

NORMAN HUMAN RIGHTS COMMISSION MINUTES – SPECIAL MEETING
CITY OF NORMAN

September 16, 2019

The Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, met in the Municipal Complex located at 201 West Gray Street on September 16, 2019, at 5:30 p.m., and notice and agenda of the meeting were duly posted 48 hours prior to the beginning of the meeting.

Item 1, being: ROLL CALL

PRESENT: Commissioners Kay Ham, Marjaneh Seirafi-Pour, Daniel Dukes, Jackie Farley, Chris Nanny, Sage Mauldin, Ellen Kraft

ABSENT: Commissioners Kirsten T. Edwards, Trey Moore

STAFF PRESENT: Mayor Breea Clark, Assistant City Attorney Kristina Bell, Facilitator Tamara Lebak, Major David Teuscher, Officer Ali Jaffrey, Legal Admin Tech Sarah Encinias

Item 2, being: APPROVAL OF THE MINUTES OF THE JULY 22, 2019, HUMAN RIGHTS COMMISSION MEETING

Commissioner Chris Nanny moved to approve the Minutes of the July 22, 2019, meeting, and the motion was duly seconded by Commissioner Sage Mauldin. Chair Ham called for a vote: all approved, and none opposed. The Minutes for the July 22, 2019, meeting were approved by unanimous vote.

Item 3, being: INTRODUCTION AND COMMENTARY OF MAYOR BREEA CLARK REGARDING INCLUSIVE COMMUNITY VISION AND HUMAN RIGHTS COMMISSION ROLE

Mayor Breea Clark thanked this commission for its work to update the Civil Rights Ordinance and helping to get the Debarr street name changed. Mayor Clark stated that although much has been accomplished, there is still a long way to go. She wishes to continue the progress the City has made towards being a truly inclusive community by following a list of actionable items put together by a subcommittee. She has ideas in mind but wants to have a subcommittee organized with the goal of representing as much of the community as possible. She wants this commission to select a diverse group of people who can put together an effective plan of items that can be used for many years to come. This is the ultimate goal of the subcommittee.

Mayor Clark then introduced meeting facilitator, Tamara Lebak, who was retained as an independent consultant to help guide the subcommittee process. Ms. Lebak has experience with very similar issues; her work includes having served as a consultant to help the Tulsa School District rename some of its public schools. She is also familiar with some of the work the City of Norman has done in the past to become more inclusive. Mayor Clark stated that having a consultant will help this group accomplish the goal in the short amount of time given for the subcommittee.

Mayor Clark would like results in four (4) months by holding at least one (1) meeting a month. Ms. Lebak will speak with each member selected for the subcommittee, and then the meetings will convene. Upon completion in December, the subcommittee will have compiled a list of activities, goals, and actionable items to present to City Council, and this list will be unveiled at the 2020 Mayor's Interfaith Breakfast held in celebration of Martin Luther King, Jr. Day.

Item 4, being: DISCUSSION AND POSSIBLE ACTION ON CREATING INCLUSIVE COMMUNITY SUBCOMMITTEE

Mayor Clark asked several members of the community if they'd be interested in serving on the subcommittee, and she presented her recommendations to this Commission for consideration. It was originally discussed that there would be about 10-15 members, but Ms. Lebak recommended a pool of about 20-30 members to be chosen. Mayor Clark asked this Commission to choose as many members as they think would be needed.

Mayor Clark suggested choosing members with fresh perspectives from many different backgrounds while also keeping the group balanced. This process would also give an opportunity to focus on those that are new to City processes. In addition, the questions in the Supplemental Questionnaire were designed to get a feel for what they were thinking.

Commissioner Jackie Farley motioned to create the Inclusive Community Subcommittee, and Commissioner Chris Nanny seconded. Chair Ham called for a vote: all approved, and none opposed. The motion was approved unanimously.

Item 5, being: ELECTION OF INCLUSIVE COMMUNITY SUBCOMMITTEE CHAIR

Chair Ham explained a Chair for the subcommittee would be chosen from someone on this commission, and Ms. Bell emphasized the importance of being able to attend all meetings currently scheduled for Monday, September 23; Monday, October 21; Monday, November 18; and Monday, December 16. The meetings will be held at 5:30 pm in the Multipurpose Room and last about three (3) hours.

Commissioners Marjaneh Seirafi-Pour and Daniel Dukes requested consideration to serve as Chair. Group discussion was held, and a suggestion was made to have both members serve as Co-Chairs of the subcommittee. Commissioner Farley moved to elect Commissioner Seirafi-Pour and Commissioner Dukes as Subcommittee Co-Chairs, and Commissioner Nanny seconded the motion. A vote was called with all in favor, and none opposed. The motion was approved unanimously.

Item 6, being: APPOINTMENT OF INCLUSIVE COMMUNITY SUBCOMMITTEE MEMBERS

Ms. Bell said a total of 47 applications were received. Members discussed the importance that new members attend every meeting since there are so few, but that one absence would be allowed.

Mayor Clark spoke of the people she had asked to apply. Commissioners then reviewed and held group discussions of each applicant, and the following 31 names were chosen to serve as members of the HRC Inclusive Community Subcommittee:

Ashley Morrison	Jennifer Ahren-Sims	Miranda Steffen
A. Miles Francisco	Jeremy Lang	Pixie Quigley
Betty Robbins	John Drayton	Randy Henning
Charlotte Gordon	Julianna Kershen	Rhona Seidelman
Christina Owen	Laura Bobb	Samuel Woodfork
Farzad Khalili	Lobna Hewedi	Sanho Steele-Louchart
Helen Grant	Marcie King	Shannon Vickrey
Jacob Tsotigh	Mariann Lawson	Stephanie Williams
James Chappel	Merleyn Bell	Steven Davis
Jared Gomez	Michael Givel	Summayah Anwar
Jeff Yamada		

Chair Ham requested a motion to appoint the Subcommittee members as listed. A vote was taken with all approved, and none opposed. The list was approved by unanimous vote.

The first Inclusive Community Subcommittee meeting will be held next Monday, September 23, in the Multipurpose Room. Since the meetings will be at least 3 hours long each, Mayor Clark stated that she would ask various churches if they would like to sponsor a meal for the meetings. She also asked Commissioners to contact their churches as well, if possible.

Item 7, being: MISCELLANEOUS DISCUSSION

Commissioner Seirafi-Pour asked if the Mayor would expand on the reasons why this Commission should meet more frequently. Mayor Clark said this Commission was one of the City's more active groups and once the roadmap comes out of the Subcommittee, there will be many more things to work on. Meetings could be scheduled monthly, and meetings can then be cancelled if they are not needed. Ms. Bell said another option was to file an amended meeting schedule should this Commission decide more meetings were needed. To facilitate the decision, calendars will be drafted for quarterly, monthly, and every other month meetings so a schedule can be chosen at the next Commission meeting in October.

Commissioner Dukes requested additional information be included on the City's Inclusivity webpage. Ms. Bell said there is a group actively working to improve the entire site, and the Inclusivity webpage will be improved as well. Also, links to Chapter 7 of the Ordinance will be placed there along with the form to file a complaint. Commissioner Mauldin asked if training

sessions for mediation will be held, and Ms. Bell explained that the mediation options referenced in the ordinance would be for the Commission to make referrals out for mediation.

Commissioner Dukes asked at what point is a member no longer active in the Commission. Ms. Bell said members serve until their term ends in 3 years, at which point they can choose to renew their membership. If the member no longer attends meetings and their full term has not yet ended, that member is considered active until a new member is chosen as their replacement. Mayor Clark mentioned City Council is looking into setting term limits for all City boards and commissions.

Chair Ham said the following proclamations would be issued for October: Breast Cancer Awareness Month, Bullying Prevention Month, and LGBTQ History Month. She asks Commissioners to please attend the next council meeting if at all possible to help her show support for these proclamations.

Item 8, being: ADJOURNMENT

The meeting was adjourned at 7:20 p.m.