

**NORMAN HUMAN RIGHTS COMMISSION MINUTES
CITY OF NORMAN**

May 24, 2021

The Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, met via video conference and in the Municipal Complex located at 201 West Gray Street on May 24, 2021, at 5:30 p.m., and notice and agenda of the meeting were duly posted 24 hours prior to the beginning of the meeting.

Item 1, being: ROLL CALL

PRESENT:	Commissioners Sage Mauldin (Chair), Chris Nanny, Ellen Kraft, Christina Owen, Samuel Woodfork, Cathy Billings
ABSENT:	Marjaneh Seirafi-Pour (Vice-Chair), Jackie Farley
STAFF PRESENT:	Chief Diversity and Equity Officer Cinthya Allen, Assistant City Attorney Anthony Purinton, Captain Stacey Clement, Officer Ali Jaffrey, Legal Admin Tech Sarah Encinias
OTHERS:	Don Holladay, Audra Beasley, Brenda Goolsby, Dr. Hairsong Song, Ashley Morrison

Sarah Encinias called roll and announced a quorum.

Item 2, being: APPROVAL OF THE MINUTES OF THE MARCH 22, 2021, HUMAN RIGHTS COMMISSION MEETING

Commissioner Kraft motioned to approve the Minutes of the March 22, 2021, meeting and the motion was duly seconded by Commissioner Nanny. Commissioner Owen abstained from voting. Roll was called with the following results: all approved, and none opposed. The Minutes were approved by unanimous vote.

Item 3, being: APPROVAL OF THE MINUTES OF THE MAY 3, 2021, HUMAN RIGHTS COMMISSION SPECIAL MEETING

Commissioner Kraft motioned to approve the Minutes of the May 3, 2021, special meeting and the motion was duly seconded by Commissioner Woodfork. Commissioner Billings abstained from voting. Roll was called with the following results: all approved, and none opposed. The Minutes were approved by unanimous vote.

Item 4, being: CONSIDERATION OF RECOMMENDATION, REJECTION, AMENDMENT, AND/OR POSTPONEMENT OF ORDINANCE O-2021-45; AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF NORMAN, OKLAHOMA, CREATING ARTICLE HEADINGS; AMENDING SECTION 7-103 CHAPTER 7 OF THE

CODE OF CITY OF NORMAN ADDING THE DEFINITION OF CONVERSION THERAPY; ADDING SECTION 7-111 PROHIBITING THE PRACTICE OF CONVERSION THERAPY WITH A MINOR; AND PROVIDING FOR THE SEVERABILITY THEREOF

Chair Mauldin explained that the proposed ordinance was amended from the previous version which prohibited the use of City funds from being used to support the practice or offering of conversion therapy. The newest change completely bans the practice with minors and provides for penalties of any licensed medical provider that violates the ordinance. Commissioners reviewed this amended ordinance and unanimously agreed to the following changes:

1. Add “pansexual” where sexual preferences are listed
2. In section 4, replace “as a gay man or lesbian” with “in a non-heteronormative relationship”
3. For section 7-112(1), to add the possibility of jail time to the penalty range

A motion was made by Chair Mauldin to send the ordinance as amended to City Council for recommendation. The motion was seconded by Commissioner Kraft and roll was called with the following results: all approved, and none opposed. The motion was approved by unanimous vote.

Mr. Purinton said the next action is for Commissioner Mauldin to present the ordinance at tomorrow’s City Council Study Session meeting with the 1st reading planned for June 8, and the second reading on June 22.

Item 5, being: DISCUSSION OF MAX’S LAW

Commissioner Nanny introduced meeting participants, Brenda Goolsby and Audra Beasley. Ms. Goolsby shared a slideshow presentation while Ms. Beasley spoke about her effort advocating for the need of full-sized changing tables in all public restrooms. Ms. Beasley’s son, Max, is four years old, has multiple, severe disabilities and requires the use of restroom changing tables. However, he is no longer small enough to safely use tables designed for infants. His only alternative is to use the public restroom floor but not only is this extremely unsanitary but also does not allow him enough room to fully lay out. Because of these and other limitations, Max cannot participate in public activities as freely as he would like to.

Ms. Beasley partnered with Oklahoma State Representative, Mickey Dollens, who introduced HB3952 during the 2020 Legislative Session to address the need for large changing tables. The bill passed both the Committee and the House but stalled due to the COVID-19 pandemic. Rep. Dollens again introduced the bill during the 2021 Legislative Session, but Ms. Beasley said it died on Rep. Kevin West’s desk before being heard in the General Government Committee. Rep. Dollens plans to call for an interim study and introduce the bill again during the 2022 Legislative Session.

Ms. Beasley plans to continue advocating for passage of the bill. In addition, she has filed a grievance with the federal government for not addressing the need for full sized changing tables, which she states puts them out of compliance with Title II of the Federal Code. So far, multiple

businesses in Oklahoma have realized the need and have installed full sized changing tables on their own. She went on to say that the changing table installed in the restrooms at Norman's Ruby Grant Park fits her needs well and she wishes that similar structures be installed at other parks and properties. She realizes the cost to install an appropriately sized table is not cheap however the investment is an absolute necessity.

Commissioner Nanny reiterated her support for this subject and Chair Mauldin said this issue would be revisited in the future by the Commission.

Item 6, being: UPDATE ON AND DISCUSSION OF SRO PROGRAM

Norman Police Captain, Stacey Clement, presented information to commissioners regarding the purpose and goals of the City's School Resource Officer (SRO) program. She said in April 2014, residents approved the Public Safety Sales Tax II measure that among other things, provided funding to add 13 officers to implement the SRO program. The purpose was to provide school safety, be a first responder, and act as a resource for teaching law related issues.

Captain Clement said the program continues to be a positive experience for law enforcement officers. They are not involved with school discipline but do help with school security for after school activities and school sponsored events. They also teach bicycle safety and serve as a point of contact for the juvenile program. Goals for next year include increasing officer training in youth related issues, gathering data and public feedback to analyze for disparities, clarify the complaint process, and increase transparency.

Commissioner Owen expressed concern for children taken into custody for causing class disruptions and at a rate much higher for race minorities. Captain Clement said of the 155 that received PD services, 102 were Caucasian, 36 were African-American, 6 were Native-American and 11 were Other. Commissioner Owen asked what was meant by the term "protective custody" and Captain Clement said it is when a child is transported for further treatment of a mental health crisis. Commissioner Billings asked about training and Captain Clement said all SROs receive Crisis Intervention Training (CIT), NASRO (National Association of School Resource Officers) training, plus continuing education during the summer. Commissioner Kraft asked if any SROs were bilingual and Captain Clement said no, but that they utilize OU for help with translating when necessary. Commissioner Kraft also asked if PD performs outreach to the Latino community and Captain Clement said Officer Casillas actively reaches out to the Latino community as part of his duties.

Item 7, being: DISCUSSION AND POSSIBLE ACTION ON APPROVAL OF BYLAWS

Commissioners discussed and unanimously voted to make the following changes:

1. Replace use of the word "citizen" with "resident" (Owen)
2. Replace use of the words "he/she, his/her" with "they/them" (Owen)

Item 8, being: DISCUSSION AND POSSIBLE ACTION REGARDING IMPLEMENTATION OF INCLUSIVE COMMUNITY SUBCOMMITTEE'S RECOMMENDATIONS

Ashley Morrison, former member of the Inclusive Community Subcommittee (ICS), presented her idea for a new stand-alone committee called “Norman Commission on People of Color Affairs” or NCPCA. Ms. Morrison also discussed her proposed bylaws for this committee. She wishes to have the backing of the HRC and for the HRC to make a recommendation to the Mayor to form the committee. Commissioner Owen, also a former member of the ICS, said a separate committee recommended by the HRC would be in line with the intent of the ICS. Mr. Purinton said this recommendation could be voted on at the next HRC meeting when the agenda item would be better worded to clarify that this action would be taken.

Item 9, being: MISCELLANEOUS DISCUSSION

Mr. Purinton told commissioners that the next regular HRC meeting would likely be in person.

Item 10, being: ADJOURNMENT

The meeting was adjourned at 9:18 p.m.