

RECEIVED

JAN 30 2014

1

INDIANA  
CIVIL RIGHTS COMMISSION

1                   BEFORE THE STATE OF INDIANA  
2                   CIVIL RIGHTS COMMISSION

3                   - - -

4  
5                   PUBLIC MEETING OF JANUARY 24, 2014

6  
7                   - - -

ORIGINAL

8  
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 4 & 5, 402 West Washington Street,  
17           Indianapolis, Indiana, on Friday, January 24,  
18           2014 at 11:11 o'clock a.m.

19                   - - -

20  
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  
4 David C. Carter  
5 Steven A. Ramos  
6 Barry Baynard  
7 Charles D. Gidney

8 INDIANA CIVIL RIGHTS COMMISSION  
9 By Jamal Smith, Director/Secretary  
10 & Akia Haynes, Deputy Director  
11 Indiana Government Center North  
12 100 North Senate Avenue, Room N103  
13 Indianapolis, Indiana 46204  
14 On behalf of the Commission.

15 OTHER COMMISSION STAFF PRESENT:

16 Noell Allen  
17 Pamela Cook  
18 Debbie Rincones-Chavez  
19 Kiya James

20 OTHERS PRESENT:

21 Scott Chinn  
22 Tim Moriarty  
23

1 11:11 o'clock a.m.  
2 January 24, 2014

3 - - -

4 CHAIRPERSON BLACKBURN: All present  
5 and accounted for?

6 MR. SMITH: Yes, ma'am.

7 CHAIRPERSON BLACKBURN: Good morning.

8 MR. SMITH: Good morning.

9 CHAIRPERSON BLACKBURN: The Indiana  
10 Civil Rights Commission is now in public meeting,  
11 and having established a quorum, I would ask for  
12 a motion to approve the November minutes.

13 COMM. CARTER: So moved.

14 COMM. GIDNEY: Second.

15 CHAIRPERSON BLACKBURN: All in favor?

16 COMM. CARTER: Aye.

17 COMM. BAYNARD: Aye.

18 COMM. RAMOS: Aye.

19 COMM. GIDNEY: Aye.

20 CHAIRPERSON BLACKBURN: Aye.

21 Anyone opposed?

22 (No response.)

23 CHAIRPERSON BLACKBURN: Thank you.

The Financial Report, which you have seen,

1 are there questions?

2 (No response.)

3 CHAIRPERSON BLACKBURN: Ms. Cook, do  
4 you want to comment?

5 MS. COOK: Good morning.

6 CHAIRPERSON BLACKBURN: Good morning.

7 COMM. CARTER: Good morning.

8 MS. COOK: You've had a chance to  
9 review both the November and December Financial  
10 Reports located in your packet. So far, we've  
11 received our final drawdown for our EEOC  
12 cooperative agreement. That amount is \$39,900.  
13 We've also received the final disbursement of our  
14 HUD cooperative agreement, in the amount of  
15 \$356,914. We anticipate receiving, on a  
16 quarterly basis, the total of our HUD partnership  
17 funds this year for \$250,000.

18 On a side note, in addition to the three  
19 percent the agency has asked to reserve for our  
20 Fiscal Year '14, the Governor has also asked for  
21 an additional 1.5 percent, taking our total  
22 reserve from \$54,953 to \$83,432.

23 If you have any questions, I'd like to

1 entertain those at this time.

2 CHAIRPERSON BLACKBURN: What's the  
3 Governor going to do with all of that money? My  
4 question is --

5 MS. COOK: Yes, ma'am.

6 CHAIRPERSON BLACKBURN: -- whether or  
7 not our -- there's enough flexibility in our  
8 budget to not feel that we're being cut to the  
9 muscle.

10 MR. SMITH: One thing to note is that  
11 for us, the vast majority of our state  
12 appropriated funds are in what's called Line 1,  
13 which is salary and benefits, and those can only  
14 be cut so far.

15 So, we've done a good job, thanks to  
16 Ms. Cook, of making sure that all of the  
17 programming that we do is offset with funds used  
18 specifically that are earmarked for outreach and  
19 education by way of our HUD partnership as well  
20 as our EEOC partnership. So, we've offset a lot  
21 of those funds, which gives us a pretty clear  
22 picture of what we can give back by way of  
23 Line 1.



1 motion to accept the Financial Report.

2 COMM. GIDNEY: So moved.

3 COMM. RAMOS: Second.

4 CHAIRPERSON BLACKBURN: All in favor?

5 COMM. CARTER: Aye.

6 COMM. BAYNARD: Aye.

7 COMM. RAMOS: Aye.

8 COMM. GIDNEY: Aye.

9 CHAIRPERSON BLACKBURN: Aye.

10 Anyone opposed?

11 (No response.)

12 CHAIRPERSON BLACKBURN: Thank you.

13 We'll go now to Old Business, Report by  
14 Commissioners on Complaint Appeals. The case  
15 which I am reviewing still, Andrew Straw versus  
16 Indiana Democratic Party, has a bit of heft to  
17 it, so I would ask your indulgence to continue  
18 that case so I can finish.

19 Comm. Crenshaw is not here. Do we have a  
20 report on her case?

21 MS. RINCONES-CHAVEZ: We do not.

22 CHAIRPERSON BLACKBURN: If not, that,  
23 too, will be continued.

1 Comm. Ramos?

2 COMM. RAMOS: Madam Chair, in the  
3 case of Samuel Idowu versus 111 Home Personal  
4 Care Agency, I recommend that we uphold the  
5 Director's finding of no probable cause.

6 CHAIRPERSON BLACKBURN: May I have a  
7 motion to accept --

8 COMM. CARTER: So moved.

9 CHAIRPERSON BLACKBURN: -- that  
10 recommendation?

11 COMM. GIDNEY: Second.

12 CHAIRPERSON BLACKBURN: Thank you.

13 All in favor?

14 COMM. CARTER: Aye.

15 COMM. BAYNARD: Aye.

16 COMM. RAMOS: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRPERSON BLACKBURN: Aye.

19 Anyone opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Thank you.

22 New Business. We'd like to assign for  
23 review those cases on appeal. Michael Covington



1 versus Wishard Primary Care Pharmacy,  
2 Comm. Carter, if you would, please. Japheus C.  
3 Woodall versus UPS, Comm. Gidney, if you would,  
4 please. Stephanie Tolbert versus the Cato  
5 Corporation, Comm. Baynard --

6 COMM. BAYNARD: Yes.

7 CHAIRPERSON BLACKBURN: -- if you  
8 would. And I will review the last case, Jana  
9 McGee versus Sherwood Hills Homeowners  
10 Association.

11 You have listed in your agenda the cases  
12 for which there are now Findings of Fact,  
13 Conclusions of Law and Order, and I would ask  
14 that, as a group, unless you have questions or  
15 comments, that we have acceptance of those  
16 findings.

17 COMM. CARTER: Madam Chair, I've  
18 already discussed with Judge Allen there's a typo  
19 in two of them.

20 CHAIRPERSON BLACKBURN: Good.

21 COMM. CARTER: But given the  
22 correcting of that typo, I would move to accept  
23 those.

1                   CHAIRPERSON BLACKBURN: Any other  
2 comments or questions?

3                                   (No response.)

4                   CHAIRPERSON BLACKBURN: If not, is  
5 there a second?

6                   COMM. RAMOS: Second.

7                   CHAIRPERSON BLACKBURN: All in favor?

8                   COMM. CARTER: Aye.

9                   COMM. BAYNARD: Aye.

10                  COMM. RAMOS: Aye.

11                  COMM. GIDNEY: Aye.

12                  CHAIRPERSON BLACKBURN: Aye.

13                           Anyone opposed?

14                                   (No response.)

15                  CHAIRPERSON BLACKBURN: Thank you.

16                           We have before us this morning Oral  
17 Arguments, and I would like to segue into that,  
18 if the participating attorneys would move to  
19 where I can see you.

20                  MS. RINCONES-CHAVEZ: What was that?

21                  COMM. CARTER: Is there an oral  
22 argument?

23                  MS. RINCONES-CHAVEZ: There's no --

1 CHAIRPERSON BLACKBURN: My agenda  
2 calls for an oral argument this morning.

3 MS. RINCONES-CHAVEZ: No.

4 JUDGE ALLEN: No, ma'am, there --

5 CHAIRPERSON BLACKBURN: No?

6 JUDGE ALLEN: -- are currently no  
7 oral arguments set before the Commission.

8 CHAIRPERSON BLACKBURN: All right.  
9 Then I will next go to the Administrative  
10 Director's Report.

11 MR. SMITH: Good morning.

12 CHAIRPERSON BLACKBURN: Good morning.

13 COMM. CARTER: Good morning.

14 COMM. BAYNARD: Good morning.

15 MR. SMITH: Nothing too terribly  
16 outrageous to report. Everything is going well.  
17 We had the close of a fantastic 2013, and looking  
18 forward to 2014. The latest, I think, to report  
19 would be a successful MLK program the Commission  
20 pulled off last week. A lot of the press of the  
21 MLK event was followed up by our Day of Service,  
22 which we do out in the community, community day  
23 of cleanup, trash pickup, paint, snow removal, so

1 on and so forth.

2 That went very well. Both were attended  
3 by the Governor, who actually picked up shovels  
4 and went out with us and worked within the  
5 community as well, so we're excited about that.  
6 A lot of press coverage with that. I want to say  
7 all of the major media outlets were there,  
8 including some raps in both the Recorder,  
9 which -- as well as the Indy Star, so we're  
10 excited about that continual coverage for the  
11 Commission.

12 One of the things that we want to push,  
13 though, going forward, especially for the Day of  
14 Service, is to challenge -- we partner with the  
15 Indianapolis -- the Mayor's Office, and obviously  
16 they helped pull that off, and especially in the  
17 years that we've done it, we've been able to  
18 work, I think, all of the kinks out.

19 So, ideally what we'd like to do is be  
20 able to take that shall to a couple of other  
21 cities, and hopefully that grows to where we're  
22 having a statewide Day of Service that all falls  
23 on the same day, in partnership with the various

1 mayor's offices in surrounding cities.

2           So, next year what we're going to do is  
3 work to pull in one or two more cities, start  
4 there, and then hopefully continue to grow. So,  
5 depending on where those are, we'll look at a lot  
6 of reports that come back, we'll kind of take a  
7 look at the data base, the network base, see  
8 where some good contacts are, but they could fall  
9 in some of your respective communities.

10           So, as Commissioners, we'll reserve the  
11 right to give you guys a phone call and bug you  
12 to help us establish the partnerships that we  
13 need. So, we're looking forward to that. So,  
14 that's sufficient for that piece.

15           Outside of that, one of the things to look  
16 forward to is obviously Fair Housing Month. We  
17 are going to have of fairly large Fair Housing  
18 Conference here. It will be a two-day event.  
19 We're going to be occupying the entire Government  
20 Center, so we're excited about that component,  
21 and it is growing by the day. So, keynote  
22 speakers, panelists. We've got attendees, from  
23 tenants as well as housing provides. HUD's

1 involved, as well as a lot of the local community  
2 partners that we've established throughout the  
3 state and country, so we're excited about that.

4           The other thing to note is, as it relates  
5 to housing, is we are another step closer to our  
6 testing. The program has been put together.  
7 We've been able to facilitate getting the funds  
8 together to get going. We've contracted out, and  
9 they will be able to help us facilitate, recruit  
10 and administer the testing, and we want to be  
11 able to get the results of those tests at the  
12 fair housing event, which will be in early April,  
13 I believe it's the 7th and 8th, but it's at least  
14 the 7th.

15           So, excited about that. It's been a long  
16 time coming, and all of the research -- again,  
17 I'll reiterate the fact that a statewide testing  
18 program does not exist, until now. And so, as  
19 you know, we've done our best to make sure all  
20 our t's are crossed and i's are dotted. Once we  
21 pull this thing off, it will be a pioneering move  
22 on behalf of the ICRC. So, we're excited about  
23 that, to be able to set that precedent.

1           We know that we've got a lot of eyes on  
2 us, specifically thanks to HUD. Of course,  
3 they're watching to make sure that we do all of  
4 the things that we're supposed to do in order to  
5 pull this deal off. So, we'll start with a  
6 couple of cities. Obviously we don't want to  
7 bite off more than we can chew, but we're looking  
8 forward to it. It should be a success, a success  
9 story.

10           Any questions about that so far?

11           CHAIRPERSON BLACKBURN: The dates of  
12 the Fair Housing Conference?

13           MR. SMITH: They are -- oh, I'm  
14 sorry; it's the 3rd and the 4th, April 3rd  
15 and 4th. And the closer we get, we'll make sure  
16 that we send out information to all of you as  
17 Commissioners. We would love to have you  
18 involved, Commissioners, sit on a few panels,  
19 maybe even give us your thoughts, as members of  
20 the Commission.

21           CHAIRPERSON BLACKBURN: Okay.

22           MR. SMITH: Any other questions on  
23 that at all?

1 (No response.)

2 MR. SMITH: The other thing I want to  
3 make you guys aware of, we passed out -- I'm not  
4 sure how, but it speaks about the proposed House  
5 Bill 1222, which, in a nutshell, just speaks to  
6 adding veterans to our list of protected classes,  
7 and we, as the Civil Rights Commission, will  
8 ultimately respond to it and make the adjustment  
9 for those who feel that they've been  
10 discriminated against because of their veteran  
11 status.

12 How much that will affect the agency,  
13 we're still looking at that. We'll have to sit  
14 down, myself and staff, look at fiscal impact,  
15 look at tangible impact. Some of the -- off the  
16 top of my head, some of the early things I know  
17 they will have to contend with is obviously  
18 reprinting some of the things that we've printed  
19 up, to add veterans as a protected class.

20 Of course, we'll have to revamp some of  
21 the speeches and such that we give about, you  
22 know, the process in which you carry on and make  
23 sure that that's included. This is all assuming



1 that this motion will pass, but it's our job, of  
2 course, to make sure that we are aware of the  
3 process, as the legislative session has started,  
4 and any bills that come down that may impact the  
5 Commission, to make sure that you guys, as the  
6 Commission, are aware of those. Right now this  
7 is the only one that we see that has directly  
8 identified the ICRC as an agency of impact, so we  
9 want to make sure that you're aware of that.

10 Any questions on that?

11 COMM. CARTER: Has -- excuse me. Has  
12 there been a history of such discrimination  
13 because of their military or ex-military status?

14 MR. SMITH: I'm going to loosely say  
15 yes. I have been -- there's a list of Hoosiers,  
16 I'll say, who have argued discrimination on the  
17 basis of their veteran status. I'm not sure --  
18 from an historical standpoint, I'm not sure how  
19 far back that goes, or up until now, what has  
20 been the agency that's -- you know, that's kind  
21 of caught those complaints, because it hasn't  
22 been us, it's not part of our protected classes.

23 So, how far that goes back, I have no

1 knowledge, but I do know that, just based off of  
2 the last few days of testimony and arguments  
3 made, there are individuals who are stating that  
4 they have been discriminated against because they  
5 are veterans, and then, you know, coming back,  
6 some say the fear of putting -- you know, they  
7 ask about your previous however many years of  
8 work history, and for them, that work history has  
9 been serving our country, and they fear that  
10 putting that on would jeopardize their status for  
11 a while.

12           So, for some folks it is a very -- it's  
13 very much reality, and I don't know all of the  
14 details yet. It's our job to continue to  
15 research, and so, you know, we'll keep our eyes  
16 and ears plugged into the situation, but as it  
17 relates to my responsibility on behalf of the  
18 Commission, it is to make sure that we are aware  
19 of how -- assuming this deal makes it to -- you  
20 know, all of the way through, how it impacts the  
21 Commission at the end of the day. So, as I get  
22 the information, I'll make sure that you guys as  
23 Commissioners receive it as well.

1                   CHAIRPERSON BLACKBURN: How much --  
2 how much of the funds that we are getting from  
3 HUD --

4                   MR. SMITH: Uh-huh.

5                   CHAIRPERSON BLACKBURN: -- can be or  
6 are being used for public education and outreach?

7                   MR. SMITH: Are you saying --

8                   CHAIRPERSON BLACKBURN: Are we  
9 getting --

10                  MR. SMITH: -- just on education and  
11 outreach? Yes, actually, you know, a good chunk  
12 of the funds that we receive by way of our  
13 partnership agreement are earmarked specifically  
14 for outreach and education, and so it's our job  
15 to think of some creative ways to do that. If  
16 you guys remember, once we -- you know, years ago  
17 we set out -- we wrote out a strategic plan, and  
18 we moved away from spending money on buying  
19 exhibit booths and us just sitting behind a booth  
20 and handing out materials, being creative.

21                  And so, we do things like, you know,  
22 partnering with the Indianapolis Indians to host  
23 a Civil Rights game, to talk about some of the

1 things that the Commission does, and we highlight  
2 housing. You know, we travel around the state,  
3 partnering with various organizations to make  
4 sure that happens, but those funds can and are  
5 being used for the outreach.

6 And, you know, the same thing goes for the  
7 EEOC partnership fair, and those funds as well.  
8 We try to figure out, depending on the  
9 programming, what we're doing. The percentage of  
10 how much activity is being spent in that area, we  
11 try to correlate that with the amount of funds  
12 that we spend on that particular event, and from  
13 which pot.

14 CHAIRPERSON BLACKBURN: Any other --  
15 yes.

16 MR. SMITH: Yes, sir.

17 COMM. RAMOS: Comm. Lopez has taken  
18 on a new opportunity?

19 MR. SMITH: He is. I was actually  
20 moving down there, so you've jumped the gun a  
21 little bit --

22 COMM. RAMOS: Okay.

23 MR. SMITH: -- Comm. Ramos, but yes.

1 So, praising God for Danny Lopez, who, as most of  
2 you know, was one of our deputies here at the  
3 Commission, so he wore a few hats. He wears a  
4 hat as, one, the Executive Director of ICHLA,  
5 which is the Indiana Hispanic and Latino Affairs  
6 Commission.

7 He also served as our Legislative  
8 Director, keeping an eye on things like the  
9 activity going on with the General Assembly, as  
10 well as being the head of our outreach and  
11 education. So, we're going to miss him. It'll  
12 be tough plugging all of those holes, but as does  
13 life, things change and move on.

14 So, we're happy and excited that he's got  
15 an opportunity to go on. He's now working at  
16 Senator Coates' office and doing some things  
17 there. So, we're excited about that, and working  
18 to fill the void that Mr. Lopez has left. So,  
19 admittedly it will be tough, but I will promise  
20 you guys that we'll get that done.

21 COMM. RAMOS: Is that a position  
22 that's posted or --

23 MR. SMITH: Not yet.

1                   COMM. RAMOS:  -- is it in the  
2 process?

3                   MR. SMITH:  It's in the process.  Of  
4 course, we -- this is state government and  
5 everything has tons of red tape.  So, the process  
6 has begun in terms of submitting the appropriate  
7 paperwork to get it filled, and last I heard, it  
8 is moving through its -- to appropriate content,  
9 and hopefully within the next week, we'll be able  
10 to post and fill, or at least work towards  
11 filling, that position.

12                   COMM. RAMOS:  Thank you.

13                   MR. SMITH:  As far as ICHLA is  
14 concerned that piece of the puzzle was approved  
15 earlier, so we've gone through the last round of  
16 interviews for that, and we're hoping to have  
17 that filled, have that position filled  
18 specifically, within the next few weeks.

19                   COMM. RAMOS:  Okay.

20                   MR. SMITH:  And we're looking forward  
21 to that.  They've unfortunately had to have  
22 canceled their January meeting due to that, so  
23 hopefully we'll get things done and they can move

1 forward so that doesn't have to continue.

2 COMM. RAMOS: Thank you.

3 MR. SMITH: Yes, sir.

4 Any other questions?

5 CHAIRPERSON BLACKBURN: Any other  
6 questions from Commissioners?

7 (No response.)

8 MR. SMITH: Hearing that, one of the  
9 last things that I would want us to do is, in  
10 light of folks moving on and moving out, we have  
11 had some changes -- well, not changes, some  
12 additional -- well, changes in our Intake  
13 Division. We welcome Ms. Kiya James to the  
14 family. Well, she was here.

15 MS. JAMES: I'm here.

16 MR. SMITH: She is here. So she is  
17 joining the Intake Unit. We're happy to have her  
18 on board, and I always say that our Intake Unit  
19 is one of the most important pieces of what -- I  
20 call us a domino agency, partly because, you  
21 know, one unit directly affects the other. The  
22 other person has -- how well they do their job  
23 specifically dictates how well the rest of us

1 have an opportunity to do ours. So, she joins a  
2 very important unit, we're excited to have her  
3 here, and I encourage you guys as Commissioners,  
4 as you have an opportunity to be heard, please do  
5 so.

6 So, that concludes my report. Unless  
7 there are any other questions, I will -- yes,  
8 sir.

9 COMM. RAMOS: One more question.  
10 That thought brought up an idea or -- do you do  
11 summer internships? Do you --

12 MR. SMITH: We do internships. It's  
13 kind of twofold. Again, we work for state  
14 government, so we have a fund kind of related to  
15 that. Now, they have what's called the  
16 Governor's Fund, so that's one opportunity for  
17 interns to come down the pipeline. You asked  
18 about the reversions and the impact of some of  
19 that. That actually has directly impacted our  
20 ability to do things like internships, because we  
21 have to pay for those.

22 Now, I've made the -- I mentioned to the  
23 staff that, you know, when I was kind of coming



1 up through the ranks, my internships were all  
2 paid, so I don't see any reason why we can't have  
3 any unpaid -- and through the assistance of Judge  
4 Allen and our Deputy, Ms. Haynes, we have  
5 actually looked into tapping into the law school  
6 to pull in -- we've done some -- we've had one  
7 who -- Mr. Marcus -- what's the --

8 JUDGE ALLEN: Marcus McGhee.

9 MR. SMITH: Marcus McGhee as one of  
10 those interns. And so, in exchange, the student  
11 gets credit to -- is that --

12 JUDGE ALLEN: They get an opportunity  
13 to learn firsthand how the administrative law  
14 system works.

15 MR. SMITH: Okay. They get that  
16 experience. And hopefully we can continue to  
17 build that into other areas of interest for the  
18 school, and if we can, we'll get into an  
19 opportunity for the students to get -- you know,  
20 along with the invaluable experience that they  
21 get from the Indiana Civil Rights Submission, an  
22 opportunity for some sort of class credit,  
23 hopefully fill in -- that somehow we'll have an

1 obligation to fulfill an internship at some point  
2 in time.

3           So, hopefully we'll work on an exchange of  
4 some sort with those. There's a number of  
5 different colleges around the area, not just  
6 Ivy -- or not just IUPUI, IU's and Purdues, but  
7 Ivy Techs, of course, and Marians and other  
8 colleges around here that have students who need  
9 that opportunity as well. So, hopefully we can  
10 continue doing those things and taking advantage  
11 of those opportunities as well.

12           So, once we have something more formal,  
13 you know, I'll let everyone know that. We're  
14 just kind of piecemealing this thing, but we have  
15 been able to engage, like I said, for example,  
16 the Governor's Fellowship, things of that nature,  
17 because we have to pay, and those reversions that  
18 we've had to concede to has put a damper on our  
19 ability to do so, so --

20           CHAIRPERSON BLACKBURN: Excellent.

21           COMM. RAMOS: Are you familiar with  
22 externships?

23           MR. SMITH: I have heard of them, but

1 would like to hear more if you've got some ideas.

2           COMM. RAMOS: I mean basically the  
3 students are on their own, and there may be legal  
4 reasons that they can't, but it just provides  
5 them an opportunity, but there's no pay in the  
6 process.

7           MR. SMITH: Uh-huh.

8           COMM. RAMOS: And with the students,  
9 we would -- at the end of the day, I mean money  
10 is nice, but a lot of it is just because they  
11 need that for their resume building.

12          MR. SMITH: Definitely.

13          COMM. RAMOS: And that's an  
14 opportunity, but again, in some situations they  
15 can't do that because of the liability and --

16          MR. SMITH: Uh-huh.

17          COMM. RAMOS: -- blah, blah, blah,  
18 but it's a thought I had. And even if it's a  
19 one-week kind of a deal, it still shows up on  
20 their resume, and it's a benefit to them.

21          MR. SMITH: Yeah. Well, I'll be the  
22 first to say that I'm certainly in favor of  
23 incorporating whatever we can to pull it off.

1 It's looking like, at least in the present, pay  
2 for internships may not be a strong possibility,  
3 so any opportunities that we can use, one, to  
4 bring in some extra hands and bodies and eyes and  
5 ears, especially if they're young and hungry, and  
6 gives us an opportunity hopefully, like you said,  
7 to provide some much --

8 COMM. RAMOS: Yes.

9 MR. SMITH: -- needed experience to  
10 the young folks that need it. So, I'm all in  
11 favor of it, if we can figure out -- you know, my  
12 only concern would be to make sure that we, as a  
13 Commission, establish some sort of formality in  
14 terms of how we go about pulling in internships,  
15 add that to what we have as our standard  
16 operating practices for the agency, and fit those  
17 in. Like I say, it's something we'd like to do,  
18 and I have emphasized that. So, you know, if  
19 you've got some ideas about how and where to get  
20 that done, I'd be more than willing to take a  
21 look at it.

22 COMM. RAMOS: Sure.

23 MR. SMITH: Yes, sir.

1 Any other questions?

2 (No response.)

3 MR. SMITH: Hearing none, thank you  
4 guys for the time.

5 CHAIRPERSON BLACKBURN: Thank you.

6 Are there any announcements?

7 (No response.)

8 CHAIRPERSON BLACKBURN: No  
9 announcements, David?

10 COMM. CARTER: No.

11 CHAIRPERSON BLACKBURN: I do want to  
12 announce to all of you that the Black History  
13 Month Meet the Artist event will open at the  
14 Central Library. I was going to give you the  
15 date. I can't remember the date, but if you  
16 would notice media around that event, it is free  
17 to the public, the chance to acquaint yourself  
18 with local artists.

19 The portion of which I am more proud to be  
20 a part of is the huge fashion show on  
21 February 8th. It, too, is free to the public, so  
22 I invite you to attend. The doors open, I think,  
23 at 5:00, the fashion show is at 9:00. In the

1 interim, there's an elaborate lineup of  
2 entertainment and opportunity also at that point  
3 to view the visual artists who are represented --  
4 I'll be among those, too -- and to also visit  
5 educational booths this year on AIDS prevention,  
6 domestic violence, diabetes, heart disease, and a  
7 number of other health and social concerns. So,  
8 with that, you're welcome, all of you, to spread  
9 the word.

10 COMM. GIDNEY: Okay.

11 CHAIRPERSON BLACKBURN: Any other  
12 announcements?

13 COMM. RAMOS: February 12th they're  
14 having an Hispanic legislative breakfast. It's  
15 the first. They're going to have it on an annual  
16 basis. So, it's an opportunity for legislators  
17 to sit down with some of the local Hispanic  
18 leaders, and there are a couple of legislators  
19 that are Latino as well, so an opportunity for  
20 the first time. I'm not sure exactly where, but  
21 I can provide that information to you if you  
22 haven't seen it. It's a great opportunity.

23 CHAIRPERSON BLACKBURN: Great.

1           COMM. GIDNEY: Yeah, I wasn't able to  
2 attend the Martin Luther King celebration here in  
3 Indianapolis, but I did want to acknowledge that  
4 in the City of Richmond, we had Ms. Barbara  
5 Cross, the daughter of Reverend John Cross, who  
6 was the pastor of the 16th Street Baptist Church  
7 in Birmingham, Alabama.

8           MR. SMITH: Uh-huh.

9           COMM. GIDNEY: And so, that was a  
10 pretty notable experience for us in Richmond.  
11 So, while I wasn't able to get here, I was  
12 fortunate enough to take part in that event in  
13 Richmond, so I just figured I'd mentioned that.  
14 It kind of piggy-backs on the point that the  
15 Director made relative to extending celebrations  
16 and partnerships in terms of collaborative  
17 efforts in terms of celebrating events throughout  
18 the state.

19           So, I just figured I would at least  
20 mention that there was a notable event in  
21 Richmond this past Monday and Tuesday. She did  
22 a -- she spoke at a breakfast and a luncheon, and  
23 then she did a symposium at Indiana University

1 East which featured a screening of the Spike Lee  
2 film, "4 Little Girls." So, she got a pretty  
3 decent workout in Richmond just spreading the  
4 story.

5 CHAIRPERSON BLACKBURN: Okay.

6 MR. SMITH: Awesome. Awesome.

7 CHAIRPERSON BLACKBURN: Very good.

8 Included in your -- on your agenda are the  
9 dates for 2014. Thank you very much for  
10 supplying those, trying to get them on the  
11 calendars.

12 JUDGE ALLEN: And just a note --

13 CHAIRPERSON BLACKBURN: Other  
14 announcements?

15 JUDGE ALLEN: Just a note regarding  
16 the dates for 2014. Keeping in mind that we have  
17 some holidays in November and December, the  
18 November date will remain the same, since it's  
19 the Friday before Thanksgiving. However, the  
20 December 19th date will change to December 12,  
21 and we will send you out an e-mail with the  
22 specific location of where that will be held.

23 CHAIRPERSON BLACKBURN: Okay. Very



1 good.

2 This meeting is adjourned.

3 - - -

4 Thereupon, the proceedings of  
5 January 24, 2014 were concluded  
6 at 11:41 o'clock a.m.  
7 - - -

8

9

10

11

12

13

14

15

16

17

18

19

20

21

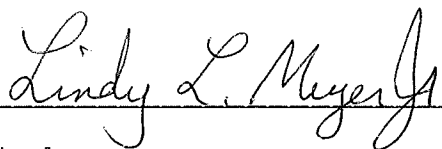
22

23

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23

CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, January 24, 2014 in this matter and transcribed by me.



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

My Commission expires October 27, 2016.

<p align="center"><b>\$</b></p> <p>\$250,000 [1] - 4:17          \$356,914 [1] - 4:15          \$39,900 [1] - 4:12          \$54,953 [1] - 4:22          \$83,432 [1] - 4:22</p>	<p align="center"><b>7</b></p> <p>7th [2] - 14:13, 14:14</p> <p align="center"><b>8</b></p> <p>848-0088 [1] - 1:23          8th [2] - 14:13, 29:21</p>	<p>20:11          Andrew [1] - 7:15          announce [1] - 29:12          announcements [4] - 29:6,          29:9, 30:12, 32:14          annual [1] - 30:15          anticipate [1] - 4:15          appeal [1] - 8:23          Appeals [1] - 7:14  <b>APPEARANCES</b> [1] - 2:1          appropriate [2] - 22:6, 22:8          appropriated [1] - 5:12          approve [1] - 3:11          approved [1] - 22:14          April [2] - 14:12, 15:14          area [2] - 20:10, 26:5          areas [1] - 25:17          argued [1] - 17:16          argument [2] - 10:22, 11:2          Arguments [1] - 10:17          arguments [2] - 11:7, 18:2          Artist [1] - 29:13          artists [2] - 29:18, 30:3          Assembly [1] - 21:9          assign [1] - 8:22          assistance [1] - 25:3          Association [1] - 9:10          assuming [2] - 16:23, 18:19          attend [2] - 29:22, 31:2          attended [1] - 12:2          attendees [1] - 13:22          attorneys [1] - 10:18          Avenue [2] - 1:22, 2:8          aware [5] - 16:3, 17:2, 17:6,          17:9, 18:18          Awesome [2] - 32:6          Aye [20] - 3:15, 3:16, 3:17,          3:18, 3:19, 7:5, 7:6, 7:7,          7:8, 7:9, 8:14, 8:15, 8:16,          8:17, 8:18, 10:8, 10:9,          10:10, 10:11, 10:12</p>	<p>benefits [1] - 5:13          best [1] - 14:19          Bill [1] - 16:5          bills [1] - 17:4          Birmingham [1] - 31:7          bit [2] - 7:16, 20:21          bite [1] - 15:7          Black [1] - 29:12          Blackburn [2] - 1:11, 2:3  <b>BLACKBURN</b> [50] - 3:3, 3:6,          3:8, 3:14, 3:19, 3:22, 4:3,          4:6, 5:2, 5:6, 6:17, 6:20,          6:23, 7:4, 7:9, 7:12, 7:22,          8:6, 8:9, 8:12, 8:18, 8:21,          9:7, 9:20, 10:1, 10:4, 10:7,          10:12, 10:15, 11:1, 11:5,          11:8, 11:12, 15:11, 15:21,          19:1, 19:5, 19:8, 20:14,          23:5, 26:20, 29:5, 29:8,          29:11, 30:11, 30:23, 32:5,          32:7, 32:13, 32:23          blah [3] - 27:17          board [1] - 23:18          bodies [1] - 28:4          bone [1] - 6:11          booth [1] - 19:19          booths [2] - 19:19, 30:5          breakfast [2] - 30:14, 31:22          Brighton [1] - 1:22          bring [1] - 28:4          brought [1] - 24:10          brunt [1] - 6:10          budget [1] - 5:8          bug [1] - 13:11          build [1] - 25:17          building [1] - 27:11          Business [2] - 7:13, 8:22          buying [1] - 19:18</p>
<p>'14 [1] - 4:20</p>	<p align="center"><b>9</b></p>	<p>9:00 [1] - 29:23</p>	
<p align="center"><b>1</b></p> <p>1 [2] - 5:12, 5:23          1.5 [1] - 4:21          100 [1] - 2:8          111 [1] - 8:3          11:11 [2] - 1:18, 3:1          11:41 [1] - 33:4          12 [1] - 32:20          1222 [1] - 16:5          12922 [1] - 1:22          12th [1] - 30:13          16th [1] - 31:6          19th [1] - 32:20</p>	<p align="center"><b>A</b></p> <p>a.m [3] - 1:18, 3:1, 33:4          ability [2] - 24:20, 26:19          able [11] - 6:8, 12:17, 12:20,          14:7, 14:9, 14:11, 14:23,          22:9, 26:15, 31:1, 31:11          above-captioned [1] - 1:10          accept [3] - 7:1, 8:7, 9:22          acceptance [1] - 9:15          accounted [1] - 3:4  <b>ACCURATE</b> [1] - 1:21          acknowledge [1] - 31:3          acquaint [1] - 29:17          activity [2] - 20:10, 21:9          add [2] - 16:19, 28:15          adding [1] - 16:6          addition [1] - 4:18          additional [2] - 4:21, 23:12          adjourned [1] - 33:2          adjustment [1] - 16:8          administer [1] - 14:10          administrative [1] - 25:13          Administrative [1] - 11:9          admittedly [1] - 21:19          advantage [1] - 26:10          Affairs [1] - 21:5          affect [1] - 16:12          affects [1] - 23:21          Agency [1] - 8:4          agency [6] - 4:19, 16:12,          17:8, 17:20, 23:20, 28:16          agenda [3] - 9:11, 11:1, 32:8          ago [1] - 19:16          agreement [3] - 4:12, 4:14,          19:13          AIDS [1] - 30:5          Akia [1] - 2:7          Alabama [1] - 31:7          ALLEN [6] - 11:4, 11:6, 25:8,          25:12, 32:12, 32:15          Allen [3] - 2:12, 9:18, 25:4          Alpha [2] - 1:11, 2:3          amount [3] - 4:12, 4:14,</p>	<p align="center"><b>B</b></p> <p>backs [1] - 31:14          Baptist [1] - 31:6          Barbara [1] - 31:4          Barry [1] - 2:4          base [2] - 13:7          based [1] - 18:1          basis [3] - 4:16, 17:17, 30:16          Baynard [2] - 2:4, 9:5          BAYNARD [6] - 3:16, 7:6,          8:15, 9:6, 10:9, 11:14          BEFORE [1] - 1:1          begun [1] - 22:6          behalf [3] - 2:9, 14:22, 18:17          behind [1] - 19:19          benefit [1] - 27:20</p>	<p align="center"><b>C</b></p> <p>calendars [1] - 32:11          canceled [1] - 22:22          captioned [1] - 1:10          Care [2] - 8:4, 9:1          Carmel [1] - 1:22          carry [1] - 16:22          Carter [2] - 2:3, 9:2  <b>CARTER</b> [13] - 3:12, 3:15,          4:7, 7:5, 8:8, 8:14, 9:17,          9:21, 10:8, 10:21, 11:13,          17:11, 29:10          case [5] - 7:14, 7:18, 7:20,          8:3, 9:8          cases [2] - 8:23, 9:11          Cato [1] - 9:4          caught [1] - 17:21          celebrating [1] - 31:17          celebration [1] - 31:2</p>
<p align="center"><b>2</b></p> <p>2013 [1] - 11:17          2014 [8] - 1:5, 1:18, 3:1,          11:18, 32:9, 32:16, 33:4,          34:7          2016 [1] - 34:15          24 [5] - 1:5, 1:17, 3:1, 33:4,          34:7          27 [1] - 34:15</p>			
<p align="center"><b>3</b></p> <p>317 [1] - 1:23          3rd [2] - 15:14</p>			
<p align="center"><b>4</b></p>			
<p>4 [2] - 1:16, 32:2          402 [1] - 1:16          46032 [1] - 1:22          46204 [1] - 2:9          4th [2] - 15:14, 15:15</p>			
<p align="center"><b>5</b></p>			
<p>5 [1] - 1:16          5:00 [1] - 29:23</p>			

**celebrations** [1] - 31:15  
**Center** [4] - 1:15, 2:8, 13:20  
**Central** [1] - 29:14  
**certainly** [1] - 27:22  
**CERTIFICATE** [1] - 34:1  
**certify** [1] - 34:5  
**Chair** [2] - 8:2, 9:17  
**CHAIRPERSON** [50] - 3:3, 3:6, 3:8, 3:14, 3:19, 3:22, 4:3, 4:6, 5:2, 5:6, 6:17, 6:20, 6:23, 7:4, 7:9, 7:12, 7:22, 8:6, 8:9, 8:12, 8:18, 8:21, 9:7, 9:20, 10:1, 10:4, 10:7, 10:12, 10:15, 11:1, 11:5, 11:8, 11:12, 15:11, 15:21, 19:1, 19:5, 19:8, 20:14, 23:5, 26:20, 29:5, 29:8, 29:11, 30:11, 30:23, 32:5, 32:7, 32:13, 32:23  
**Chairperson** [2] - 1:12, 2:3  
**challenge** [1] - 12:14  
**chance** [2] - 4:8, 29:17  
**change** [2] - 21:13, 32:20  
**changes** [3] - 23:11, 23:12  
**Charles** [1] - 2:5  
**CHAVEZ** [4] - 7:21, 10:20, 10:23, 11:3  
**Chavez** [1] - 2:13  
**chew** [1] - 15:7  
**Chinn** [1] - 2:16  
**chunk** [1] - 19:11  
**Church** [1] - 31:6  
**cities** [4] - 12:21, 13:1, 13:3, 15:6  
**City** [2] - 31:4, 34:4  
**CIVIL** [2] - 1:1, 2:6  
**Civil** [5] - 1:11, 3:9, 16:7, 19:23, 25:21  
**class** [2] - 16:19, 25:22  
**classes** [2] - 16:6, 17:22  
**cleanup** [1] - 11:23  
**clear** [1] - 5:21  
**close** [1] - 11:17  
**closer** [2] - 14:5, 15:15  
**CM** [1] - 1:21  
**Coates'** [1] - 21:16  
**collaborative** [1] - 31:16  
**colleges** [2] - 26:5, 26:8  
**coming** [3] - 14:16, 18:5, 24:23  
**COMM** [52] - 3:12, 3:13, 3:15, 3:16, 3:17, 3:18, 4:7, 7:2, 7:3, 7:5, 7:6, 7:7, 7:8, 8:2, 8:8, 8:11, 8:14, 8:15, 8:16, 8:17, 9:6, 9:17, 9:21, 10:6, 10:8, 10:9, 10:10, 10:11, 10:21, 11:13, 11:14, 17:11, 20:17, 20:22, 21:21, 22:1, 22:12, 22:19, 23:2, 24:9, 26:21, 27:2, 27:8, 27:13,

27:17, 28:8, 28:22, 29:10, 30:10, 30:13, 31:1, 31:9  
**Comm** [7] - 7:19, 8:1, 9:2, 9:3, 9:5, 20:17, 20:23  
**comment** [1] - 4:4  
**comments** [2] - 9:15, 10:2  
**COMMISSION** [4] - 1:1, 2:2, 2:6, 2:11  
**Commission** [18] - 1:11, 2:9, 3:9, 6:5, 11:7, 11:19, 12:11, 15:20, 16:7, 17:5, 17:6, 18:18, 18:21, 20:1, 21:3, 21:6, 28:13, 34:15  
**Commissioners** [7] - 7:14, 13:10, 15:17, 15:18, 18:23, 23:6, 24:3  
**commissions** [1] - 6:4  
**communities** [1] - 13:9  
**community** [4] - 11:22, 12:5, 14:1  
**Complaint** [1] - 7:14  
**complaints** [1] - 17:21  
**component** [1] - 13:20  
**concede** [1] - 26:18  
**concern** [1] - 28:12  
**concerned** [1] - 22:14  
**concerns** [1] - 30:7  
**concluded** [1] - 33:4  
**concludes** [1] - 24:6  
**Conclusions** [1] - 9:13  
**Conference** [3] - 1:15, 13:18, 15:12  
**contacts** [1] - 13:8  
**contend** [1] - 16:17  
**content** [1] - 22:8  
**continual** [1] - 12:10  
**continue** [6] - 7:17, 13:4, 18:14, 23:1, 25:16, 26:10  
**continued** [1] - 7:23  
**contracted** [1] - 14:8  
**COOK** [4] - 4:5, 4:8, 5:5, 6:19  
**Cook** [4] - 2:12, 4:3, 5:16, 6:18  
**cooperative** [2] - 4:12, 4:14  
**corporate** [1] - 6:4  
**Corporation** [1] - 9:5  
**correct** [1] - 34:6  
**correcting** [1] - 9:22  
**correlate** [1] - 20:11  
**country** [2] - 14:3, 18:9  
**County** [2] - 1:14, 34:4  
**couple** [3] - 12:20, 15:6, 30:18  
**course** [5] - 15:2, 16:20, 17:2, 22:4, 26:7  
**Court** [1] - 34:3  
**coverage** [2] - 12:6, 12:10  
**Covington** [1] - 8:23  
**creative** [2] - 19:15, 19:20

**credit** [2] - 25:11, 25:22  
**Crenshaw** [1] - 7:19  
**Cross** [2] - 31:5  
**crossed** [1] - 14:20  
**cut** [2] - 5:8, 5:14

## D

**d/b/a** [1] - 1:21  
**damper** [1] - 26:18  
**Daniels** [1] - 1:21  
**Danny** [1] - 21:1  
**data** [1] - 13:7  
**date** [4] - 29:15, 32:18, 32:20  
**dates** [3] - 15:11, 32:9, 32:16  
**daughter** [1] - 31:5  
**David** [2] - 2:3, 29:9  
**days** [1] - 18:2  
**deal** [3] - 15:5, 18:19, 27:19  
**Debbie** [1] - 2:13  
**December** [4] - 4:9, 32:17, 32:20  
**decent** [1] - 32:3  
**Definitely** [1] - 27:12  
**Democratic** [1] - 7:16  
**deputies** [1] - 21:2  
**Deputy** [2] - 2:7, 25:4  
**details** [1] - 18:14  
**diabetes** [1] - 30:6  
**dictates** [1] - 23:23  
**different** [1] - 26:5  
**directly** [3] - 17:7, 23:21, 24:19  
**Director** [4] - 2:7, 21:4, 21:8, 31:15  
**Director's** [2] - 8:5, 11:10  
**Director/Secretary** [1] - 2:7  
**disbursement** [1] - 4:13  
**discriminated** [2] - 16:10, 18:4  
**discrimination** [2] - 17:12, 17:16  
**discussed** [1] - 9:18  
**disease** [1] - 30:6  
**Division** [1] - 23:13  
**domestic** [1] - 30:6  
**domino** [1] - 23:20  
**done** [7] - 5:15, 12:17, 14:19, 21:20, 22:23, 25:6, 28:20  
**doors** [1] - 29:22  
**dotted** [1] - 14:20  
**down** [5] - 16:14, 17:4, 20:20, 24:17, 30:17  
**drawdown** [1] - 4:11  
**due** [1] - 22:22

## E

**e-mail** [1] - 32:21  
**early** [2] - 14:12, 16:16  
**earmarked** [2] - 5:18, 19:13  
**ears** [2] - 18:16, 28:5  
**East** [1] - 32:1  
**education** [6] - 5:19, 6:7, 19:6, 19:10, 19:14, 21:11  
**educational** [1] - 30:5  
**EEOC** [3] - 4:11, 5:20, 20:7  
**efforts** [1] - 31:17  
**elaborate** [1] - 30:1  
**emphasized** [1] - 28:18  
**encourage** [1] - 24:3  
**end** [3] - 6:16, 18:21, 27:9  
**engage** [1] - 26:15  
**entertain** [1] - 5:1  
**entertainment** [1] - 30:2  
**entire** [1] - 13:19  
**especially** [3] - 12:13, 12:16, 28:5  
**establish** [2] - 13:12, 28:13  
**established** [2] - 3:10, 14:2  
**event** [8] - 11:21, 13:18, 14:12, 20:12, 29:13, 29:16, 31:12, 31:20  
**events** [1] - 31:17  
**ex** [1] - 17:13  
**ex-military** [1] - 17:13  
**exactly** [1] - 30:20  
**example** [1] - 26:15  
**Excellent** [1] - 26:20  
**exchange** [2] - 25:10, 26:3  
**excited** [9] - 12:5, 12:10, 13:20, 14:3, 14:15, 14:22, 21:14, 21:17, 24:2  
**excuse** [1] - 17:11  
**Executive** [1] - 21:4  
**exercise** [1] - 6:13  
**exhibit** [1] - 19:19  
**exist** [1] - 14:18  
**experience** [4] - 25:16, 25:20, 28:9, 31:10  
**expires** [1] - 34:15  
**extending** [1] - 31:15  
**externships** [1] - 26:22  
**extra** [1] - 28:4  
**eye** [1] - 21:8  
**eyes** [3] - 15:1, 18:15, 28:4

## F

**facilitate** [2] - 14:7, 14:9  
**fact** [2] - 6:2, 14:17  
**Fact** [1] - 9:12  
**Fair** [3] - 13:16, 13:17, 15:12  
**fair** [2] - 14:12, 20:7

<p>fairly [1] - 13:17  fall [1] - 13:8  falls [1] - 12:22  familiar [1] - 26:21  family [1] - 23:14  fantastic [1] - 11:17  far [6] - 4:10, 5:14, 15:10, 17:19, 17:23, 22:13  fashion [2] - 29:20, 29:23  favor [6] - 3:14, 7:4, 8:13, 10:7, 27:22, 28:11  fear [2] - 18:6, 18:9  featured [1] - 32:1  February [2] - 29:21, 30:13  Fellowship [1] - 26:16  few [4] - 15:18, 18:2, 21:3, 22:18  figure [2] - 20:8, 28:11  figured [2] - 31:13, 31:19  fill [3] - 21:18, 22:10, 25:23  filled [3] - 22:7, 22:17  filling [1] - 22:11  film [1] - 32:2  final [2] - 4:11, 4:13  Financial [3] - 3:23, 4:9, 7:1  Findings [1] - 9:12  findings [1] - 9:16  fine [1] - 6:15  finish [1] - 7:18  first [3] - 27:22, 30:15, 30:20  firsthand [1] - 25:13  fiscal [1] - 16:14  Fiscal [1] - 4:20  fit [1] - 28:16  flexibility [1] - 5:7  folks [3] - 18:12, 23:10, 28:10  followed [1] - 11:21  foregoing [1] - 34:5  formal [1] - 26:12  formality [1] - 28:13  forth [1] - 12:1  fortunate [1] - 31:12  forward [7] - 11:18, 12:13, 13:13, 13:16, 15:8, 22:20, 23:1  free [3] - 6:8, 29:16, 29:21  Friday [3] - 1:17, 32:19, 34:7  fulfill [1] - 26:1  fund [1] - 24:14  Fund [1] - 24:16  funds [11] - 4:17, 5:12, 5:17, 5:21, 6:8, 14:7, 19:2, 19:12, 20:4, 20:7, 20:11</p>	<p>Gidney [2] - 2:5, 9:3  <b>GIDNEY</b> [10] - 3:13, 3:18, 7:2, 7:8, 8:11, 8:17, 10:11, 30:10, 31:1, 31:9  Girls [1] - 32:2  given [1] - 9:21  God [1] - 21:1  Government [3] - 1:15, 2:8, 13:19  government [2] - 22:4, 24:14  Governor [3] - 4:20, 5:3, 12:3  Governor's [2] - 24:16, 26:16  graces [1] - 6:1  great [1] - 30:22  Great [1] - 30:23  group [1] - 9:14  grow [1] - 13:4  growing [1] - 13:21  grows [1] - 12:21  gun [1] - 20:20  guys [8] - 13:11, 16:3, 17:5, 18:22, 19:16, 21:20, 24:3, 29:4</p>	<p>hoping [1] - 22:16  host [1] - 19:22  House [1] - 16:4  Housing [3] - 13:16, 13:17, 15:12  housing [4] - 13:23, 14:5, 14:12, 20:2  HUD [5] - 4:14, 4:16, 5:19, 15:2, 19:3  HUD's [1] - 13:23  huge [1] - 29:20  hungry [1] - 28:5</p>	<p>ironically [1] - 6:1  It'll [1] - 21:11  IU's [1] - 26:6  IUPUI [1] - 26:6  Ivy [2] - 26:6, 26:7</p>
<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>
<p>game [1] - 19:23  General [1] - 21:9</p>	<p>handing [1] - 19:20  hands [1] - 28:4  happy [2] - 21:14, 23:17  hat [1] - 21:4  hats [1] - 21:3  Haynes [2] - 2:7, 25:4  head [2] - 16:16, 21:10  health [1] - 30:7  hear [1] - 27:1  heard [3] - 22:7, 24:4, 26:23  Hearing [2] - 23:8, 29:3  heart [1] - 30:6  heft [1] - 7:16  held [1] - 32:22  help [2] - 13:12, 14:9  helped [1] - 12:16  hereby [1] - 34:5  highlight [1] - 20:1  Hills [1] - 9:9  Hispanic [3] - 21:5, 30:14, 30:17  historical [1] - 17:18  History [1] - 29:12  history [3] - 17:12, 18:8  holes [1] - 21:12  holidays [1] - 32:17  Home [1] - 8:3  Homeowners [1] - 9:9  Hoosiers [1] - 17:15  hopefully [10] - 6:5, 12:21, 13:4, 22:9, 22:23, 25:16, 25:23, 26:3, 26:9, 28:6</p>	<p>i's [1] - 14:20  <b>ICHLA</b> [2] - 21:4, 22:13  <b>ICRC</b> [3] - 6:2, 14:22, 17:8  idea [1] - 24:10  ideally [1] - 12:19  ideas [2] - 27:1, 28:19  identified [1] - 17:8  Idowu [1] - 8:3  impact [5] - 16:14, 16:15, 17:4, 17:8, 24:18  impacted [1] - 24:19  impacts [1] - 18:20  important [2] - 23:19, 24:2  Included [1] - 32:8  included [1] - 16:23  including [1] - 12:8  incorporated [1] - 6:3  incorporating [1] - 27:23  <b>INDIANA</b> [3] - 1:1, 1:21, 2:6  Indiana [14] - 1:10, 1:14, 1:17, 1:22, 2:8, 2:9, 3:8, 7:16, 21:5, 25:21, 31:23, 34:4, 34:13  Indianapolis [5] - 1:17, 2:9, 12:15, 19:22, 31:3  Indians [1] - 19:22  individuals [1] - 18:3  indulgence [1] - 7:17  Indy [1] - 12:9  information [3] - 15:16, 18:22, 30:21  Intake [3] - 23:12, 23:17, 23:18  interest [1] - 25:17  interim [1] - 30:1  interns [2] - 24:17, 25:10  internship [1] - 26:1  internships [6] - 24:11, 24:12, 24:20, 25:1, 28:2, 28:14  interviews [1] - 22:16  invaluable [1] - 25:20  invite [1] - 29:22  involved [2] - 14:1, 15:18</p>	<p>Jamal [1] - 2:7  <b>JAMES</b> [1] - 23:15  James [2] - 2:13, 23:13  Jana [1] - 9:8  <b>JANUARY</b> [1] - 1:5  January [5] - 1:17, 3:1, 22:22, 33:4, 34:7  Japheus [1] - 9:2  jeopardize [1] - 18:10  job [5] - 5:15, 17:1, 18:14, 19:14, 23:22  John [1] - 31:5  joining [1] - 23:17  joins [1] - 24:1  Jr [3] - 1:13, 34:2, 34:11  Judge [2] - 9:18, 25:3  <b>JUDGE</b> [6] - 11:4, 11:6, 25:8, 25:12, 32:12, 32:15  jumped [1] - 20:20</p> <p style="text-align: center;"><b>K</b></p> <p>keep [1] - 18:15  Keeping [1] - 32:16  keeping [1] - 21:8  keynote [1] - 13:21  kind [9] - 6:16, 13:6, 17:20, 24:13, 24:14, 24:23, 26:14, 27:19, 31:14  King [1] - 31:2  kinks [1] - 12:18  Kiya [2] - 2:13, 23:13  knowledge [1] - 18:1</p>
<b>G</b>	<b>H</b>	<b>I</b>	<b>L</b>
<p>game [1] - 19:23  General [1] - 21:9</p>	<p>handing [1] - 19:20  hands [1] - 28:4  happy [2] - 21:14, 23:17  hat [1] - 21:4  hats [1] - 21:3  Haynes [2] - 2:7, 25:4  head [2] - 16:16, 21:10  health [1] - 30:7  hear [1] - 27:1  heard [3] - 22:7, 24:4, 26:23  Hearing [2] - 23:8, 29:3  heart [1] - 30:6  heft [1] - 7:16  held [1] - 32:22  help [2] - 13:12, 14:9  helped [1] - 12:16  hereby [1] - 34:5  highlight [1] - 20:1  Hills [1] - 9:9  Hispanic [3] - 21:5, 30:14, 30:17  historical [1] - 17:18  History [1] - 29:12  history [3] - 17:12, 18:8  holes [1] - 21:12  holidays [1] - 32:17  Home [1] - 8:3  Homeowners [1] - 9:9  Hoosiers [1] - 17:15  hopefully [10] - 6:5, 12:21, 13:4, 22:9, 22:23, 25:16, 25:23, 26:3, 26:9, 28:6</p>	<p>i's [1] - 14:20  <b>ICHLA</b> [2] - 21:4, 22:13  <b>ICRC</b> [3] - 6:2, 14:22, 17:8  idea [1] - 24:10  ideally [1] - 12:19  ideas [2] - 27:1, 28:19  identified [1] - 17:8  Idowu [1] - 8:3  impact [5] - 16:14, 16:15, 17:4, 17:8, 24:18  impacted [1] - 24:19  impacts [1] - 18:20  important [2] - 23:19, 24:2  Included [1] - 32:8  included [1] - 16:23  including [1] - 12:8  incorporated [1] - 6:3  incorporating [1] - 27:23  <b>INDIANA</b> [3] - 1:1, 1:21, 2:6  Indiana [14] - 1:10, 1:14, 1:17, 1:22, 2:8, 2:9, 3:8, 7:16, 21:5, 25:21, 31:23, 34:4, 34:13  Indianapolis [5] - 1:17, 2:9, 12:15, 19:22, 31:3  Indians [1] - 19:22  individuals [1] - 18:3  indulgence [1] - 7:17  Indy [1] - 12:9  information [3] - 15:16, 18:22, 30:21  Intake [3] - 23:12, 23:17, 23:18  interest [1] - 25:17  interim [1] - 30:1  interns [2] - 24:17, 25:10  internship [1] - 26:1  internships [6] - 24:11, 24:12, 24:20, 25:1, 28:2, 28:14  interviews [1] - 22:16  invaluable [1] - 25:20  invite [1] - 29:22  involved [2] - 14:1, 15:18</p>	<p>large [2] - 6:6, 13:17  last [6] - 9:8, 11:20, 18:2, 22:7, 22:15, 23:9  latest [1] - 11:18  Latino [2] - 21:5, 30:19  law [2] - 25:5, 25:13  Law [1] - 9:13  leaders [1] - 30:18  learn [1] - 25:13  least [4] - 14:13, 22:10, 28:1, 31:19  Lee [1] - 32:1  left [1] - 21:18</p>

**legal** [1] - 27:3  
**Legislative** [1] - 21:7  
**legislative** [2] - 17:3, 30:14  
**legislators** [2] - 30:16, 30:18  
**liability** [1] - 27:15  
**Library** [1] - 29:14  
**life** [1] - 21:13  
**light** [1] - 23:10  
**Lindy** [3] - 1:12, 34:2, 34:11  
**Line** [2] - 5:12, 5:23  
**lineup** [1] - 30:1  
**list** [2] - 16:6, 17:15  
**listed** [1] - 9:11  
**local** [3] - 14:1, 29:18, 30:17  
**located** [1] - 4:10  
**location** [1] - 32:22  
**look** [6] - 13:5, 13:7, 13:15, 16:14, 16:15, 28:21  
**looked** [1] - 25:5  
**looking** [6] - 11:17, 13:13, 15:7, 16:13, 22:20, 28:1  
**looks** [1] - 6:5  
**loosely** [1] - 17:14  
**Lopez** [3] - 20:17, 21:1, 21:18  
**love** [1] - 15:17  
**luncheon** [1] - 31:22  
**Luther** [1] - 31:2

## M

**ma'am** [3] - 3:5, 5:5, 11:4  
**Madam** [2] - 8:2, 9:17  
**mail** [1] - 32:21  
**major** [1] - 12:7  
**majority** [1] - 5:11  
**Marcus** [3] - 25:7, 25:8, 25:9  
**Marians** [1] - 26:7  
**Martin** [1] - 31:2  
**materials** [1] - 19:20  
**matter** [2] - 1:10, 34:7  
**mayor's** [1] - 13:1  
**Mayor's** [1] - 12:15  
**McGee** [1] - 9:9  
**McGhee** [2] - 25:8, 25:9  
**mean** [2] - 27:2, 27:9  
**media** [2] - 12:7, 29:16  
**Meet** [1] - 29:13  
**MEETING** [1] - 1:5  
**meeting** [3] - 3:9, 22:22, 33:2  
**members** [1] - 15:19  
**MEMBERS** [1] - 2:2  
**mention** [1] - 31:20  
**mentioned** [2] - 24:22, 31:13  
**Meyer** [3] - 1:12, 34:2, 34:11  
**Michael** [1] - 8:23  
**military** [2] - 17:13  
**mind** [1] - 32:16

**minutes** [1] - 3:11  
**miss** [1] - 21:11  
**MLK** [3] - 6:4, 11:19, 11:21  
**Monday** [1] - 31:21  
**money** [3] - 5:3, 19:18, 27:9  
**Month** [2] - 13:16, 29:13  
**Moriarty** [1] - 2:16  
**morning** [1] - 3:6, 3:7, 4:5, 4:6, 4:7, 10:16, 11:2, 11:11, 11:12, 11:13, 11:14  
**most** [2] - 21:1, 23:19  
**motion** [4] - 3:11, 7:1, 8:7, 17:1  
**move** [5] - 9:22, 10:18, 14:21, 21:13, 22:23  
**moved** [4] - 3:12, 7:2, 8:8, 19:18  
**moving** [4] - 20:20, 22:8, 23:10  
**MR** [35] - 3:5, 3:7, 5:10, 11:11, 11:15, 15:13, 15:22, 16:2, 17:14, 19:4, 19:7, 19:10, 20:16, 20:19, 20:23, 21:23, 22:3, 22:13, 22:20, 23:3, 23:8, 23:16, 24:12, 25:9, 25:15, 26:23, 27:7, 27:12, 27:16, 27:21, 28:9, 28:23, 29:3, 31:8, 32:6  
**MS** [9] - 4:5, 4:8, 5:5, 6:19, 7:21, 10:20, 10:23, 11:3, 23:15  
**muscle** [1] - 5:9

## N

**N103** [1] - 2:8  
**nature** [1] - 26:16  
**need** [4] - 13:13, 26:8, 27:11, 28:10  
**needed** [1] - 28:9  
**network** [1] - 13:7  
**New** [1] - 8:22  
**new** [1] - 20:18  
**next** [4] - 11:9, 13:2, 22:9, 22:18  
**nice** [1] - 27:10  
**Noell** [1] - 2:12  
**none** [1] - 29:3  
**North** [2] - 2:8, 2:8  
**notable** [2] - 31:10, 31:20  
**Notary** [3] - 1:13, 34:3, 34:12  
**note** [5] - 4:18, 5:10, 14:4, 32:12, 32:15  
**Nothing** [1] - 11:15  
**notice** [1] - 29:16  
**November** [4] - 3:11, 4:9, 32:17, 32:18  
**number** [2] - 26:4, 30:7  
**nutshell** [1] - 16:5

## O

**o'clock** [3] - 1:18, 3:1, 33:4  
**obligation** [1] - 26:1  
**obviously** [3] - 12:15, 13:16, 16:17  
**Obviously** [1] - 15:6  
**occupying** [1] - 13:19  
**October** [1] - 34:15  
**OF** [3] - 1:1, 1:5, 1:21  
**office** [1] - 21:16  
**Office** [1] - 12:15  
**offices** [1] - 13:1  
**offset** [2] - 5:17, 5:20  
**Old** [1] - 7:13  
**Once** [1] - 14:20  
**once** [2] - 19:16, 26:12  
**One** [3] - 5:10, 12:12, 24:9  
**one** [14] - 6:1, 13:3, 13:15, 17:7, 21:2, 21:4, 23:8, 23:19, 23:21, 24:16, 25:6, 25:9, 27:19, 28:3  
**one-week** [1] - 27:19  
**open** [2] - 29:13, 29:22  
**operating** [1] - 28:16  
**opportunities** [2] - 26:11, 28:3  
**opportunity** [16] - 20:18, 21:15, 24:1, 24:4, 24:16, 25:12, 25:19, 25:22, 26:9, 27:5, 27:14, 28:6, 30:2, 30:16, 30:19, 30:22  
**opposed** [4] - 3:20, 7:10, 8:19, 10:13  
**oral** [3] - 10:21, 11:2, 11:7  
**Oral** [1] - 10:16  
**order** [1] - 15:4  
**Order** [1] - 9:13  
**organizations** [1] - 20:3  
**OTHER** [1] - 2:11  
**OTHERS** [1] - 2:15  
**outlets** [1] - 12:7  
**outrageous** [1] - 11:16  
**outreach** [7] - 5:18, 6:7, 19:6, 19:11, 19:14, 20:5, 21:10  
**Outside** [1] - 13:15  
**own** [1] - 27:3

## P

**packet** [1] - 4:10  
**paid** [1] - 25:2  
**paint** [1] - 11:23  
**Pamela** [1] - 2:12  
**panelists** [1] - 13:22  
**panels** [1] - 15:18  
**paperwork** [1] - 22:7

**part** [4] - 6:6, 17:22, 29:20, 31:12  
**participating** [1] - 10:18  
**particular** [1] - 20:12  
**partly** [1] - 23:20  
**partner** [1] - 12:14  
**partnering** [2] - 19:22, 20:3  
**partners** [1] - 14:2  
**partnership** [6] - 4:16, 5:19, 5:20, 12:23, 19:13, 20:7  
**partnerships** [2] - 13:12, 31:16  
**Party** [1] - 7:16  
**pass** [1] - 17:1  
**passed** [1] - 16:3  
**past** [1] - 31:21  
**pastor** [1] - 31:6  
**pay** [4] - 24:21, 26:17, 27:5, 28:1  
**percent** [2] - 4:19, 4:21  
**percentage** [1] - 20:9  
**person** [1] - 23:22  
**Personal** [1] - 8:3  
**Pharmacy** [1] - 9:1  
**phone** [1] - 13:11  
**picked** [1] - 12:3  
**pickup** [1] - 11:23  
**picture** [1] - 5:22  
**piece** [2] - 13:14, 22:14  
**piecemealing** [1] - 26:14  
**pieces** [1] - 23:19  
**piggy** [1] - 31:14  
**piggy-backs** [1] - 31:14  
**pioneering** [1] - 14:21  
**pipeline** [1] - 24:17  
**plan** [1] - 19:17  
**plugged** [1] - 18:16  
**plugging** [1] - 21:12  
**point** [3] - 26:1, 30:2, 31:14  
**portion** [1] - 29:19  
**position** [3] - 21:21, 22:11, 22:17  
**possibility** [1] - 28:2  
**post** [1] - 22:10  
**posted** [1] - 21:22  
**pot** [1] - 20:13  
**practices** [1] - 28:16  
**praising** [1] - 21:1  
**precedent** [1] - 14:23  
**PRESENT** [2] - 2:11, 2:15  
**present** [2] - 3:3, 28:1  
**press** [2] - 11:20, 12:6  
**pretty** [3] - 5:21, 31:10, 32:2  
**prevention** [1] - 30:5  
**previous** [1] - 18:7  
**Primary** [1] - 9:1  
**printed** [1] - 16:18  
**probable** [1] - 8:5  
**proceedings** [2] - 33:3, 34:6

<p><b>PROCEEDINGS</b> [1] - 1:9  <b>process</b> [6] - 16:22, 17:3, 22:2, 22:3, 22:5, 27:6  <b>program</b> [3] - 11:19, 14:6, 14:18  <b>programming</b> [2] - 5:17, 20:9  <b>promise</b> [1] - 21:19  <b>proposed</b> [1] - 16:4  <b>protected</b> [3] - 16:6, 16:19, 17:22  <b>proud</b> [1] - 29:19  <b>provide</b> [2] - 28:7, 30:21  <b>provides</b> [2] - 13:23, 27:4  <b>public</b> [4] - 3:9, 19:6, 29:17, 29:21  <b>PUBLIC</b> [1] - 1:5  <b>Public</b> [3] - 1:13, 34:3, 34:12  <b>pull</b> [6] - 12:16, 13:3, 14:21, 15:5, 25:6, 27:23  <b>pulled</b> [1] - 11:20  <b>pulling</b> [1] - 28:14  <b>Purdues</b> [1] - 26:6  <b>push</b> [1] - 12:12  <b>put</b> [2] - 14:6, 26:18  <b>putting</b> [2] - 18:6, 18:10  <b>puzzle</b> [1] - 22:14</p>	<p><b>red</b> [1] - 22:5  <b>regarding</b> [1] - 32:15  <b>reiterate</b> [1] - 14:17  <b>related</b> [1] - 24:14  <b>relates</b> [2] - 14:4, 18:17  <b>relative</b> [1] - 31:15  <b>remain</b> [1] - 32:18  <b>remember</b> [2] - 19:16, 29:15  <b>removal</b> [1] - 11:23  <b>Report</b> [4] - 3:23, 7:1, 7:13, 11:10  <b>report</b> [4] - 7:20, 11:16, 11:18, 24:6  <b>Reporter</b> [1] - 34:3  <b>REPORTING</b> [1] - 1:21  <b>Reports</b> [1] - 4:10  <b>reports</b> [1] - 13:6  <b>represented</b> [1] - 30:3  <b>reprinting</b> [1] - 16:18  <b>research</b> [2] - 14:16, 18:15  <b>reserve</b> [3] - 4:19, 4:22, 13:10  <b>residing</b> [1] - 34:3  <b>respective</b> [1] - 13:9  <b>respond</b> [1] - 16:8  <b>response</b> [11] - 3:21, 4:2, 6:22, 7:11, 8:20, 10:3, 10:14, 16:1, 23:7, 29:2, 29:7  <b>responsibility</b> [1] - 18:17  <b>rest</b> [1] - 23:23  <b>results</b> [1] - 14:11  <b>resume</b> [2] - 27:11, 27:20  <b>revamp</b> [1] - 16:20  <b>Reverend</b> [1] - 31:5  <b>reversions</b> [2] - 24:18, 26:17  <b>revert</b> [1] - 6:8  <b>review</b> [3] - 4:9, 8:23, 9:8  <b>reviewing</b> [1] - 7:15  <b>Richmond</b> [5] - 31:4, 31:10, 31:13, 31:21, 32:3  <b>RIGHTS</b> [2] - 1:1, 2:6  <b>Rights</b> [5] - 1:11, 3:9, 16:7, 19:23, 25:21  <b>Rincones</b> [1] - 2:13  <b>RINCONES</b> [4] - 7:21, 10:20, 10:23, 11:3  <b>RINCONES-CHAVEZ</b> [4] - 7:21, 10:20, 10:23, 11:3  <b>Rincones-Chavez</b> [1] - 2:13  <b>Room</b> [1] - 2:8  <b>Rooms</b> [1] - 1:16  <b>round</b> [1] - 22:15  <b>RPR/CP</b> [1] - 1:21</p>	<p><b>saving</b> [1] - 6:1  <b>school</b> [2] - 25:5, 25:18  <b>Scott</b> [1] - 2:16  <b>screening</b> [1] - 32:1  <b>second</b> [1] - 10:5  <b>Second</b> [4] - 3:13, 7:3, 8:11, 10:6  <b>see</b> [4] - 10:19, 13:7, 17:7, 25:2  <b>segue</b> [1] - 10:17  <b>Senate</b> [1] - 2:8  <b>Senator</b> [1] - 21:16  <b>send</b> [2] - 15:16, 32:21  <b>served</b> [1] - 21:7  <b>Service</b> [3] - 11:21, 12:14, 12:22  <b>serving</b> [1] - 18:9  <b>session</b> [1] - 17:3  <b>set</b> [3] - 11:7, 14:23, 19:17  <b>shall</b> [1] - 12:20  <b>Shelby</b> [2] - 1:14, 34:4  <b>Shelbyville</b> [1] - 34:4  <b>Sherwood</b> [1] - 9:9  <b>shovels</b> [1] - 12:3  <b>show</b> [2] - 29:20, 29:23  <b>shows</b> [1] - 27:19  <b>side</b> [1] - 4:18  <b>sit</b> [3] - 15:18, 16:13, 30:17  <b>sitting</b> [1] - 19:19  <b>situation</b> [1] - 18:16  <b>situations</b> [1] - 27:14  <b>Smith</b> [1] - 2:7  <b>SMITH</b> [35] - 3:5, 3:7, 5:10, 11:11, 11:15, 15:13, 15:22, 16:2, 17:14, 19:4, 19:7, 19:10, 20:16, 20:19, 20:23, 21:23, 22:3, 22:13, 22:20, 23:3, 23:8, 23:16, 24:12, 25:9, 25:15, 26:23, 27:7, 27:12, 27:16, 27:21, 28:9, 28:23, 29:3, 31:8, 32:6  <b>snow</b> [1] - 11:23  <b>social</b> [1] - 30:7  <b>sorry</b> [1] - 15:14  <b>sort</b> [3] - 25:22, 26:4, 28:13  <b>South</b> [1] - 1:15  <b>speakers</b> [1] - 13:22  <b>speaks</b> [2] - 16:4, 16:5  <b>spearheaded</b> [1] - 6:7  <b>specific</b> [1] - 32:22  <b>specifically</b> [5] - 5:18, 15:2, 19:13, 22:18, 23:23  <b>speeches</b> [1] - 16:21  <b>spend</b> [1] - 20:12  <b>spending</b> [1] - 19:18  <b>spent</b> [1] - 20:10  <b>Spike</b> [1] - 32:1  <b>spread</b> [1] - 30:8  <b>spreading</b> [1] - 32:3</p>	<p><b>staff</b> [2] - 16:14, 24:23  <b>STAFF</b> [1] - 2:11  <b>standard</b> [1] - 28:15  <b>standpoint</b> [1] - 17:18  <b>Star</b> [1] - 12:9  <b>start</b> [2] - 13:3, 15:5  <b>started</b> [1] - 17:3  <b>STATE</b> [1] - 1:1  <b>state</b> [6] - 5:11, 14:3, 20:2, 22:4, 24:13, 31:18  <b>State</b> [2] - 1:13, 34:13  <b>statewide</b> [2] - 12:22, 14:17  <b>stating</b> [1] - 18:3  <b>status</b> [4] - 16:11, 17:13, 17:17, 18:10  <b>step</b> [1] - 14:5  <b>Stephanie</b> [1] - 9:4  <b>Steven</b> [1] - 2:4  <b>still</b> [3] - 7:15, 16:13, 27:19  <b>story</b> [2] - 15:9, 32:4  <b>strategic</b> [1] - 19:17  <b>Straw</b> [1] - 7:15  <b>Street</b> [2] - 1:16, 31:6  <b>strong</b> [1] - 28:2  <b>student</b> [1] - 25:10  <b>students</b> [4] - 25:19, 26:8, 27:3, 27:8  <b>Submission</b> [1] - 25:21  <b>submitting</b> [1] - 22:6  <b>success</b> [2] - 15:8  <b>successful</b> [1] - 11:19  <b>sufficient</b> [1] - 13:14  <b>summer</b> [1] - 24:11  <b>supplying</b> [1] - 32:10  <b>supposed</b> [1] - 15:4  <b>surrounding</b> [1] - 13:1  <b>symposium</b> [1] - 31:23  <b>system</b> [1] - 25:14</p>
<p style="text-align: center;"><b>Q</b></p>			
<p><b>quarterly</b> [1] - 4:16  <b>questions</b> [12] - 4:1, 4:23, 6:21, 9:14, 10:2, 15:10, 15:22, 17:10, 23:4, 23:6, 24:7, 29:1  <b>quorum</b> [1] - 3:10</p>			
<p style="text-align: center;"><b>R</b></p>			
<p><b>RAMOS</b> [23] - 3:17, 7:3, 7:7, 8:2, 8:16, 10:6, 10:10, 20:17, 20:22, 21:21, 22:1, 22:12, 22:19, 23:2, 24:9, 26:21, 27:2, 27:8, 27:13, 27:17, 28:8, 28:22, 30:13  <b>Ramos</b> [3] - 2:4, 8:1, 20:23  <b>ranks</b> [1] - 25:1  <b>raps</b> [1] - 12:8  <b>reality</b> [1] - 18:13  <b>reason</b> [1] - 25:2  <b>reasons</b> [1] - 27:4  <b>receive</b> [2] - 18:23, 19:12  <b>received</b> [2] - 4:11, 4:13  <b>receiving</b> [1] - 4:15  <b>recommend</b> [1] - 8:4  <b>recommendation</b> [1] - 8:10  <b>Recorder</b> [1] - 12:8  <b>recruit</b> [1] - 14:9</p>	<p><b>reviewing</b> [1] - 7:15  <b>Richmond</b> [5] - 31:4, 31:10, 31:13, 31:21, 32:3  <b>RIGHTS</b> [2] - 1:1, 2:6  <b>Rights</b> [5] - 1:11, 3:9, 16:7, 19:23, 25:21  <b>Rincones</b> [1] - 2:13  <b>RINCONES</b> [4] - 7:21, 10:20, 10:23, 11:3  <b>RINCONES-CHAVEZ</b> [4] - 7:21, 10:20, 10:23, 11:3  <b>Rincones-Chavez</b> [1] - 2:13  <b>Room</b> [1] - 2:8  <b>Rooms</b> [1] - 1:16  <b>round</b> [1] - 22:15  <b>RPR/CP</b> [1] - 1:21</p>		
<p style="text-align: center;"><b>S</b></p>			
<p><b>salary</b> [1] - 5:13  <b>Samuel</b> [1] - 8:3</p>			<p style="text-align: center;"><b>T</b></p> <p><b>t's</b> [1] - 14:20  <b>tangible</b> [1] - 16:15  <b>tape</b> [1] - 22:5  <b>tapping</b> [1] - 25:5  <b>Techs</b> [1] - 26:7  <b>tenants</b> [1] - 13:23  <b>terms</b> [4] - 22:6, 28:14, 31:16, 31:17  <b>terribly</b> [1] - 11:15  <b>testimony</b> [1] - 18:2  <b>testing</b> [3] - 14:6, 14:10, 14:17  <b>tests</b> [1] - 14:11  <b>Thanksgiving</b> [1] - 32:19  <b>THE</b> [1] - 1:1  <b>Thereupon</b> [1] - 33:3  <b>they've</b> [1] - 16:9  <b>They've</b> [1] - 22:21</p>

<p>thoughts [1] - 15:19  three [1] - 4:18  throughout [2] - 14:2, 31:17  Tim [1] - 2:16  together [2] - 14:6, 14:8  Tolbert [1] - 9:4  tons [1] - 22:5  top [1] - 16:16  total [2] - 4:16, 4:21  tough [2] - 21:12, 21:19  towards [1] - 22:10  track [1] - 6:16  transcribed [1] - 34:8  transcript [1] - 34:6  trash [1] - 11:23  travel [1] - 20:2  true [1] - 34:5  try [2] - 20:8, 20:11  trying [1] - 32:10  Tuesday [1] - 31:21  two [3] - 9:19, 13:3, 13:18  two-day [1] - 13:18  twofold [1] - 24:13  typo [2] - 9:18, 9:22</p>	<p style="text-align: center;"><b>W</b></p> <p>Washington [1] - 1:16  watching [1] - 15:3  ways [1] - 19:15  wears [1] - 21:3  week [3] - 11:20, 22:9, 27:19  weeks [1] - 22:18  welcome [2] - 23:13, 30:8  West [1] - 1:16  William [1] - 1:21  willing [1] - 28:20  Wishard [1] - 9:1  Woodall [1] - 9:3  word [1] - 30:9  wore [1] - 21:3  workout [1] - 32:3  works [1] - 25:14  wrote [1] - 19:17</p>
<p style="text-align: center;"><b>U</b></p> <p>ultimately [1] - 16:8  undersigned [1] - 34:2  unfortunately [1] - 22:21  Unit [2] - 23:17, 23:18  unit [2] - 23:21, 24:2  University [1] - 31:23  unless [1] - 9:14  Unless [1] - 24:6  unpaid [1] - 25:3  up [8] - 6:8, 11:21, 12:3,  16:19, 17:19, 24:10, 25:1,  27:19  uphold [1] - 8:4  UPS [1] - 9:3</p>	<p style="text-align: center;"><b>Y</b></p> <p>year [3] - 4:17, 13:2, 30:5  Year [1] - 4:20  years [4] - 6:12, 12:17, 18:7,  19:16  young [2] - 28:5, 28:10  yourself [1] - 29:17</p>
<p style="text-align: center;"><b>V</b></p> <p>various [2] - 12:23, 20:3  vast [1] - 5:11  versus [6] - 7:15, 8:3, 9:1,  9:3, 9:4, 9:9  veteran [2] - 16:10, 17:17  veterans [3] - 16:6, 16:19,  18:5  view [1] - 30:3  violence [1] - 30:6  visit [1] - 30:4  visual [1] - 30:3  void [1] - 21:18</p>	