda Smith

Staff – Ernestine Jackson

Staff – Nicole Albertson

**Approval of minutes for December**

All commissioners approved minutes as presented.

**Dr. Martin Luther King Luncheon**

Jackson said approximately 400 tickets sold, still don't have a final number. Last year sold out, about 600 tickets. Jackson read the proof for the souvenir books. Gary Moore is the MC. Every nominee will get 2 tickets. No dress code. Jackson said she will be doing the name tags and assigning the tables. Jackson received the awards, pictures have been framed and received the certificates.

**Case Summary Report**

Jackson said she is working hard to get all the cases done. She is asking for a no probable cause finding. She is asking for additional information. A complaint based on race, age, gender and harassment/hostile work environment. The person in charge, referred to him as a spoiled white male and made other comments. During the fact finding and in the additional information Jackson asked for, she could not find discrimination in any of those things. Under staff recommendations, she took each one of those points and gave a reason why it wasn't discrimination in any of those areas. Based on harassment and hostile work environment, per the law it has to be severe and constitute a pattern. It was a one-time thing, in the information that was given to her and talking to other witnesses, it was said but meant in a different context. It did not meet the standards as set by EEOC. For age discrimination, most of the people that work there are over 40. For gender discrimination, there are two different issues. One being, they did not hire male bus drivers. After reviewing information, that is not true. The director wanted to diversify his executive staff, all the top positions were male so the director was looking for a top female performer to fill the position. As long as the person is qualified for the job, they can do that. It is Jackson's opinion that the commission approve a no probable cause finding.

All commissioners approved the no probable cause finding.

#### *Tapley case*

Jackson wanted to remind the commissioners that there will be some information coming from Tim Palin in the legal department. He was the one handling the appeal.

#### **New Business**

Smith brought up the Survey Results she found in the HR office. Nicole and Nora put the survey brochures together. Smith found them interesting and informative. Pay close attention to the questions in which the City scored mostly in the Strongly Agree area and where the City scored mostly in the Strongly Disagree area. There is room to improve. Overall 33% of employees participated. Nicole said survey has not been completed for over 10 years, it's hard to compare to past participation rate. The survey was optional and they could complete it on the computer or written and mail to ISU directly for confidentiality. Nicole said she was pleased with the results and it gives us action plans to focus on. She wants to form an employee advisory council to address some of the concerns and dig a little deeper. Nicole said she sent it out to all fulltime and seasonal employees, about 1100 employees. Next year she wants to do the same survey but separate it out by fulltime and seasonal. Nicole said the survey result brochures were mailed out to all the employees' home address. Nicole said the employee advisory council is one of their actions plans and is hoping to put that together in the first quarter. Smith asked how we get the stats on staff, the make up on diversity. Jackson advised she has the report, she said she does not remember the numbers. Jackson will send the numbers to Smith. Commissioner Hoover asked who developed the questionnaire. Nicole said it was a partnership with herself and Dr. Lust at ISU. Commissioner Hoover is on another committee and they are going to be doing the same thing, Nicole said she would share a draft with him. Nicole wants to have a survey completed every 3 years.

Commissioner Mancilla-Sibaja asked where she can get contact information in English and Spanish. Jackson said she didn't know if the City created that information or if an agency had approval to put the information out on the table. Jackson said it might have come from Community Development. Commissioner Mancilla-Sibaja wants to be able to find it in City Hall. Jackson said she would look into it and find out where it came from. Commissioner Mancilla-Sibaja said she is out in the community, she doesn't know how to get the information and she has lived here for 10 years.

Commissioner said this is one thing that they want in the goal setting, Human Relations is not really known out there. To be out in the community more is one of our goals. Jackson said she can go over the commission training to understand what their role is.

Commissioner asked what we are doing about Ernestine leaving. Will we have another person in the commission? Nicole advised they are replacing her position. They are revamping the position and it wasn't posted as soon as they thought. Nicole advised she will be posting her position until the position is filled.

#### **Adjournment**