

NORMAN HUMAN RIGHTS COMMISSION MINUTES  
October 26, 2015

The Norman Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, met in the Municipal Complex located at 201 W. Gray Street on October 26, 2015, at 5:30 p.m., and notice and agenda of the meeting were duly posted 24 hours prior to the beginning of the meeting.

PRESENT: Commissioners Mary Lou Drywater, Daniel Dukes, Kay Ham, Amyie Kao, Marjaneh Seirafi-Pour, Harry Wright

ABSENT: Commissioner Jose Dela Cruz

STAFF PRESENT: Kristina Bell, Jayme Rowe, Officer Ali Jaffery

OTHERS PRESENT: Mayor Cindy Rosenthal, Sarah Greenwood, Stephanie Penate, Troy Stephenson

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Item 2, being:

APPROVAL OF THE AGENDA OF THE OCTOBER 26, 2015, MEETING.

Commissioner Wright moved to approve the agenda of the October 26, 2015, meeting of the Norman Human Rights Commission, which motion was duly seconded by Commissioner Kao, and the question being approving the agenda of the October 26, 2015, meeting of the Norman Human Rights Commission, a vote was taken with the following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the agenda of the October 26, 2015, meeting of the Norman Human Rights Commission was approved.

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Item 3, being:

APPROVAL OF THE MINUTES OF THE JULY 27, 2015, NORMAN HUMAN RIGHTS COMMISSION MEETING.

Commissioner Wright moved that the minutes of the July 27, 2015, Human Rights Commission meeting be approved, which motion was duly seconded by Commissioner Drywater;

Items submitted for the record:

1. Norman Human Rights Commission minutes of July 27, 2015

and the question being upon approving the minutes of the July 27, 2015 meeting, a vote was taken with the following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the minutes of the July 27, 2015, meeting were approved.

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Item 4, being:

**APPROVAL OF THE SUMMARY OF THE INCLUSIVE COMMUNITY DIALOGUE ON DOMESTIC VIOLENCE HOSTED BY THE HUMAN RIGHTS COMMISSION ON OCTOBER 1, 2015.**

Commissioner Wright moved that the summary minutes of the October 1, 2015, Inclusive Community Dialogue on Domestic Violence hosted by the Human Rights Commission be approved, which motion was duly seconded by Commissioner Drywater;

Items submitted for the record:

1. Summary minutes of the Inclusive Community Dialogue on Domestic Violence held on October 1, 2015

and the question being upon approving the summary minutes of the October 1, 2015 Inclusive Community Dialogue, a vote was taken with the following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the summary minutes of the October 1, 2015, Inclusive Community Dialogue were approved.

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Item 5, being:

LEGAL UPDATE ON RECENT HUD, EEOC AND FEDERAL COURT DECISIONS REGARDING SEXUAL ORIENTATION AND GENDER IDENTITY DISCRIMINATION AS SEX DISCRIMINATION UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.

Kristina Bell, Assistant City Attorney and legal staff to the Human Rights Commission, presented a legal update on recent court rulings regarding sexual orientation and gender identity discrimination under Title VII of the Civil Rights Act of 1964. Ms. Bell explained the history of this issue as it has developed through Executive Orders, HUD and EEOC decisions and through the judicial system, including the case of *United States of America and Dr. Rachel Tudor v. Southeastern Okla. State Univ.*, Case No. CIV-15-324-C, 2015 WL 4606079, at \*2 (W.D.Okla. July 10, 2015), which is currently pending in the Western District of Oklahoma.

Mr. Stephenson, representing Freedom Oklahoma, commented that Ms. Bell's summary was very complete and agreed that the *Tudor* case was an important case to watch. The Mayor mentioned that City Ordinances should be clarified regarding any perception of uneven rights. She suggested that Council be briefed on the case law and a recommendation to provide clarity to our Ordinances would be timely.

Commissioner Wright moved that the Human Rights Commission would recommend that Norman City Council be briefed by Legal staff and, additionally, the Commission would like to encourage Council to act to provide policy clarification in light of new EEOC rulings and HUD regulations. The motion was duly seconded by Commissioner Seirafi-Pour and a vote was taken with the following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the recommendation will be presented to the Council.

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Item 6, being:

DISCUSSION AND POSSIBLE ACTION REGARDING REPORT TO CITY COUNCIL ON THE INCLUSIVE COMMUNITY DIALOGUE ON DOMESTIC VIOLENCE HELD OCTOBER 1, 2015.

The Commission discussed the Inclusive Community Dialogue on Domestic Violence which was held October 1, 2015 in the Lowry Room at Norman Public Library. While there was a small turnout, the participation among those in attendance was active and enthusiastic. Commissioner Ham explained the process of summarizing the comments made at the Inclusive Community Dialogue and preparing a report for City Council. Commissioners Wright, Dukes and Seirafi-Pour offered to organize the comments recorded and prepare a draft of a report to be presented to Council.

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Item 7, being:

**DISCUSSION AND POSSIBLE ACTION ON HUMAN RIGHTS AWARD.**

The four nominees for the annual Human Rights Award were reviewed by the Commissioners. Commissioner Seirafi-Pour moved that the Human Rights Award for 2015 be presented to Ashley Nicole McCray for her work to implement a new diversity policy at the University of Oklahoma which requires new and incoming students at OU to take mandatory diversity training courses and to assist with developing the course materials. Additionally, Ms. McCray assisted with a successful campaign to recognize the second Monday in October as Indigenous People's Day at the University of Oklahoma which makes OU one of the first universities in the country to replace Columbus Day with Indigenous People's Day. This motion was duly seconded by Commissioner Wright; and the question being to present the 2015 Human Rights Award to Ashley Nicole McCray, a vote was taken with the following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the 2015 Human Rights Award will be presented to Ashley Nicole McCray at an upcoming City Council meeting.

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Item 8, being:

**DISCUSSION AND POSSIBLE ACTION ON FUTURE PROCLAMATIONS.**

The Commission briefly discussed Black History Month and the Proclamation which will be presented at the January 26, 2016 City Council meeting.

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Item 9, being:

**DISCUSSION AND POSSIBLE ACTION ON 2016 INTERFAITH BREAKFAST.**

The Commissioners discussed the date of the upcoming 2016 Interfaith Breakfast which will be held, as is traditional, on Martin Luther King Day, January 18, 2016. St. Joseph's Catholic Church has been suggested as a location for 2016. Commissioner Ham will discuss the facility in more detail with staff at St. Joseph's over the next few days. Additionally, Commissioner Ham will begin contacting speakers for the event.

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Item 10, being:

**APPROVAL OF 2016 HUMAN RIGHTS COMMISSION MEETING DATES.**

The scheduled dates for the 2016 Human Rights Commission meetings were presented to the Commission. By City Ordinance, the Human Rights Commission meets quarterly on the last Monday of January, April, July and October. Those dates for 2016 are: January 25, April 25, July 25 and October 24, 2016.

Commissioner Wright moved that the dates scheduled for the 2016 Human Rights Commission meetings be approved, which motion was duly seconded by Commissioner Kao; and the question being to approve the dates for the 2016 Human Rights Commission meetings, a vote was taken with the following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the dates for the 2016 Human Rights Commission meetings were approved.

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Item 11, being:

**MISCELLANEOUS DISCUSSION:**

At this time, Commissioner Wright mentioned a presentation and panel on child abuse which is

scheduled for Friday, November 13, 2015, beginning at 6:30 p.m. and held at Memorial Presbyterian Church. Several agencies will be represented.

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Item 12, being:

ADJOURNMENT.

Commissioner Wright moved that the October 26, 2015, meeting of the Norman Human Rights Commission be adjourned, which motion was duly seconded by Commissioner Dukes; and the question being adjourning the October 26, 2015, meeting of the Norman Human Rights Commission, a vote was taken with the following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the October 26, 2015, meeting of the Norman Human Rights Commission was adjourned at 7:20 p.m.

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