

1 BEFORE THE STATE OF INDIANA
2 CIVIL RIGHTS COMMISSION
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4
5 PUBLIC MEETING OF NOVEMBER 28, 2016
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9 PROCEEDINGS

10 in the above-captioned matter, before the Indiana
11 Civil Rights Commission, Alpha Blackburn,
12 Chairperson, taken before me, Lindy L. Meyer,
13 Jr., a Notary Public in and for the State of
14 Indiana, County of Shelby, at the Indiana
15 Government Center South, Conference Center,
16 Rooms 1 & 2, 402 West Washington Street,
17 Indianapolis, Indiana, on Monday, November 28,
18 2016 at 11:11 o'clock p.m.

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21 William F. Daniels, RPR/CP CM d/b/a
22 ACCURATE REPORTING OF INDIANA
23 12922 Brighton Avenue
 Carmel, Indiana 46032
 (317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Alpha Blackburn, Chairperson
Sheryl Edwards

4 Ahmed Young
Steven A. Ramos

5

6 INDIANA CIVIL RIGHTS COMMISSION

By Richard Hite, Director/Secretary
7 & Barbara Malone, Deputy Director
Indiana Government Center North
8 100 North Senate Avenue, Room N103
Indianapolis, Indiana 46204
9 On behalf of the Commission.

10

OTHER COMMISSION STAFF PRESENT:

11

Doneisha Posey

12 Lena Pratt Sanders

Debra Bluitt

13 John Burkhardt

Christine Meyer

14 James Garrett, Jr.

Shumura Trammell

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1 11:11 o'clock a.m.
2 November 28, 2016

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4 CHAIRPERSON BLACKBURN: Good morning.

5 MR. HITE: Good morning.

6 CHAIRPERSON BLACKBURN: The Indiana

7 Civil Rights Commission is now in session, and we

8 do have a quorum. We're grateful and thankful to

9 have you give up what you might be doing for what

10 we should be doing, and we appreciate it very

11 much.

12 I would ask for a motion to approve the

13 meeting minutes, which you read on-line.

14 COMM. EDWARDS: So moved.

15 COMM. RAMOS: Second.

16 CHAIRPERSON BLACKBURN: Moved and

17 seconded, and all in favor?

18 COMM. EDWARDS: Aye.

19 COMM. YOUNG: Aye.

20 COMM. RAMOS: Aye.

21 CHAIRPERSON BLACKBURN: Aye.

22 Anyone opposed?

23 (No response.)

24 CHAIRPERSON BLACKBURN: Thank you.

1 And now, the long-awaited Executive
2 Director's Report.

3 MR. HITE: Okay. Good morning. Glad
4 to see you, Commissioners.

5 CHAIRPERSON BLACKBURN: Thank you.

6 MR. HITE: Thank you for being part
7 of what I think is one of the most important
8 Board of Commissioners in the State of Indiana.
9 With all that's happening in our country right
10 now, it's nice to know we have people who
11 understand the relevancy of action, moving
12 towards civility, making sure we adjudicate cases
13 in a timely fashion, and making sure we include
14 you in pretty much every aspect of what we do.

15 We're blessed to have a great team.
16 You're going to hear from some of them this
17 morning. We've done a lot of work since the last
18 time we met. We thank you for reviewing those
19 cases that have been lingering for some time. We
20 have several aged cases before you. We'd like to
21 hear from you today.

22 We also want to hear from the hard work of
23 our team. The newest members of the team, one of

1 which is to my left, our new Administrative Law
2 Judge, Doneisha Posey. You're going to hear from
3 her. We have one that I think is joining us
4 soon, Lena Pratt Sanders, who's also part of the
5 team.

6 With part of the process and understanding
7 a Commission of this sort, we had to do some
8 assessment in internal equity building. We did
9 that quickly and we looked at systems more than
10 human failure. We believe that more specific
11 issues include frailty, so we looked at the
12 systems that we thought we could address right
13 away. We looked at case management, case review,
14 and some of that which we will hear from our very
15 esteemed members.

16 Barbara, this morning -- this is our --
17 still is and will always be our Deputy Director
18 and also our chief counsel. Barbara, would you
19 like to share any thoughts at the moment?

20 MS. MALONE: Good morning.

21 COMM. YOUNG: Good morning.

22 CHAIRPERSON BLACKBURN: Good morning.

23 MS. MALONE: I'm happy to be here

1 today, because there's a couple of cases that one
2 of the attorneys is very -- who presented before
3 you, if you recall -- is very passionate about
4 and has been pending here a while.

5 But to go along the lines of what
6 Professor -- Mr. Hite indicated, we're trying to
7 timely adjudicate cases, and to that end, I will
8 say if you look at your agenda, there are cases
9 on here dating -- appeals on here dating back
10 to 2014 that I just recently reviewed and sent
11 the notices of findings to the participants, that
12 being the Respondent and the Complainant, and
13 some obviously the Complainants have decided that
14 they weren't satisfied necessarily with those
15 notices.

16 But we're still working on a significant
17 backlog of cases dating back still to -- mostly
18 public accommodation cases dating back a while,
19 to 2000 -- 2014. Some of them are very
20 interesting reading.

21 We also were very much caught up on the
22 employment law cases. EEOC, we're almost
23 completely finished with our contract for this

1 year, having satisfied what -- those parameters
2 of that contract in terms of the numbers of
3 cases. Housing, we're on our way to complete
4 that contract as well, which is about a hundred
5 cases for the year.

6 And so, with that, I'm happy to say that I
7 have Lena Pratt Sanders, who is an attorney,
8 licensed attorney now, and she's working to
9 assist me in reviewing cases and helping with the
10 backlog, and kind of even just like putting some
11 new eyes, young eyes, on cases and concepts and
12 just doing some research around issues that I see
13 may be in the notices of finding.

14 Within the notices of findings, I'm also
15 doing some assessment of our internal needs in
16 terms of training and in terms of just systemic
17 case management issues as relates to that. So,
18 we've made note of that and we've conducted a
19 couple of inservice trainings. We very much
20 welcome you to come to those inservice trainings,
21 and they cover a variety of subjects, topics, as
22 I see are needed, and review of the cases that
23 are now being closed.

1 MR. HITE: Okay. In addition to
2 that, we're also looking at our financial
3 picture. We've looked at -- we had a very
4 extensive audit, starting when I arrived, and
5 concluding no less than probably a month ago, and
6 it was very favorable. In terms of getting
7 through it, we had some challenges in terms of
8 putting some -- making sure systems are in place.

9 We also made sure that we also included
10 our team message throughout the agency of --
11 we've created a compliance officer now, and John,
12 if you don't mind, will step forward in a minute
13 and talk a little about compliance, and at the
14 end of that, Christine will talk about the
15 outreach part of it.

16 And why it's important is I wanted to
17 express the management of the team. I hope you
18 don't mind this. I wanted you to hear from them.
19 You hear from the Executive Director. You need
20 to hear from the team that's doing the actual
21 work. First you'll hear from John, John
22 Burkhardt, an attorney and Director of
23 Compliance.

1 MR. BURKHARDT: Good morning.

2 CHAIRPERSON BLACKBURN: Good morning,
3 John.

4 MR. BURKHARDT: So, we have some very
5 important work ahead of us. There's never been a
6 more important time to make sure that we have our
7 ducks in a row, that we know what we're doing,
8 and that we can be shining a light for this state
9 in the area of civil rights. And so, part of
10 that requires us to turn inwardly and to assess
11 our own compliance.

12 And I can present to you that a strength
13 of our agency is institutional knowledge. We
14 have a wealth of veterans who have been with our
15 agency and have even served in multiple different
16 roles within the agency, and therefore, they have
17 a wealth of institutional knowledge. But as we
18 review our current practices, that institutional
19 knowledge of those practices, we don't see that
20 it always bears a close resemblance to the
21 policies that we think will best enhance our
22 enforcement of the civil rights laws.

23 And so, the current -- the agency

1 currently lacks some important metrics that we
2 will be developing, and they -- these metrics
3 will enable us to assess our performance,
4 calibrate towards efficiency in our case
5 management, and also be able to effectively
6 report out on our successes to you and to the
7 state.

8 And so, our target is to create a revised
9 comprehensive SOP for the agency. This will
10 affect every stage of our processes, with the
11 specific goal of improving our case flow
12 management procedures.

13 So, this has involved my initial review of
14 our current processes, meetings with key staff to
15 glean that institutional knowledge of best
16 practices, and make sure that the procedures we
17 encode in policy will -- will be -- they will be
18 an accurate representation of the practices we
19 wish to carry forward.

20 So, the action we have taken thus far in
21 this matter is the action we ought to take, which
22 is to implement solutions. One example of a
23 solution here in our case flow management

1 procedures is a robust triage process that we are

2 undertaking to create and implement.

3 This involves creating tools which will
4 empower our intake specialists and investigative
5 staff to identify situations which require prompt
6 judicial action, as allowed under the Fair
7 Housing Act, and also situations which inquire
8 other agency action to prevent retaliation under
9 IC 22-9-1-6(g).

10 So, one such tool in this robust triage
11 process we will use is our triage worksheets,
12 which will stay with a file from the time a
13 complaint hits our door until the time it leaves,
14 and that will -- that will -- rather than
15 function in silos, that will be one more step to
16 help our intake, investigative and legal units to
17 be on the same page with respect to the status of
18 a complaint and any issues that are underlying
19 it.

20 So, our triage process will be early, like
21 I said, it will start when -- it will start
22 early. It will be proactive, and it will -- it
23 will involve the ADR Unit, which touches the

1 complaint, and the result will be that no one

2 falls through the cracks. Even those situations
3 that do not fall squarely under our jurisdiction,
4 will -- those complainants, or potential
5 inquirers, rather, will be -- at least will have
6 a good resource that we have verified as current
7 and appropriate.

8 So, also, with respect to the affirmative
9 relief that we expect from complainants -- or I
10 mean from respondents, you know, during our
11 mediation, conciliation efforts may result in an
12 agreement by a respondent to receive civil rights
13 training. We've identified the deficiencies in
14 our resources and procedures which have disabled
15 our agency from effectively, consistently,
16 funneling respondents into appropriate trainings
17 as part of the affirmative relief upon which the
18 parties have agreed.

19 And so, therefore, the ADR Unit, Alternate
20 Dispute Unit, is not well empowered to mediate
21 situations where training is required, and thus
22 is a topic of discussion. Our Communications
23 Department is not well empowered to then issue

1 that training if we lack those tools, and so then
2 the agency is not best empowered to require from

3 clients with the agreement to receive training.

4 And so, we've identified this, and again, action

5 is taken to implement solutions.

6 What we are currently doing is embedding

7 the affirmative relief training requirements in

8 our Compliance Unit, which means there will be a

9 Compliance Unit specifically tasked with

10 monitoring parties' engagement in any training

11 that's required.

12 We will also be creating trainings which

13 are specific to hot-topic issues which we see

14 entities struggling with; for example, property

15 management and assistive animals. That is issue

16 about which we've --

17 CHAIRPERSON BLACKBURN: What?

18 MR. BURKHARDT: Property management

19 and assistive animals, so multiple support

20 animals, service animals, and how proper

21 management should handle a situation which

22 involves or potentially involves an assistance

23 animal.

14

1 And so, that's a training we've

2 specifically developed, and we've been issuing

3 now multiple times to parties, by their own
4 request, and we've found it to be very
5 successful.

6 We'll be making such specific trainings
7 available in the future, and that will, like I
8 said, be vetted in our Compliance Unit, as we
9 ensure that parties not just agree to some
10 training off in the distant future or something,
11 but that we can ensure they receive the specific
12 training they need to enhance equal opportunity
13 in the state.

14 So, that's a little preview of what we are
15 working on now and what's ahead, so we are here
16 for you as well to answer any questions you have,
17 and thank you very much.

18 COMM. YOUNG: Just one quick
19 question.

20 MR. BURKHARDT: Yes.

21 COMM. YOUNG: Do you have a time
22 frame -- you may have articulated this. Do you
23 have a time frame for the completion of SOP's?

1 MR. BURKHARDT: Right, we -- that's a
2 good question. We've identified the need for it
3 stat, we need it now. So, that -- I don't have a

4 specific date for you right now, because it's
5 evolved in my meetings with staff and some issues
6 have led to another -- but by the end of the year
7 we will have that.

8 MR. HITE: Well, within the next 90
9 days, only because we've contracted with a
10 software company. Salesforce will be our
11 software, a new technology we're bringing on
12 board, and there's some pieces we need to marry
13 up there in terms of some outcome measures. The
14 challenge with the SOP's is making sure that we
15 can do -- not overpromise and underdeliver, make
16 sure we have deliverables.

17 Then when we're looking out on the
18 assessment of the workload, Barbara brought
19 something to my -- Ms. Malone brought something
20 to my attention about how the federal agencies
21 now are referring cases back to us for further
22 review on the EEOC side, so we're looking at
23 assessing responsibilities and really writing

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1 what is the responsibility of the Civil Rights
2 Commission.

3 We're starting to get complaints, because

4 of our outreach work statewide, we're receiving
5 some referrals from outside, some of my HR
6 partners, which is a good thing, but we also want
7 to look at that in terms of how we build out that
8 SOP relative to that. And the most important
9 thing is looking at what's happening relative to
10 civility. I want to just say that in terms of --

11 MR. BURKHARDT: Uh-huh.

12 MR. HITE: -- how we're handling
13 issues of unfair treatment, for lack of a better
14 term, and how we're handling those cases.
15 Traditionally it has not been part of the
16 Commission's overall investigative power, but
17 we've been asked to take on some very sensitive
18 cases.

19 We're working with state and federal
20 partners, with law enforcement in particular.
21 We're looking at that in terms of how we build
22 that into the SOP as well. So, we're trying to
23 do a -- kind of like a listening tour among all

17

1 of the stakeholders to make sure we identify
2 challenges or resources that we need to add to
3 the team that we don't currently have.

4 MR. BURKHARDT: Well, that makes

5 sense.

6 MR. HITE: Well, the 90 days which
7 you have is a good window.

8 In addition to that, we will have duties
9 and responsibilities that coincide with the SOP,
10 so people will be fairly evaluated in performance
11 measures, but we have two performance measures.
12 We have the state requirement, but we also have a
13 federal mandate, and I mean by "mandate" that
14 we're required to do so in order to receive
15 federal funds. So, we have to weigh both
16 carefully.

17 And then the third thing we have to do is
18 make sure that our metrics, outcome measures, in
19 each and every aspect, including all of our
20 contracts, all of our SOP's, and any process or
21 project that would involve state funding or
22 sources, we are asking for those partners to
23 provide outcomes for each and every aspect, and

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1 that's something that's new, and that will be
2 part of -- a standard part of the operating
3 procedures as well.

4 COMM. RAMOS: I've got a question.

5 So, from a Commission standpoint, so we would
6 look at either KPI's or some dashboard that
7 provides us an indicator of some of the key
8 areas. Timeliness is one that Barbara mentioned,
9 which is very, very important; we all understand
10 that. You addressed efficiency as well as, you
11 know, compliance. I mean I'm not sure how you
12 put a KPI on compliance; it's a yes-or-no kind of
13 deal.

14 But I guess if there are errors, if there
15 are places that we've failed, then those are
16 indicators that we want to look at. So, from a
17 90-day window, is that -- are we going to see a
18 new set of metrics or indicators that will be
19 rolled into this that we review?

20 MR. HITE: What we want to be able to
21 do is look at the demographics of a lot of the
22 things we do in terms of cross-referencing data,
23 and that's why we are hopeful that the software

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1 piece -- at least we'll have an understanding of
2 what it can do. I can promise you we'll reach
3 out and figure out where we are timeline-wise
4 with our -- with Salesforce, because that's going
5 to require us to have the data capability.

6 We have the information. It's just a
7 matter of getting it into the system and being
8 able to get it back quickly. And we picked that
9 particular company because they had a good
10 relationship with the Attorney General's Office,
11 Consumer Affairs. They handle 32,000 complaints
12 monthly, and we're hoping to get exactly what you
13 see out of the process in a timelier fashion.

14 Everything now, bless their hearts, is
15 done manually with our people, and it's tough to
16 be able to get to where -- your timeliness. And
17 you're absolutely right; we need to be able to
18 capture that information in any way the
19 Commission gives it to us and has requested of
20 us. We ought to be able to cross-reference that
21 data and get it to you rather quickly.

22 COMM. RAMOS: Are you going to be
23 able to do any retro at all, or is it --

20

1 MR. HITE: We are -- we -- it's funny
2 you should say that, because we do -- we just
3 talked about we updated or scanning capabilities,
4 so we can scan the old documents into a --
5 hopefully into a new software, to be able to

6 provide that metric. So, you're absolutely
7 right. We've got to have a comparative control
8 group going forward. You're absolutely right. A
9 pre and post. You're right.

10 COMM. RAMOS: Thank you.

11 COMM. EDWARDS: Yes. You have
12 indicated as a part of the ADR process, you may
13 offer training to companies --

14 MR. BURKHARDT: Yes.

15 COMM. EDWARDS: -- or whatever. Are
16 you looking to bill them for this training or --

17 MR. BURKHARDT: No, we don't.

18 COMM. EDWARDS: Because I can see you
19 getting very busy by offering this training, but
20 I wasn't sure if that's going to be a revenue
21 stream or not.

22 MR. BURKHARDT: No, we don't charge,
23 and also we have training available on-line, on

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1 our Web site, which also is accompanied by a
2 worksheet that people can complete. When they
3 watch the video, they send that in to us as
4 verification that they --

5 COMM. EDWARDS: So, all of that stuff
6 you're talking about is going to be on-line, not

7 necessarily going on-site, per se?

8 MR. BURKHARDT: Well, it's going to
9 depend on the situation.

10 COMM. EDWARDS: Okay.

11 MR. BURKHARDT: Yeah.

12 MR. HITE: One of the things that I
13 think we mentioned is that there are
14 administrative fees associated that I think we
15 can attach as part of the conciliatory agreement
16 that we haven't been able to enforce, to Stuart's
17 [sic] point, because we oftentimes -- because we
18 are busy, we have not had a point where we
19 actually looked at compliance.

20 COMM. EDWARDS: Okay.

21 MR. HITE: But we give you a year to
22 be in compliance and meet certain standards, and
23 we expect you to do that, and it's our job to

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1 make sure it happens. But we have a training
2 facility. You're welcome to come up and see your
3 new facility. We have our tables and chairs now,
4 and we can do a training of up to 35 people in
5 the room.

6 So, we can do our own training. We don't

7 have to wait for CLE training. We can mandate
8 that you complete the training within the year,
9 and we can mandate it also to be completed, if
10 you have not completed it, at our shop. But the
11 idea of understanding is it's not -- well, it's
12 not -- it's compensable in a sense, but we are
13 saying that it is part of the agreement, but the
14 idea is you're learning from it as well --

15 COMM. EDWARDS: Uh-huh.

16 MR. HITE: -- and have the
17 opportunity to build on that piece.

18 COMM. EDWARDS: Uh-huh.

19 MR. HITE: So, we're bringing the
20 carrot and the stick to the conciliatory
21 agreement.

22 COMM. RAMOS: I'm pleased to see this
23 and I think it's great work, so thank you for the

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1 initiative, and as we look ahead, part of this is
2 essentially getting our ducks lined up. So, I
3 think it's very critical and important, and it
4 evolves. As technology evolves, we can take
5 advantage of that. I fully support and endorse
6 that.

7 The communication to the community of our

8 role in helping to make sure that they're aware,
9 because that's an important part of what we do,
10 the pieces, as we look ahead, and I know as
11 you're rolling this out, and perhaps in the 90
12 days we can take a look at it, and that's the
13 role of leadership for this Commission.

14 We do a lot of different things, but I'd
15 like us, in my opinion -- this is just opinion
16 according to Steve -- to see those areas that we
17 look at as leaders, and what can we do to help to
18 impact the community to get ahead of the curve,
19 because we're often reactive, and it could be
20 based on the federal legislation, and that's
21 often the case.

22 But are there areas that we can look at
23 with the, you know, upcoming session, is there

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1 other leadership roles that we take that to make
2 an impact? And I think there is, and I would
3 like us at least to take a look at that, because
4 we've often -- I don't know that we've had as
5 much say as we could have in that role, so from
6 the Commission's standpoint, that could make an
7 impact.

8 MR. HITE: That would be very much
9 appreciated. Thank you, sir.

10 MR. BURKHARDT: Okay.

11 CHAIRPERSON BLACKBURN: As we look at
12 the whole effort for robust triage within the
13 agency --

14 MR. BURKHARDT: Uh-huh.

15 CHAIRPERSON BLACKBURN: -- would you
16 want to elaborate further on whether or not that
17 will move the cases through the agencies with the
18 same dispatch that you are now trying to
19 institute the triage?

20 MR. BURKHARDT: Right. Well, any
21 process that's implemented will also be checked
22 to ensure that they are not burdensome, because
23 that is something that typically accompanies

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1 compliance endeavors is that they can slow things
2 down, but I've already developed a draft triage
3 worksheet, which is no longer than one page and a
4 few simple questions that our staff are already
5 well trained to answer. And so, this will --
6 what this will do is to gather -- or to record
7 information that we're already having, so --

8 MR. HITE: The plan, Madam Chair, is

9 to have biweekly case conferences and case
10 review. One of the reasons why Ms. Pratt Sanders
11 is on board is to help with that process. She
12 will be assisting as a deputy to identify
13 challenges, and their job is to kind of like be
14 the first one to blow the whistle and say we need
15 to move this forward.

16 We need to develop data -- particular
17 files, so we can identify cases that have been
18 lingering so we don't have aged cases, an early
19 warning process that say we're at that point,
20 being able to hire the right people at the triage
21 level, which means that from intake, to have more
22 than just the intake person who's a great
23 communicator over the phone, but also able to

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1 take a report, ask investigative type questions.

2 So, we want a person who's cross-trained,
3 that has some investigative skills and an intake
4 person, so we can save time for the investigator
5 to be able to ask the right question at the right
6 time, triage, and make a determination if it's a
7 sense of urgency, what's missing from the process
8 and essentially how to identify and prioritize

9 cases.

10 We're going to have a case management that
11 allows you to do that, a sense of urgency,
12 safety, and all of the things that go along with
13 that, be able to identify that early, and hand
14 that off to the attorneys to start the process.
15 So, to your point, it should be a much smoother
16 process and be able to give you data points on
17 where we are with the high-end cases, where it's
18 based on risk assessment. That's the plan.

19 CHAIRPERSON BLACKBURN: Thank you.

20 And under the general category of affirmative
21 relief, would you say that where there is
22 evidence of a need for an opportunity to do
23 respondent training, whether or not that

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1 requirement can be embedded in final orders, or
2 what approach will you take to try to address
3 that challenge or opportunity?

4 MR. BURKHARDT: Well, would you like
5 to take that?

6 JUDGE POSEY: Sure.

7 We haven't discussed that. That's an
8 excellent point to actually have in the language,
9 that you are required to do this training with

10 ICRC by this deadline. That's a great idea. I
11 think we should do that moving forward. I don't
12 see an issue with that at all.

13 MR. BURKHARDT: And our Compliance
14 Unit will be mobilized to offer that as required.

15 MR. HITE: Well, that's something
16 that, to be honest with you, we did discuss, but
17 we wanted to make sure that we had some buy-in
18 from you, because we've had some situations, and
19 we -- I think we talked about one, where a
20 respondent was not necessarily satisfied with our
21 decision and challenged us, and came to a hearing
22 in fact to challenge -- to observe the process.

23 And we want to make sure you understand

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1 that, ma'am, we want to do that, but we need your
2 support, and understand that when we set these
3 deadlines, and it's usually within a year, they
4 understand that we have a fiduciary
5 responsibility to do that, and that you support
6 us in making that decision, because it's a
7 departure from the past. It was kind of -- it
8 was done, but it wasn't necessarily a priority.
9 We want to make it a priority.

10 CHAIRPERSON BLACKBURN: Okay. Thank
11 you.

12 Are there any other questions?

13 COMM. RAMOS: Two. Sorry, Madam
14 Chair.

15 With the new changes, with the upcoming
16 administration, any feedback, any suggestions,
17 any areas there that would be noted for the
18 Commission?

19 MR. HITE: Well, I think we'll
20 definitely have a discussion with the transition
21 team. We're getting conversations this week.
22 We'll see what -- we know what our mandate was
23 under the current administration, understand the

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1 ability to look at our financial responsibility
2 and management, in turn, team building and
3 equity, making sure we understood the historical
4 significance of the Commission and maintaining
5 that, but also some outcome measures.

6 Looking at the new administration, what
7 we've talked about, how we build on those things
8 and actually look at how they see what we do and
9 what challenges they see going forward in terms
10 of civil rights. We're looking forward to that

11 conversation. I know metrics is at the
12 forefront, something we all like to talk about,
13 but I'm excited to hear what they have to offer
14 and what their expectations are.

15 COMM. RAMOS: I think a number of
16 Commissioners submitted names that would be
17 candidates for the Commission, and I know it's
18 too early to tee those in front of the
19 Governor-Elect, but I know that that process will
20 be addressed as well.

21 MR. HITE: Yes, sir, the selection
22 process for those Commissioners who are stepping
23 off and those who are coming on board, we're

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1 excited about that, and we can't wait for that to
2 happen. You are the life blood of what we do,
3 and we come to you a lot of times with hat in
4 hand because we have ideas, but it doesn't work
5 unless you say pretty much as -- keeping it where
6 we should go, more than just the Commission
7 Advisory Group, and then direction in steering
8 committees serve us best in what we do.

9 COMM. RAMOS: Okay.

10 CHAIRPERSON BLACKBURN: Thank you.

11 MR. HITE: Thank you for indulging us
12 for the time, but I just wanted to make sure you
13 all had a chance to hear from our team, but also
14 it's important to hear what we're doing in terms
15 of outreach and collaboration, and Christine
16 Meyer is the Deputy Director of Outreach and
17 External Affairs and helps coordinate the
18 education component as well.

19 MS. MEYER: Madam Chairwoman and
20 esteemed Commissioners.

21 CHAIRPERSON BLACKBURN: Good morning.

22 MS. MEYER: Good morning.

23 As you know, this -- we're coming up on

31

1 the end of the year. We kind of wind down with
2 the events that we're actually out in the
3 community doing, simply because a lot of
4 organizations are obviously focused on the
5 holidays and stuff, but this is a very important
6 and very busy time of year for us, with regard to
7 preparing for the new year, evaluating the things
8 that we participated in and supported in the last
9 year, and kind of refocusing on what we want to
10 do with those things, a new angle as we move
11 forward.

12 One of the big events that we're working
13 on, as you know, we work in conjunction with the
14 MLK Holiday Commission. We're working very hard
15 with them to plan for the upcoming event. It is
16 on January 12th, which is just a couple of days
17 after the state inauguration, so we are actually
18 proud to -- we haven't gotten full confirmation
19 yet, but the request has gone in, and we're
20 hopeful that the new Governor -- newly
21 inaugurated Governor -- will be there to
22 participate and be a part of our events. So,
23 we've been working hard with that Commission.

32

1 We feel like it'll be a great event.
2 We've changed up some things this year, and it's
3 really going to be strongly focused on keeping
4 the kids engaged and understanding what the
5 mission -- what the message with MLK really was,
6 and to help to continue that for them. And we
7 feel like it's a worthy event for this year, and
8 all of the -- throughout this entire year,
9 there's been a lot of things to help focus us and
10 to show people that we really -- that's a strong
11 message that we need to help to continue on with

12 the children.

13 We're excited to move forward. We've
14 evaluated, as I said, some of our relationships.
15 We're strengthening partnerships with the State
16 Urban League, we've built new relationships and
17 we're actually looking to build that one
18 throughout the state a little bit stronger.
19 We've partnered with Enroll Indy as an education
20 focus. We've looked at our relationships with
21 ID, the Indianapolis Reporter, and said let's
22 refocus and find out how we can truly benefit the
23 people of the state and as well as that

33

1 partnership, so hope to refocus and grow some of
2 those things.

3 Also with our human relations partners
4 throughout the state, we're really looking at
5 them at this point to build those partnerships,
6 as Rick said. We get some cases from them,
7 through them, but we're also looking at getting
8 information, them being the eyes and the ears,
9 and having -- really being in tune with what's
10 happening in their communities with regard to
11 civility and everything that's happening. We
12 really are relying on them and relying on those

13 strong partnerships.

14 So, we've done a lot of hard work this
15 year to build those relationships back up. We've
16 really -- it's really paid off. There's a lot of
17 trust back and forth, and now that's very
18 essential, because we've all heard of some of the
19 incidents and things that are happening
20 throughout the state, so it's essential that we
21 know what's going on in those communities and
22 that we have that direct line to them.

23 Also, there's recent events. We've

34

1 started developing a civility and civil
2 engagement tool kit that we're hoping to share
3 with our community partners, school systems,
4 teachers. We have a -- in fact, we've had a
5 couple of principals follow up, ask for direction
6 on things, so we're hoping to build this tool kit
7 and then continue to expand on it and make those
8 resources available.

9 There's a lot of different areas that need
10 to be covered, but it's regard to children or
11 actually incidents on the street, so there's a
12 lot that it's going to have to cover, and we

13 realize that, so we don't want to rush and just
14 put something out there.
15 We want them to be essentials out there
16 now, and continue to build on that as a resource
17 for everyone throughout the state, again, with
18 the focus being civility and as well as civil
19 engagement, along with letting people understand
20 how they can get involved in their communities
21 for the positive change that they're looking for.
22 Let me see. Also, with regard to the new
23 database that Rick mentioned, we're hoping that

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1 we'll be able to track all calls that come in and
2 all of that connection, but all of that
3 information that we're gathering throughout the
4 state, we're hoping to find a way to implement
5 that so that we have useful information to help
6 us -- not really necessarily -- we can't say
7 we're going to predict the future or have a
8 predictive measure, but like you said, we want to
9 stay ahead. We don't want to always be
10 reactionary.

11 So, we're hoping that that data, that
12 information -- sometimes someone will send out a
13 flag that says, "Hey, something's kind of

14 happening in this area," and we can anticipate a
15 little bit. Like I said, I don't want to say
16 "predict," but we can maybe anticipate and kind
17 of see what's going on throughout the state and
18 have a better picture of that by collecting that
19 data and having it in front of us in a more
20 up-to-date electronic format than we have right
21 now. So, we're hoping for great things with
22 that.

23 Let me see. I'm trying to think -- oh, we

36

1 also have a new -- and I'm very excited about it.
2 We finally got on track a new advertising
3 campaign that we'll be kicking off at the
4 beginning of the year. We were, you know,
5 looking at some of the messaging that's coming
6 through HUD and EEOC, it's been, you know, kind
7 of long-form information where "Here's all of
8 these things that are happening."
9 We're actually kind of moving towards a
10 very simplified message of -- kind of on that
11 concept of "If you see something, say something."
12 Obviously we can't steal that, but as a "Hey,
13 we're here." We are a support. We want people

14 to know what we can do for them, and we want to
15 make sure that people are contacting us and have
16 that information.

17 So, not just -- I think the last
18 administration, the last Executive Director, they
19 did a good job of getting a rebranding, getting
20 the ICRC name out there. We want people to start
21 to take that next step, take that action of
22 calling us; okay? So, we are going -- we are
23 refocusing that advertising campaign.

37

1 If you have ideas, concepts that you are
2 really excited about, please, as always, whether
3 it's events or ideas that you have about
4 advertising or anything, please come and bring
5 those to us. We're working on staffing up, so we
6 will do a better job of making sure that you're
7 aware of all of the events and things like that.
8 But as Rick said, we rely on you. You're eyes
9 and ears for us as well, and obviously have very
10 worthy opinions, so we want to hear from you and
11 we want to know what you say in regards to what
12 we're doing.

13 That -- I think that's pretty much
14 generally what we're doing right now. Are there

15 any questions or --

16 CHAIRPERSON BLACKBURN: Yes.

17 Christine, when you look at the -- what you call

18 civility tool kit --

19 MS. MEYER: Uh-huh.

20 CHAIRPERSON BLACKBURN: -- would that

21 contain, or could that contain, what we might

22 call protest protocols?

23 MR. HITE: Hmm.

38

1 CHAIRPERSON BLACKBURN: It appears to

2 me that such a thing would be of benefit to the

3 public, who, in their frustration, in their

4 discontent --

5 MS. MEYER: Uh-huh.

6 CHAIRPERSON BLACKBURN: -- want to do

7 what we as citizens are enabled to do --

8 MS. MEYER: Right.

9 CHAIRPERSON BLACKBURN: -- and

10 empowered to do, and any guidance that we might

11 provide that allows protests to be within instead

12 of outside of the law, I see as a protection for

13 the citizen --

14 MS. MEYER: Right.

15 CHAIRPERSON BLACKBURN: -- and his or
16 her rights.

17 MS. MEYER: Right.

18 CHAIRPERSON BLACKBURN: So, I'm
19 asking if in fact there could be drafted
20 guidelines from the I -- from the CICR [sic].

21 MS. MEYER: I'm sorry, were you --
22 yes, I think there may be --

23 CHAIRPERSON BLACKBURN: I mean ICRC.

39

1 MS. MEYER: Yeah, I knew what you
2 meant.

3 CHAIRPERSON BLACKBURN: From ICRC
4 that could fall under our mandate to educate.

5 MS. MEYER: Right, and we are charged
6 with educating about the law, and so I think,
7 like you said, could we draft something like
8 that? We could draft it, and then we'd need to
9 redraft it and redraft -- you know, to make sure
10 that it's appropriate. One, we don't want the
11 accusation of we're trying to instigate and get
12 people to go cross lines.

13 But providing laws -- and again, this is
14 something that we would have to sit down and go
15 over as a team to make sure we're sending the

16 message out that we want, but basically the
17 message would just be, "Here's what the laws
18 are." We want to make sure that if people are
19 exercising their right, you understand what the
20 laws are and you're engaging in them properly.
21 We never want it to look like we're
22 encouraging people to go beyond -- or even to
23 take an action that they wouldn't otherwise, but

40

1 make that information available to them. Like I
2 said, Rick and I haven't directly talked about
3 that, so that would be under his direction.
4 MR. HITE: Well, Madam Chair, you're
5 dead on, because this is something that we had
6 discussion about quietly with our law enforcement
7 partners, about the difference between First
8 Amendment right, civil disobedience, and civil
9 disorder, and we're teaching young people where
10 we draw the line in terms of where your First
11 Amendment rights with free speech, and then when
12 it goes into what's considered a challenging to
13 mandate -- or actually to initiate a riot, and
14 what that language looks like.
15 And if you in fact are looking to be

16 arrested for obvious reasons, then there's a
17 protocol, and they explain to you, "We're going
18 to warn you, we're going to tell you what we're
19 about to do, we're going to ask you to remove
20 yourself from the street, you're blocking the
21 free flow of traffic or pedestrian traffic. If
22 you wish to be arrested, we ask you to drop to
23 your knees, hands behind your head, and be

41

1 prepared to be arrested."

2 That kind of message, I think, needs to be
3 taught, and I think you're absolutely right. I'm
4 going to take -- I hope you don't mind me taking
5 this as a directive from the Commission to be
6 able to look into this and how we create the
7 language, then come back to you and talk about
8 some ideas we may have in terms of messaging
9 this out.

10 But it will come at your behest, because
11 we need to educate people that we're not trying
12 to encourage people, but they have a right to
13 exercise their First Amendment right, and what
14 they can expect from law enforcement as a result
15 of doing so, and then what goes over the line and
16 what's considered a challenge to resisting.

17 There's a line, and we need to teach the line.

18 You're absolutely right.

19 MS. MALONE: Also, I think that we
20 probably would be well advised to assist people
21 in understanding their rights of protest in
22 context of the cases that we now handle, such as
23 employment and public accommodation and housing.

42

1 "You may have the right to voice your concerns,
2 but within that, please understand that these are
3 the parameters in which you're operating." So, I
4 think it would be even beneficial in that context
5 if folks think, "I can go to work and voice my
6 concerns and not lose my job," that may be a
7 difference. That may not be the case.

8 COMM. RAMOS: Madam Chair?

9 CHAIRPERSON BLACKBURN: Thank you.

10 COMM. RAMOS: As an action, perhaps,
11 for follow-up for our next Commissioner meeting,
12 again, it kind of goes back into that leadership
13 line, we don't know what will happen with a new
14 presidency coming in, but he certainly has had a
15 very strong opinion on immigration, and that is a
16 concern for a lot of people out there.

17 And we need to be prepared in some manner
18 to be able to help educate, look at the different
19 potential scenarios that are out there, and be
20 able to communicate that to the populace, that it
21 protects the individuals as well as the police
22 officers to make sure they're doing things right.
23 I mean that protects the state as a whole, and I

43

1 think it's very important. I just know there are
2 a lot of not just Latinos, but a large majority
3 of them are Latinos that have concern about
4 what's going to happen with the rollback on
5 immigration.

6 MS. MEYER: Right. The --

7 COMM. RAMOS: And while I don't think
8 it will be everything that was certainly
9 discussed in -- during the process, it is --
10 there's something that will come out of it, and
11 we just want to make sure that we're protecting
12 them.

13 MR. HITE: That's a great transition
14 to the next person you're going to hear from.
15 Speak to the needs of the Commissioner and
16 language he would appreciate there.

17 JUDGE POSEY: Sure.

18 Well, first, I just want to say good
19 morning --
20 CHAIRPERSON BLACKBURN: Good morning.
21 JUDGE POSEY: -- to all.
22 COMM. RAMOS: Welcome.
23 JUDGE POSEY: My name is Doneisha

44

1 Posey. I'm the new ALJ. I was appointed on
2 October 4th, so just last month, by Chairperson
3 Alpha Blackburn.
4 But speaking to that, I come from an
5 immigration background. I was a litigator in
6 Immigration Court, which is a federal
7 administrative procedure, so having that
8 background and knowing what the issues are and
9 knowing what the concerns are in the community, I
10 wanted to bring my experience and my knowledge
11 from that area of my life into here and to the
12 Indiana Civil Rights Commission. So, I'm very
13 appreciative of what you just said, and knowing
14 that I -- that we can kind of get a handle on
15 that and --
16 MR. HITE: Can you speak the
17 language, by the way?

18 JUDGE POSEY: What language? Yes, I
19 speak Spanish. I would be more than willing to
20 have those trainings in Spanish and English, you
21 know, whatever we have to do, but it is so very
22 important to get that information out, especially
23 now, with no one knowing, you know, what's to

45

1 come. So, if you have any other questions about
2 that, I'm free to --

3 COMM. RAMOS: No, we can -- I meet
4 with the Indiana Latino Expo on -- there's a
5 retreat on Saturday.

6 JUDGE POSEY: Okay.

7 COMM. RAMOS: So, they, you know, are
8 a Latino organization that has some influence
9 across the state --

10 JUDGE POSEY: Uh-huh.

11 COMM. RAMOS: -- and if we could help
12 to support the session and bring individuals to
13 it and work with the Hispanic Chamber of
14 Commerce --

15 JUDGE POSEY: Uh-huh.

16 COMM. RAMOS: -- across the state,
17 we're happy to help facilitate anything.

18 JUDGE POSEY: Okay.

19 MR. HITE: Commissioner, anything
20 else you can think of in terms of marketing,
21 we've hired -- well, of course, you have Asher,
22 and we have looked at Nuvos and quite a few other
23 articles -- I mean newspapers and community

46

1 papers to advertise in. If you have lists -- a
2 list that we may not have, we want to know that
3 as well.
4 Danielle is back, by the way. She's back
5 from her -- she has a beautiful young baby girl
6 that has come into the world, so we're glad to
7 have her back, but she's also been active in
8 terms of making sure that we're advised of what
9 the Cultural Commissions are doing around issues
10 as well as immigration.

11 JUDGE POSEY: Okay. So, as I said,
12 I've been here for just about two months now.
13 I'm really just trying to get my bearing together
14 and figuring out what's been going on. Judge
15 Allen left, I believe it was, in April of this
16 year, so there was about five months between the
17 past ALJ and myself, so I'm just trying to figure
18 out what was going on, what needs to happen is

19 essentially what I've been doing for these past
20 two months.

21 With that being said, I believe there's
22 about 44 cases that have come to me that have all
23 been scheduled either for initial prehearing

47

1 conferences, actual hearings, dispositive motion
2 filings, so I can say that we are back on track
3 with everything. All notices of filings have
4 been addressed. There's nothing to --
5 administrative anymore.

6 But with that being said, I realize that
7 there wasn't really any systems in place in
8 bringing in a new ALJ or figuring out what the
9 next steps would be, so I've kind of made it my
10 mission to document everything. You know, with
11 John doing the compliance, I realize that it's
12 essential for me to document exactly what needs
13 to be done for the future, you know, or if we
14 have to get another ALJ, if anything happens,
15 that everything is ready to go for the next
16 person.

17 Also, I just wanted to mention that within
18 these past few months, that there have been
19 some -- a lot of success in settlements of the

20 cases that haven't even gotten to me, so we're
21 really excited about that. I don't have the
22 exact figure, but I believe it was maybe two or
23 three hundred thousand dollars in settlement in

48

1 this past -- in these past five months alone, so
2 that is tremendous for the complainants and for
3 the Commission.

4 And also, what I've been doing here in
5 these past couple of months is figuring out where
6 we are lacking in relationships across the state,
7 and what my experience and what my passions can
8 bring to the Commission in building more
9 relationships, more positive relationships, where
10 we didn't have before.

11 So, for example with the law school, IU
12 McKinney, I've been contacting Professor Baker
13 there, who's in charge of state and federal
14 externship programs, to make sure that we have a
15 more robust externship situation between --
16 between the Commission and the law school, so
17 that no matter who is in charge, that foundation
18 is there. And we also have a partnership with
19 Martin University to bring interns from there as

20 well.

21 So, just -- just thinking outside the box

22 in terms of what can we do for the young

23 community of the state, how can we get more young

49

1 people involved in what we do and hearing their

2 ideas, and also, as we said in other avenues,

3 getting a fresh pair of eyes on the issues.

4 If you have any questions for me, I'd be

5 happy to answer.

6 CHAIRPERSON BLACKBURN: No. We're

7 very excited that you're here.

8 (Laughter.)

9 CHAIRPERSON BLACKBURN: You've been

10 long awaited.

11 JUDGE POSEY: And I'm excited to be

12 here.

13 CHAIRPERSON BLACKBURN: Great.

14 JUDGE POSEY: I'm excited to do some

15 great work here, yeah. All right.

16 MR. HITE: One of the things that

17 we -- when we were interviewing her, just to let

18 you know a little backstory, there were a lot of

19 candidates who had the experience, and I think

20 the thing about commitment is what you hear, and

21 the passion she brings. She's traveled biweekly
22 to Chicago from here, drove up, litigated cases,
23 came back, took care of family, went back the

50

1 next day.

2 So, I'm just saying that commitment to
3 drive on 65 to Dan Ryan was enough for me to say
4 that this young lady is serious about the
5 business, but she also was passionate about
6 working on behalf of families and community,
7 particularly those who've been disenfranchised,
8 and I hear Mr. Ramos loud and clear. She's been
9 a stalwart and she talks about it passionately,
10 and how important immigration law and education,
11 and all of that's important.

12 So, the mystique and the misnomers and
13 miscommunication stops and starts with us
14 offering our services to those who feel
15 disenfranchised, that there's a place to go at
16 least to get information, correct information,
17 and also to advocate the role of law enforcement
18 in that conversation, that we're not ICE in terms
19 of law enforcement versus community.

20 And that conversation needs to really be

21 had now as we go forward, and that's something
22 we're prepared to do. There's a meeting this
23 morning, in fact, in Knoxville, Tennessee right

51

1 now with people from the Justice Department and
2 those that are having a discussion about that
3 right now to make sure that that's not lost, that
4 the role of law enforcement in the community has
5 to be really clarified, and particularly around
6 immigration law, and that's not been the
7 traditional role of law enforcement to enforce
8 those laws. I hear you loud and clear.

9 COMM. RAMOS: Thank you.

10 CHAIRPERSON BLACKBURN: Thank you
11 very much. That was a comprehensive Director's
12 Report, and we appreciate it.

13 Now to Old Business, there are a couple of
14 cases which we heard -- for which we heard oral
15 arguments. The first is Reginald Baker versus
16 Roman Marblene, and I would entertain a motion
17 with regards to that case. If there's any
18 discussion, we'll have that before a second.

19 Comm. Ramos, would you offer a motion?

20 COMM. RAMOS: Yes, Madam Chair. In
21 the case of Reginald Baker versus Roman Marblene,

22 my recommendation is to support the position of
23 Reginald Baker. On his behalf, I'm not sure from

52

1 an ALJ or from the Deputy Director's position how
2 I want to word that, but I believe our position
3 is to -- would be to side in favor of Mr. Baker.

4 CHAIRPERSON BLACKBURN: Do we have
5 discussion or a second?

6 COMM. YOUNG: I second that motion.

7 CHAIRPERSON BLACKBURN: All in favor?

8 COMM. EDWARDS: Aye.

9 COMM. YOUNG: Aye.

10 COMM. RAMOS: Aye.

11 CHAIRPERSON BLACKBURN: Aye.

12 Anyone opposed?

13 (No response.)

14 CHAIRPERSON BLACKBURN: Thank you.

15 The second is Melissa (Cope) Davis versus Knox
16 County Association for Retarded Citizens, Inc.,
17 and I'm hoping that Comm. Young might offer a
18 motion with regards to that case.

19 COMM. YOUNG: You'll have to excuse
20 me; I'm fighting a cold. I can offer a motion in
21 the matter of Melissa (Cope) Davis versus Knox

22 County Association for Retarded Citizens,
23 Incorporated. I move that this Board affirm the

53

1 proposed order in the ALJ's initial finding.

2 COMM. RAMOS: I second it.

3 CHAIRPERSON BLACKBURN: And there's a
4 second for that action. All in favor?

5 COMM. EDWARDS: Aye.

6 COMM. YOUNG: Aye.

7 COMM. RAMOS: Aye.

8 CHAIRPERSON BLACKBURN: Aye.

9 Anyone opposed?

10 (No response.)

11 CHAIRPERSON BLACKBURN: Thank you.

12 COMM. YOUNG: One caveat with that

13 that I want to make sure we put on the record is

14 examination of the ultimate damages that were

15 initially in the ALJ's order. They total in

16 excess of \$25,000. I think that there was

17 language in that order pertaining to initial

18 interest and other damages as well. I think that

19 needs to be examined and taken into account, if

20 that makes sense.

21 (Discussion off the record.)

22 CHAIRPERSON BLACKBURN: And by

23 "examined," you mean?

54

1 COMM. YOUNG: Discussed or
2 acknowledged or making sure that that's the
3 appropriate amount that should be awarded.

4 MS. MALONE: I would couch that as
5 standing as a remand of that issue --

6 COMM. YOUNG: Yes.

7 MS. MALONE: -- for the ALJ to make a
8 decision of that calculation, with that direction
9 from the Commissioners to the ALJ. That issue is
10 remanded for further consideration, probably
11 consistent with your findings.

12 COMM. YOUNG: So, in light of the --

13 CHAIRPERSON BLACKBURN: Is everyone
14 in agreement with that procedure --

15 COMM. YOUNG: Yes.

16 CHAIRPERSON BLACKBURN: -- and that
17 purpose?

18 COMM. YOUNG: Yes.

19 COMM. RAMOS: Yes.

20 CHAIRPERSON BLACKBURN: All right.

21 Thank you very much.

22 MS. MALONE: Okay.

1 Commissioners on Appeals which you reviewed.

2 Comm. Ramos, you reviewed Raymond [sic]

3 Jennhattan versus Rescare.

4 COMM. RAMOS: Madam Chair, in the

5 case of Barry Jennhattan versus Rescare, I

6 recommend we uphold the Director's findings of no

7 probable cause.

8 CHAIRPERSON BLACKBURN: May I have a

9 motion to accept that recommendation?

10 COMM. EDWARDS: Second.

11 CHAIRPERSON BLACKBURN: And a second?

12 COMM. EDWARDS: Oh, I move that we

13 accept the recommendation.

14 COMM. YOUNG: So moved.

15 CHAIRPERSON BLACKBURN: Backtrack.

16 You made the recommendation.

17 COMM. RAMOS: (Nodded head yes.)

18 CHAIRPERSON BLACKBURN: I asked for a

19 motion to accept the recommendation. You so

20 moved?

21 COMM. EDWARDS: Yes.

22 CHAIRPERSON BLACKBURN: And you

23 seconded?

1 COMM. YOUNG: (Nodded head yes.)

2 CHAIRPERSON BLACKBURN: Thank you
3 very much. And the second case is Misty Austin
4 versus Stride Rite.

5 COMM. RAMOS: In the case of Misty
6 Austin versus Stride Rite, I also recommend that
7 we uphold the Director's finding of no probable
8 cause.

9 CHAIRPERSON BLACKBURN: May I have a
10 motion to accept that recommendation?

11 COMM. EDWARDS: So moved.

12 CHAIRPERSON BLACKBURN: And a second?

13 COMM. YOUNG: Second.

14 CHAIRPERSON BLACKBURN: Thank you.

15 All in favor?

16 COMM. EDWARDS: Aye.

17 COMM. YOUNG: Aye.

18 COMM. RAMOS: Aye.

19 CHAIRPERSON BLACKBURN: Aye.

20 Anyone opposed?

21 (No response.)

22 CHAIRPERSON BLACKBURN: Thank you.

23 And the case of Susan E. Israel, PH.D.

1 versus Northwest Community High School, your
2 recommendation, Comm. Young, is that we continue
3 that case until it can be further reviewed by
4 you.

5 COMM. RAMOS: That's me, actually.

6 CHAIRPERSON BLACKBURN: That's you?

7 I'm sorry.

8 Okay. Comm. Edwards?

9 COMM. EDWARDS: Madam Chair, in the
10 case of Tracy Jones versus Hook-Super X, I
11 recommend upholding the Director's finding of no
12 probable cause.

13 CHAIRPERSON BLACKBURN: May I have a
14 motion to accept that recommendation?

15 COMM. YOUNG: So moved.

16 COMM. RAMOS: Second.

17 CHAIRPERSON BLACKBURN: All in favor?

18 COMM. EDWARDS: Aye.

19 COMM. YOUNG: Aye.

20 COMM. RAMOS: Aye.

21 CHAIRPERSON BLACKBURN: Aye.

22 Anyone opposed?

23 (No response.)

1 CHAIRPERSON BLACKBURN: Thank you.

2 COMM. EDWARDS: In the case of Tony

3 Early versus Indiana Professional Management

4 Group, I recommend upholding the Director's

5 finding of no probable cause.

6 CHAIRPERSON BLACKBURN: Thank you.

7 May I have a motion to accept that

8 recommendation?

9 COMM. RAMOS: So moved.

10 COMM. YOUNG: Second.

11 CHAIRPERSON BLACKBURN: All in favor?

12 COMM. EDWARDS: Aye.

13 COMM. YOUNG: Aye.

14 COMM. RAMOS: Aye.

15 CHAIRPERSON BLACKBURN: Aye.

16 Anyone opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you.

19 COMM. EDWARDS: In the case of

20 Patrick Lamb versus American Building

21 Maintenance, I recommend upholding the finding of

22 no probable cause.

23 CHAIRPERSON BLACKBURN: May I have a

1 motion to accept that recommendation?

2 COMM. YOUNG: Second -- so moved.

3 COMM. RAMOS: Second.

4 CHAIRPERSON BLACKBURN: Thank you

5 very much.

6 All in favor?

7 COMM. EDWARDS: Aye.

8 COMM. YOUNG: Aye.

9 COMM. RAMOS: Aye.

10 CHAIRPERSON BLACKBURN: Aye.

11 Anyone opposed?

12 (No response.)

13 CHAIRPERSON BLACKBURN: Comm. Young?

14 COMM. YOUNG: Thank you, ma'am. In

15 the matters of Jerry Taylor versus Benjamin Court

16 Apartments, which there are two separate matters,

17 but I decided them both together, I move that we

18 uphold the finding of probable cause [sic].

19 CHAIRPERSON BLACKBURN: May I have a

20 motion to accept that recommendation?

21 COMM. EDWARDS: So moved.

22 COMM. RAMOS: Second.

23 CHAIRPERSON BLACKBURN: All in favor?

1 COMM. EDWARDS: Aye.

2 COMM. YOUNG: Aye.

3 COMM. RAMOS: Aye.

4 CHAIRPERSON BLACKBURN: Aye.

5 Anyone opposed?

6 (No response.)

7 CHAIRPERSON BLACKBURN: Thank you.

8 COMM. YOUNG: And I have not reached

9 a decision on Angelia Russ versus Indianapolis

10 Housing Agency, so I'll have an update for that

11 particular matter at the next meeting, so --

12 CHAIRPERSON BLACKBURN: Thank you

13 very much.

14 And on to New Business, and Reassignment

15 of Appeals. Those that were assigned to former

16 Comm. Hull, at the risk of overloading all of you

17 in the short term, I would like to assign to --

18 MR. HITE: Madam, before you move

19 into New Business, we have a question about -- if

20 you don't mind.

21 MS. MALONE: I just want to make a

22 clarification, a point of order, in reference to

23 the Jerry Taylor versus Benjamin Court --

1 COMM. YOUNG: I should have been
2 upholding no -- no cause.
3 MS. MALONE: For both?
4 CHAIRPERSON BLACKBURN: You said
5 probable --
6 COMM. YOUNG: Yes, for those --
7 MS. MALONE: Okay.
8 COMM. YOUNG: -- that's correct.
9 MS. MALONE: Okay.
10 COMM. YOUNG: I apologize.
11 CHAIRPERSON BLACKBURN: No probable
12 cause.
13 MR. HITE: Thank you, ma'am.
14 CHAIRPERSON BLACKBURN: And
15 Comm. Edwards.
16 COMM. EDWARDS: Yes.
17 CHAIRPERSON BLACKBURN: I'm sorry;
18 you were saying? Oh, no. I want to assign to
19 you --
20 COMM. EDWARDS: Oh, okay.
21 CHAIRPERSON BLACKBURN: I want to
22 assign to you the case Ashley Lewis --
23 COMM. EDWARDS: Okay.

1 CHAIRPERSON BLACKBURN: -- versus
2 Cover Girl.

3 MS. MALONE: May I interject as well?

4 CHAIRPERSON BLACKBURN: Sure.

5 MS. MALONE: I think that involves an
6 establishment in Fort Wayne that --

7 COMM. EDWARDS: Okay.

8 CHAIRPERSON BLACKBURN: That
9 shouldn't be an issue.

10 MS. MALONE: No.

11 COMM. EDWARDS: I don't even know the
12 place.

13 MS. MALONE: Good.

14 CHAIRPERSON BLACKBURN: All right.

15 And Comm. Ramos, would you review Jeffrey
16 Bryant versus United Hospital Services?

17 COMM. RAMOS: Yes.

18 CHAIRPERSON BLACKBURN: Thank you
19 very much.

20 And we have now quite a number of appeals
21 to be assigned, and I'm going to ask that they be
22 divided numerically even among the four of us,
23 and let that be the assignment.

1 COMM. RAMOS: Is this just Item 2, or
2 is it the ones in Item 3 as well?

3 CHAIRPERSON BLACKBURN: Item 2.

4 COMM. YOUNG: So, just for
5 clarification, Comm. Edwards, to my right, will
6 take the first four, starting with Minnie
7 Batchelor and ending with Eddie Latimer; right?
8 And then I will take the next four, Radford down
9 to Sanders; and then Comm. -- or Chairperson
10 Blackburn will take Chavez down to Farmer; and
11 then Comm. Ramos will take one, two, three, four;
12 and we can luck of the draw to divvy up the last,
13 Richardson; is that correct?

14 CHAIRPERSON BLACKBURN: That's what
15 I'm saying.

16 COMM. YOUNG: All right. I'll take
17 Richardson.

18 CHAIRPERSON BLACKBURN: All right.

19 COMM. EDWARDS: Madam Chair, it looks
20 like a couple of them are duplicates. They --

21 MS. MALONE: Right.

22 COMM. EDWARDS: -- have the same
23 number, so I don't know -- because there's going

1 to be a duplication of -- like, for instance, the
2 one I was assigned, Eddie Latimer versus Family
3 Dollar, on down there, there's another one, one
4 two, three, four -- the fifth one from the
5 bottom. It that the same thing? Do you see
6 that?

7 CHAIRPERSON BLACKBURN: Yes.

8 MS. MALONE: I would --

9 COMM. EDWARDS: So, should I just
10 take that?

11 MS. MALONE: Yes, I would say the
12 second case is a -- is the same case --

13 COMM. EDWARDS: Okay.

14 MS. MALONE: -- that's listed here,
15 so that's a duplication.

16 COMM. EDWARDS: Okay. And then
17 likewise with Radford, the third one from the
18 bottom, that appears to be a duplicate --

19 MS. MALONE: Correct.

20 COMM. EDWARDS: -- as well. So, it
21 looks like you were going to take that one.

22 COMM. YOUNG: So, we can remove the
23 second Radford; correct?

1 COMM. EDWARDS: Yes.

2 MS. MALONE: Correct.

3 COMM. EDWARDS: And you're going to
4 take that one?

5 CHAIRPERSON BLACKBURN: She's asking
6 you if --

7 COMM. YOUNG: There is -- the last
8 one at the very bottom, which was the odd case
9 out, Richardson, I was going to take Richardson
10 versus Stallard & Associates.

11 COMM. RAMOS: So, I have two. Unless
12 we change that process, you all have four and I
13 have two.

14 CHAIRPERSON BLACKBURN: I thought I
15 was trying to make it simple for everybody. I
16 didn't mean for this to become a huge discussion.

17 COMM. EDWARDS: I think --

18 CHAIRPERSON BLACKBURN: If someone
19 just -- I was -- the four of us sitting here,
20 just assign four to each of us, or five, if
21 that's the case.

22 And you have in Item 3, Final Orders
23 pending our signatures, and I ask that you not

1 leave until all of those have been signed. There

2 are no Consent Agreements on which we must act
3 today, and is there any Public Comment?

4 MR. HITE: Well, I have one member of
5 our team here. I hope you wouldn't mind
6 indulging, James and Lena are both here also, but
7 I also want to ask indulgence before they speak,
8 if you'll allow me, Madam President. Looking at
9 outcomes of no-foul cases, if you don't mind, I
10 would be -- it would be nice to have your
11 thoughts about anything else we could offer in
12 terms of remedies or suggestions, including
13 mediation or available resources that could be
14 offered in the cases you find necessary.

15 So, in addition to your rendering of
16 finding, you also, almost like the Supreme Court,
17 give us additional guidance as to what your
18 thoughts were, anything else we ought to take
19 into consideration of those cases, would be
20 helpful to us in further guidance of the finding,
21 of solutions in adjudication, if that makes
22 sense.

23 Particularly no-foul cases when you know

1 for a fact that maybe just a piece of evidence is
2 missing or some evidence that maybe we need to

3 take into consideration, or information, rather,
4 we can take in consideration in terms of
5 rectifying, particularly in the workplace. We've
6 seen workplace violence too often. Just because
7 there's a lack of finding doesn't mean that the
8 issue is over, and we want to make sure we
9 address the concerns, relationships, et cetera,
10 et cetera, if that's okay. If I'm asking too
11 much, tell me, but I just --

12 CHAIRPERSON BLACKBURN: No, no, no.

13 MR. HITE: -- think it'd be helpful.

14 CHAIRPERSON BLACKBURN: I think it's
15 appropriate --

16 COMM. RAMOS: Yeah.

17 CHAIRPERSON BLACKBURN: -- that any
18 guidance we want to put forward in that -- in
19 those cases, we should, and I appreciate your
20 being willing to understand that when there are
21 strong feelings among Commissioners, or
22 individually as Commissioners, that you would at
23 least be open to considering that in making the

1 final decision, in the same way that where there
2 are opportunities for education throughout the

3 work that we do here, that we use every
4 opportunity that we can. I think the assumption
5 very often is that large employers always know
6 the law.

7 MR. HITE: That's true.

8 CHAIRPERSON BLACKBURN: And they may
9 all be advised of the law. That does not mean
10 that they will in every case adhere to the law,
11 and so, even large companies and small companies
12 can be ill advised with regards to procedure or
13 not consistent with what they should do
14 procedurally to uphold the rights of citizens and
15 their own employees.

16 So, with that having been said, I think
17 Commissioners all understand that, and to the
18 extent that we interact with staff regarding
19 those issues and all are on the same page, the
20 better functioning our agency will be.

21 MR. HITE: Most definitely. I wish I
22 had a camera. That's -- you captured it. And I
23 think the other part is just making sure that we

1 have your sanctioning in terms of language, any
2 language you think ought to be used, and exactly
3 what you said, and then also teachable moments,

4 if you want to be part of that messaging out in
5 some way, feel free. We'd love to have you on
6 board to do that as well.

7 MS. MALONE: I --

8 CHAIRPERSON BLACKBURN: I do want to
9 offer that, whether you come up with a theme or a
10 tag line for any advertising that you do, whether
11 or not you hire someone professional, even if you
12 do hire someone outside of the agency to come up
13 with such a tag line, that the Commissioners have
14 an opportunity to weigh in on it prior to it
15 becoming a public expression that represents us
16 and you.

17 MR. HITE: Yes, ma'am.

18 CHAIRPERSON BLACKBURN: Thank you.

19 MS. MALONE: If I could, I just want
20 to make clear that if you have questions about
21 cases or you think you need additional research,
22 we are capable of doing that, and I will say that
23 we're trying to work on some issues in terms of

1 staff training as it relates to some of the
2 cases. I think it's -- just a comment. It's
3 easier to do a no probable cause case than it is

4 to search for perhaps a probable cause case, and
5 I trust that you understand that we're searching
6 for truth and justice in the review of the cases
7 in both instances.

8 CHAIRPERSON BLACKBURN: Right.

9 COMM. RAMOS: Madam Chair?

10 CHAIRPERSON BLACKBURN: Thank you.

11 COMM. RAMOS: I have a topic I'd like
12 to address for consideration. One of the things
13 that -- really two part. First, the first civil
14 rights trial in our nation was held here in
15 Indianapolis. This was the Fall Creek Massacre
16 that happened in the 1800's, and so, Indiana was
17 on the map for that first case.

18 I had the opportunity to have a
19 conversation with an artist who does sculptures,
20 and one of the things that I think we don't have
21 on this complex are -- really two things: One, I
22 have not seen, and I could be wrong, any
23 reference at all to the Native American

1 population in Indiana or Indianapolis, and yet
2 there's nothing here that references the Native
3 American population. We do have the State
4 Museum, which is monumental, but on the campus

5 itself, we don't. That's part one.

6 Part two, we also, to my knowledge, don't
7 have any form of statute or rules for what has
8 been a huge impact, and correct me if I'm wrong,
9 and I just may have missed it on campus, but
10 throughout the consideration for a Commission to
11 take into consideration the work with either the
12 Martin Luther King group or the Hispanic -- you
13 know, it's not necessarily Hispanic, but Native
14 American group, to perhaps look to provide
15 funding for such commemorative statues.

16 And I have -- this is one person I threw
17 out as an idea, an individual who's done very
18 impressive work, which I can pass that down to
19 you, and not something obviously we're going to
20 decide today, but I'd like to throw it out for
21 consideration for the Commission looking at how
22 we can have a positive impact that provides an
23 opportunity for a commemorative event, a couple

72

1 of events, and I think that's good for them, to
2 continue to demonstrate it as best we can.

3 CHAIRPERSON BLACKBURN: A couple of
4 reactions to both the idea and your questions and

5 the comment. Currently there -- the exhibits at
6 the State Museum have been reassessed and
7 redesigned. I think that there is, for the first
8 time, an attempt on the part of the Museum to
9 adequately address the issue of why Indiana
10 appears to be historically a place where there
11 was such virulent objection and resistance to the
12 pilgrims moving west, if I can use that kind of
13 short-term -- shorthand for that whole movement.

14 While it's painful to examine and to
15 realize that much of what we experience in our
16 history in Indiana and the Klan activity that
17 carried such impact on our state for so long, the
18 state now -- the State Museum now has tried to
19 address some of that.

20 So, I think, prior to thinking that there
21 needs to be recognition of that incident in our
22 history or statuary to Martin Luther King, that
23 while we look at the campus as the location,

73

1 which you suggest, actually there is sculpture in
2 Martin Luther King, I think, on the broader
3 campus of Indianapolis, but not necessarily in
4 the immediate environs of the Statehouse and that
5 sort of thing.

6 But I am in total support of artistic
7 expression when it is warranted, needed, desired
8 by the population to uplift the state in
9 attitudes that would include the state's image
10 and also uplift, certainly in the case of Martin
11 Luther King, someone who represents the best that
12 the country has produced.

13 So, I'm sorry if that sounded like a
14 speech, but that's my reaction and response to
15 your idea, and I appreciate your putting it
16 forward.

17 COMM. YOUNG: Yeah, I -- excuse me
18 again. I agree with the sentiment in full,
19 completely. I think as we look at the tableau
20 that is the State of Indiana, and specifically
21 the seat of its capital, there are monuments
22 sprinkled throughout the city that celebrates the
23 diversity and the history of our city and state,

74

1 but ultimately, I think we need to do more, and
2 that can manifest itself in a lot of different
3 ways, so I'm open to those conversations in
4 finding ways that this Commission can lead those
5 conversations.

6 And I think part of the conversation,
7 particularly as it relates to Native American
8 representation not only in our history, but in
9 the landscape of the state, I think it can
10 clearly take place right across the street, in
11 the -- right at the Eiteljorg, and I highly
12 recommend having a conversation with Mr. John
13 Vanausdall, who's the president and CEO of
14 Eiteljorg, and going from there as it relates to
15 Native American art and its representation
16 throughout the state. Maybe doing something in
17 conjunction with ICRC and Eiteljorg could be very
18 positive.

19 And Chairperson Blackburn referenced the
20 MLK/RFK monument that's at MLK Park, right near
21 16th and College. I think that's a testament to
22 not only the spirit of the city, but the spirit
23 of the time during '68, when King was ultimately

75

1 assassinated, you know, but making sure that
2 during the course of this upcoming session, we
3 celebrate the life of King, you know, in a most
4 meaningful way, particularly in the times in
5 which we are living. So, I think this body can
6 play a major role in that.

7 MR. HITE: Any other thoughts,

8 Commissioners?

9 (No response.)

10 MR. HITE: We accept that charge, and
11 what I'd like to do, if you don't mind, is beg
12 due diligence and allow us to bring forth our
13 Commissioners, our Cultural Commissioners, at
14 various times to address you.

15 There is much happening in the Native
16 American community that goes unnoticed, to the
17 point where one of our -- our Commissioner, who
18 is the Executive Director, who brought it to our
19 attention that there was an inaccuracy when it
20 came down to the unveiling of the teepee at
21 Victory Field. She felt compelled to tell us
22 that there ought be some authentic artifacts in
23 that teepee in depicting Native Americans.

76

1 So, we're going forth to meet with the
2 ownership to talk about what's authentic when it
3 comes down to cultural issues and sensitivities,
4 but also just have a conversation in general
5 about what the Commissions and the various
6 Cultural Commissions are doing.

7 I have one here, and I have another person
8 here who kind of represents the public side of
9 things, and maybe you can hear from them in terms
10 of some of the things Commissioners are doing
11 with the Cultural Commissions. We heard you loud
12 and clear about adding in their fine work into a
13 report. You'll see a copy of their work and what
14 they're doing, and also integrating them with our
15 HR partners around the state.

16 CHAIRPERSON BLACKBURN: I think that
17 the approach in any efforts such as this should
18 be a collaborative one, and the Martin Luther
19 King Commission, who has done wonderful work in
20 terms of commissioning artistic pieces for the
21 Statehouse, it's not something new to them or a
22 novel idea or approach, and their having a full
23 knowledge of what is required in terms of the

77

1 financial funding for such a thing and the
2 political will to make something of significance
3 to come to fruition, it only makes sense to
4 collaborate. And that function here as a
5 Commission is not one to lead such an effort, but
6 our support of it would be very important, and
7 collaboration, I think, is key.

8 MR. HITE: Ms. Christine represents

9 the MLK Commission, liaison.

10 MS. MEYER: Well, I know that

11 Commission actually -- as you know,

12 traditionally, in the past they had simply done

13 the two events, which are wonderful events, but

14 they are actually intending to do more, and I

15 think this presents an excellent opportunity to

16 help -- combine with them.

17 They've been talking about opportunities

18 with the Department of Education, so maybe

19 combined with schools, have some type of

20 designing contest, or -- I haven't seen what's

21 coming around, but there are a lot of ways to get

22 involved in that, and I think that collaboration

23 is key.

78

1 Also, with regard to some of the Native

2 American representation, I think, like you said,

3 with all of our Commissions, ICRC joining with

4 the Cultural Commissions, but there has been

5 efforts, particularly with the Native American

6 Commission, to place -- they've placed boulders

7 with engraved plaques on them throughout the

8 state, as well as with the -- you know, the group
9 of boulders that were just placed at Strawtown
10 and things like that.

11 So, there's been greater effort and
12 greater push, and I think that will continue, and
13 I think that is definitely something that ICRC
14 needs to -- to partner with and move forward.
15 So, they're having movements in that effort, and
16 I definitely think the MLK Commission would be on
17 board. They are just, you know, excited about
18 really working together and moving forward to
19 help the state, particularly see now as an effort
20 to move forward with the message of Dr. King.

21 So, I definitely see these as
22 opportunities -- a perfect timing for this
23 opportunity, and it's something we can definitely

79

1 move forward with, and we would obviously want
2 all of your input, as ICRC would be a partner in
3 that.

4 COMM. RAMOS: Okay.

5 CHAIRPERSON BLACKBURN: Any other
6 comments or additions to this discussion?

7 MR. HITE: James?

8 MR. GARRETT: Thank you. Good

9 afternoon, Madam Chair, Commissioners.

10 CHAIRPERSON BLACKBURN: Good
11 afternoon.

12 MR. GARRETT: My name is James
13 Garrett, Jr. I am the Executive Director for the
14 Indiana Commission on the Social Status of Black
15 Males. I appreciate this opportunity to share
16 with you a little bit about the Commission.
17 You heard Christine talk about the tool
18 kits, and we're excited about that, because in my
19 work with African-American males across the State
20 of Indiana, there is tension out there, there is
21 anger, and there is frustration. And so, we're
22 excited about the development of the tool kits,
23 whereby we can go out and work with our local

80

1 Commissions across the State of Indiana to
2 hopefully bring about greater stability within
3 those respective communities.

4 And as always, our charge with the
5 Commission is to seek best practices and remedies
6 and initiatives that will improve the quality of
7 life for black males. Our biggest initiative
8 during the course of the year is the Indiana

9 Black Barbershop Health Initiative. That's an
10 initiative where we will be in 16 cities across
11 the State of Indiana in 2017, during Minority
12 Health Month, April, providing screenings and
13 giving health information in barbershops.

14 We can't seem to get black males to go to
15 health fairs and to hospitals and clinics and
16 health facilities, so we're bringing the
17 screenings to those individuals in the barbershop
18 environment, which is a much more calm and
19 comfortable environment for them. So, we're
20 excited about that.

21 And for 2017, what will be different,
22 we're embarking upon a continuum of care, so not
23 only will there be screenings in April, but we

81

1 will do screenings in June, September and
2 November, to follow up with those individuals who
3 had elevated blood pressure or blood glucose.

4 But more than anything, the Commission
5 welcomes the opportunity to work and collaborate
6 with the other Cultural Commissions and the work
7 of the Civil Rights Commission. Oftentimes we go
8 out and we may be in a community for a particular
9 event or initiative, but it is brought to our

10 attention that individuals feel that they have
11 been discriminated against or they have issues,
12 and we're more than happy to refer that back to
13 our colleagues within the Civil Rights Commission
14 to increase their intake and their workload,
15 which may eventually increase you all's workload,
16 but we're all in this together.

17 So, I appreciate this opportunity to share
18 with you this morning, and thank you for the work
19 that you do.

20 COMM. YOUNG: Thank you.

21 CHAIRPERSON BLACKBURN: Thank you.

22 You're going to have fun at the barbershops, I
23 just know it.

82

1 (Laughter.)

2 MR. HITE: Now, the newest addition
3 to our staff, we talked about -- we kind of
4 quietly had this conversation about the baby
5 boomers, the Gen X, Gen Y'ers and millennials,
6 and we're all in one happy family in our office;
7 right? But we have conversations about what is
8 relevant and our young people keeping us
9 relevant, and we're blessed to have several, and

10 we're adding more to the list, but Ms. Pratt

11 Sanders -- she's a newlywed, by the way.

12 Come on up, Lena.

13 MS. SANDERS: Thank you.

14 MR. HITE: She brings a wealth of

15 information. I think the idea of having someone

16 who exists in the area of ADR Compliance is what

17 her role will be, and also case review along with

18 the case management piece. So, she brings,

19 again, youthful experience to the process, but

20 also relevancy as to where we're going forward in

21 the future in Civil Rights.

22 MS. SANDERS: Well, good morning.

23 Just to tell you guys a little bit about

83

1 myself, my name is Lena Pratt Sanders. I just

2 graduated from McKinney School of Law in May, and

3 studied for the Bar right after, took the Bar,

4 passed the Bar, and then started here

5 immediately.

6 So far, I've been just working on the case

7 backlog, doing -- reviewing and editing the

8 notice of findings, getting the hang of

9 everything so far. And then in the future we're

10 hoping to expand and take on a little bit more

11 responsibility and help the Commission with

12 anything I can.

13 COMM. YOUNG: Welcome to the team.

14 MS. SANDERS: Thank you.

15 COMM. EDWARDS: Welcome.

16 COMM. RAMOS: A quick question.

17 CHAIRPERSON BLACKBURN: Well, we're

18 delighted and impressed that straight out of law

19 school you didn't seek employment with a big law

20 firm where you could be making three times, four

21 times as much money as --

22 MS. SANDERS: Yes.

23 CHAIRPERSON BLACKBURN: -- you're

84

1 making here. We know that your decision was not

2 driven by greed.

3 MS. SANDERS: No, it was not.

4 CHAIRPERSON BLACKBURN: So, we're

5 impressed already. Thanks for being here.

6 MS. SANDERS: Of course. Thank you

7 for having me.

8 COMM. RAMOS: I have a question for

9 you. I'm fortunate enough to work with a lot of

10 young people in what I do, so -- but I always ask

11 the question of your horizon. Where do you see
12 yourself? Are you looking for senator? Are you
13 looking for governor? Are you looking for
14 president? Are you looking just to make a great
15 impact?

16 And I say that because as Commissioners
17 and as mentors, we can also look to assist young
18 people in their career and help as best we can,
19 you know? And I can only speak for myself, but
20 I'm older and I can help, not necessarily because
21 I'm older, but because I just have some
22 connections that can help. It's always good to
23 understand where young people like to go, so we

85

1 can be on the lookout for that.

2 MS. SANDERS: Yeah. Wonderful.

3 Well, right now I wanted to come to the Indiana
4 Civil Rights Commission because I've seen -- in
5 my age group, I've seen that there's a real
6 disconnect, kind of, between what is important to
7 us and what our government is. It's kind of not
8 aligning, and I'm passionate about the work,
9 passionate about civil rights, and so I couldn't
10 think of a better place to start off, and I have
11 the energy to, you know, do the work, and so

12 that's why I came here.

13 And my long-term goals, I mean within the
14 next five years, I want to eventually go into
15 private practice doing the same kind of work,
16 representing people, being an advocate. Down the
17 line, who knows? Maybe a run for public office,
18 but --

19 COMM. RAMOS: Good.

20 MS. SANDERS: -- I just have my
21 short-term right now.

22 COMM. RAMOS: Okay. Thank you.

23 CHAIRPERSON BLACKBURN: Any other

86

1 comments or questions?

2 (No response.)

3 CHAIRPERSON BLACKBURN: Thank you
4 very much.

5 MS. SANDERS: Thank you.

6 MR. HITE: That's it.

7 CHAIRPERSON BLACKBURN: Any
8 announcements beyond those noted in your agenda,
9 which give the dates for next year?

10 MR. HITE: Ma'am, I guess a question
11 would be: We have one scheduled meeting

12 for 2016. Are we looking at it being a realistic
13 date, do you think, for -- based on schedules,
14 for a December meeting?

15 COMM. RAMOS: What day is that?

16 COMM. EDWARDS: The 23rd.

17 MR. HITE: 23rd of December.

18 COMM. YOUNG: I think I'll be
19 traveling at that time.

20 MR. HITE: We're realistic about
21 schedules and end-of-the-year obligations, so --

22 COMM. YOUNG: Was that date on the
23 agenda?

87

1 CHAIRPERSON BLACKBURN: Can we meet
2 the week before?

3 MR. HITE: It was actually the 30th,
4 I think it was. That was going to be even more
5 interesting.

6 CHAIRPERSON BLACKBURN: Where is
7 Shumura? Tell us what you want us to do about
8 the date so that you're not back and forth --

9 MS. TRAMMELL: Can we confirm the --

10 CHAIRPERSON BLACKBURN: -- every day
11 between now and the end of December.

12 MS. TRAMMELL: Yes. Can we confirm a

13 date for December today? Can we confirm a date

14 for December today?

15 CHAIRPERSON BLACKBURN: That's what

16 I'm asking you, to ask what date you --

17 MR. HITE: Well, we're -- really what

18 she's saying is she's leaving it to, Madam Chair,

19 your decision. We'll abide by your decision,

20 much like we did today. Consensus among

21 Commissioners is very important to us, so we'd be

22 happy to acquiesce to you.

23 While you're doing that, we want to thank

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1 both Shumura and Debra for their hard work on

2 making sure that you are kept abreast. And we're

3 customizing the needs as you requested in terms

4 of making sure -- we're trying to give you just

5 what you need. It's a good thing you sent that

6 to us, to make sure we have it exactly as you

7 would like it.

8 Debra is our office manager. She

9 brings -- she keeps things in order for us, but

10 she's also having association more around the

11 issues of staffing you all and your needs.

12 So, thank you both.

13 CHAIRPERSON BLACKBURN: What does
14 December 19th look like for Commissioners?
15 COMM. RAMOS: I'm available.
16 COMM. EDWARDS: It's a Monday?
17 CHAIRPERSON BLACKBURN: Yes.
18 COMM. EDWARDS: I'm available.
19 CHAIRPERSON BLACKBURN: All right.
20 Comm. Young, what's your pleasure? Can
21 you do that one?
22 COMM. YOUNG: It looks like I'm the
23 outlier for the 19th. I can move a few things

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1 around on the 19th to make it work, if it's
2 during the same time period, 11:00 to 12:30ish.
3 CHAIRPERSON BLACKBURN: All right.
4 That sound like a yes.
5 COMM. YOUNG: I'll make it work.
6 MR. HITE: Okay.
7 MS. MALONE: Thank you.
8 MR. HITE: Thank you very much.
9 CHAIRPERSON BLACKBURN: Thank you.
10 MR. HITE: Thank you.
11 CHAIRPERSON BLACKBURN: And I just
12 noticed the dates are for 2016, so --
13 MR. HITE: Would you --

14 CHAIRPERSON BLACKBURN: -- I might
15 ask before we leave if the time frame for the
16 meeting would be better for all concerned if it
17 is at 11:00 o'clock as opposed to 1:00 o'clock.
18 That affects the out -- folks from out of town
19 more than those of us in town.

20 COMM. EDWARDS: In the winter months
21 I think that may be problematic for me, because
22 like I came up the night before, but now we're
23 starting to get into wintertime. We may have

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1 some snow and ice. Usually in the morning it's
2 harder to -- you know, the roads aren't clear yet
3 in some -- but we may have a mild winter again;
4 who knows? But yeah, that's my only concern
5 about keeping this time frame.

6 CHAIRPERSON BLACKBURN: It's not
7 predicted to be mild.

8 COMM. EDWARDS: Right.

9 CHAIRPERSON BLACKBURN: So, 1:00
10 o'clock works?
11 Ramos?

12 COMM. RAMOS: I'm fine.

13 COMM. EDWARDS: But I hear him saying

14 that for the 19th, we need to keep it --

15 CHAIRPERSON BLACKBURN: Yes.

16 COMM. EDWARDS: -- from 11:00

17 to 12:30, so I'm good with that, but --

18 CHAIRPERSON BLACKBURN: Right.

19 COMM. EDWARDS: -- for January,

20 February, March --

21 CHAIRPERSON BLACKBURN: But moving

22 forward in the next year, if you want to address

23 the calendar, you might have it again at

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1 1:00 o'clock, but for Monday the 19th,

2 11:00 o'clock is --

3 COMM. EDWARDS: I'm good with that.

4 CHAIRPERSON BLACKBURN: -- agreed to.

5 MR. HITE: Madam Chair, as a point of

6 reference, we want to make sure we extend the

7 option for accommodation, if in fact there's

8 inclement weather or any other reason you need to

9 get here the day before, feel free to exercise

10 that option and we'll pay for that.

11 CHAIRPERSON BLACKBURN: Okay. Thank

12 you.

13 If there are no other announcements, I

14 want to thank everybody for a lively and highly

15 participatory meeting today. I appreciate it,
16 and look forward to seeing you December 19th.

17 The meeting is adjourned.

18 MR. HITE: Thank you for your
19 questions.

20 MS. MALONE: Thank you.

21 - - -
22 Thereupon, the proceedings of
23 November 28, 2016 were concluded
at 12:41 o'clock p.m.
- - -

1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Monday, November 28, 2016 in this matter and
8 transcribed by me.

9

10 _____

11 Lindy L. Meyer, Jr.,
12 Notary Public in and
13 for the State of Indiana.

14

15 My Commission expires August 26, 2024.

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