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BEFORE THE STATE OF INDIANA

INDIANA  
CIVIL RIGHTS COMMISSION

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF MAY 30, 2014

**ORIGINAL**

PROCEEDINGS

in the above-captioned matter, before the Indiana  
Civil Rights Commission, Alpha Blackburn,  
Chairperson, taken before me, Lindy L. Meyer,  
Jr., a Notary Public in and for the State of  
Indiana, County of Shelby, at the Indiana  
Government Center South, Conference Center,  
Room A, 402 West Washington Street, Indianapolis,  
Indiana, on Friday, May 30, 2014 at 11:06 o'clock  
a.m.

- - -

William F. Daniels, RPR/CP CM d/b/a  
ACCURATE REPORTING OF INDIANA  
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

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1 11:06 o'clock a.m.  
2 May 30, 2014

3 CHAIRPERSON BLACKBURN: Good morning.

4 MR. SMITH: Good morning.

5 MS. HAYNES: Good morning.

6 CHAIRPERSON BLACKBURN: The Indiana  
7 Civil Rights Commission is now in public meeting,  
8 and we do indeed have a quorum this morning. I  
9 ask for approval of the minutes. May I have a  
10 motion?

11 COMM. CARTER: So moved.

12 COMM. RAMOS: Second.

13 CHAIRPERSON BLACKBURN: All in favor?

14 COMM. BAYNARD: Aye.

15 COMM. CARTER: 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 And we can move quickly to the Financial  
23 Report, and we have Ms. Cook here.

1 Good morning.

2 MS. COOK: Good morning.

3 Hopefully you've had a chance to review  
4 the April Financial Report that's in your packet.  
5 We're right on target for completion of the  
6 current fiscal year end in the next few weeks.  
7 We do anticipate using all of our general fund  
8 this particular year, so there will be hopefully  
9 no reversion at this point. If you have any  
10 questions, I'd like to go ahead and answer them.

11 CHAIRPERSON BLACKBURN: You mean none  
12 have been requested?

13 MS. COOK: Yes, they have  
14 requested -- originally the Governor's Office had  
15 requested three percent and then they came back  
16 again in December and asked us to increase that  
17 to four and a half --

18 (Cell phone rang.)

19 COMM. RAMOS: Sorry.

20 MS. COOK: -- four and a half  
21 percent, and based on our agency's functionality,  
22 and with the many years of cutbacks, we just felt  
23 that we would not be able to meet that goal this

1 year.

2 CHAIRPERSON BLACKBURN: How do you  
3 explain that to the Governor?

4 MR. SMITH: Very delicately.

5 CHAIRPERSON BLACKBURN: Delicately, I  
6 guess.

7 MS. COOK: Yes.

8 CHAIRPERSON BLACKBURN: I'm sure.  
9 Okay.

10 MS. COOK: Thank you.

11 CHAIRPERSON BLACKBURN: Any questions  
12 about the budget?

13 COMM. RAMOS: Well, are there any  
14 concerns beyond that, any concerns about the  
15 budget if you can't do the three percent?

16 MS. COOK: I'm sorry; can you repeat  
17 that again?

18 COMM. RAMOS: Well, I guess if you --  
19 it sounds like you're going to be right at a  
20 zero-based element.

21 MS. COOK: Yes.

22 COMM. RAMOS: Any risks, any concerns  
23 with that?

1 MS. COOK: We're looking at that with  
2 State Budget at the end of the fiscal year. They  
3 said, "Let's wait until the end, to see what the  
4 completion of this year will be, and then we can  
5 gauge 2015 and the next biennial."

6 COMM. RAMOS: Okay.

7 MR. SMITH: There are some -- so,  
8 yes. So, growth is actually a concern. We have  
9 to consider that as well. I apologize for that.  
10 So, an extended answer to your question is:  
11 There are some inherent concerns. One is, the  
12 activity for the Commission has obviously picked  
13 up. There's a lot more that we do externally in  
14 terms of the outreach and education standpoint,  
15 which, as we assumed when we began activities, we  
16 would least increase the amount of activity  
17 internally as well.

18 So, the caseload has picked up and things  
19 of that nature, so we have to be conscious of  
20 that expansion, and at some point, if we continue  
21 to trend in that direction, we'll have to explore  
22 the idea of the Commission growing in terms of  
23 personnel, and --

1                   CHAIRPERSON BLACKBURN: I'm sorry; I  
2 can't hear you.

3                   MR. SMITH: You can't hear me?

4                   CHAIRPERSON BLACKBURN: I couldn't  
5 hear you.

6                   MR. SMITH: I'm sorry. I said if we  
7 continue to trend in that direction in terms of  
8 growth, we'll have to explore the idea of the  
9 Commission growing in terms of personnel, and  
10 then explore all of the options in terms of what  
11 that growth actually means. By statute, we've  
12 kind of absorbed all of the cultural commissions  
13 as well. We're looking to see how any of  
14 those -- if that will increase the amount of  
15 people that we have in the Commission, but it  
16 could lead to increased activity as well.

17                   So, things of that nature are things that  
18 we are looking at. And maybe "concern" might be  
19 a strong word, but we're definitely conscious of  
20 that as a possibility and something that we will  
21 make sure that we monitor internally and report  
22 to you guys as a Commission as well.

23                   COMM. RAMOS: Okay.

1 CHAIRPERSON BLACKBURN: May I have a  
2 motion to accept the Financial Report?

3 COMM. GIDNEY: So moved.

4 COMM. CARTER: Second.

5 CHAIRPERSON BLACKBURN: Thank you  
6 very much.

7 We'll move now to the Report by  
8 Commissioners on Complaint Appeals. We'll start  
9 at the bottom with Comm. Crenshaw's report, if  
10 she has made one.

11 MS. RINCONES-CHAVEZ: No.

12 CHAIRPERSON BLACKBURN: None.

13 And Comm. Gidney, who is here.

14 COMM. GIDNEY: Okay. Yeah, in the  
15 matter of -- I guess this is Sciarra versus IU  
16 Health, my recommendation is to uphold the Deputy  
17 Director's finding of no probable cause.

18 CHAIRPERSON BLACKBURN: May I have a  
19 motion to accept that recommendation?

20 COMM. CARTER: So moved.

21 COMM. RAMOS: Second.

22 CHAIRPERSON BLACKBURN: Anyone  
23 opposed?



1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you  
3 very much.

4 Comm. Baynard?

5 COMM. BAYNARD: Yes, Madam Chair. In  
6 the case of Shaw versus Modern Door Corporation,  
7 I recommend to the Commission that we uphold the  
8 Deputy Director's finding of no probable cause.

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

11 COMM. RAMOS: So moved.

12 CHAIRPERSON BLACKBURN: And a second,  
13 please?

14 COMM. GIDNEY: Second.

15 CHAIRPERSON BLACKBURN: All in favor?

16 COMM. BAYNARD: Aye.

17 COMM. CARTER: Aye.

18 COMM. RAMOS: Aye.

19 COMM. GIDNEY: Aye.

20 CHAIRPERSON BLACKBURN: Aye.

21 Anyone opposed?

22 (No response.)

23 CHAIRPERSON BLACKBURN: Thank you.

1           Comm. Carter?

2                   COMM. CARTER: Madam Chair, in the  
3 two cases, Joseph Lewis versus Lockhart Cadillac,  
4 Inc. and Lonnie L. Johnson versus Advanced Auto  
5 Parts, I recommend that we sustain the no  
6 probable cause finding in both cases.

7                   CHAIRPERSON BLACKBURN: May I have a  
8 motion to accept the recommendation?

9                   COMM. GIDNEY: So moved.

10                  COMM. BAYNARD: Second.

11                  CHAIRPERSON BLACKBURN: All in favor?

12                  COMM. BAYNARD: Aye.

13                  COMM. CARTER: Aye.

14                  COMM. RAMOS: Aye.

15                  COMM. GIDNEY: Aye.

16                  CHAIRPERSON BLACKBURN: Aye.

17                  Anyone opposed?

18                                 (No response.)

19                  CHAIRPERSON BLACKBURN: Thank you.

20                   In the cases I reviewed, both of Lonnie L.  
21 Johnson, one versus the First Cash Pawn, and the  
22 second versus the City of Indianapolis Fire  
23 Department, in both cases, I wish to uphold the

1 Deputy Director's finding of no probable cause,  
2 and ask for a motion to accept the  
3 recommendations.

4 COMM. GIDNEY: So moved.

5 COMM. CARTER: Second.

6 CHAIRPERSON BLACKBURN: All in favor?

7 COMM. BAYNARD: Aye.

8 COMM. CARTER: Aye.

9 COMM. RAMOS: Aye.

10 COMM. GIDNEY: Aye.

11 CHAIRPERSON BLACKBURN: Aye. Thank  
12 you.

13 And now to New Business, Assignment of New  
14 Appeals.

15 MS. HAYNES: I would like to  
16 interject for one moment.

17 CHAIRPERSON BLACKBURN: Yes.

18 MS. HAYNES: We had the oral argument  
19 in the Straw matter, and I was wondering if a  
20 decision had been made on those objections.

21 CHAIRPERSON BLACKBURN: Comm. Carter?

22 COMM. CARTER: We heard it, but we  
23 didn't make a decision, I don't think. It

1 doesn't appear to be on the agenda.

2 MS. RINCONES-CHAVEZ: Yeah, I'm  
3 sorry; we skipped that part.

4 CHAIRPERSON BLACKBURN: I'm sorry; I  
5 couldn't hear you.

6 MS. RINCONES-CHAVEZ: I said it's my  
7 fault. I didn't get that on the agenda, but --

8 CHAIRPERSON BLACKBURN: In that case,  
9 do you want to delay announcing your decision to  
10 the next Commission meeting?

11 COMM. CARTER: I don't think we've  
12 discussed it amongst ourselves. I don't know. I  
13 think I know what I --

14 CHAIRPERSON BLACKBURN: If you've not  
15 had time to discuss it, we should delay.

16 COMM. RAMOS: Or take the time to  
17 discuss it.

18 MS. HAYNES: Please.

19 CHAIRPERSON BLACKBURN: Unless you  
20 want to conduct that now, Comm. Carter.

21 COMM. CARTER: I -- it's up to you  
22 all. Does anyone want to discuss it, anyone who  
23 was present. Should we go off the record to do

1 that?

2 COMM. RAMOS: I think so.

3 MS. HAYNES: Yes.

4 CHAIRPERSON BLACKBURN: In that case,  
5 I suggest that we suspend the meeting.

6 COMM. RAMOS: Go in recess.

7 CHAIRPERSON BLACKBURN: Go in recess  
8 for a 15-minute session with the Commissioners.

9 (Recess taken.)

10 CHAIRPERSON BLACKBURN: The meeting  
11 is now reconvened following a 15-minute time  
12 period for Commissioners to discuss, and we will  
13 resume at the point at which we were reviewing  
14 Old Business, and not listed is the case of Shaw  
15 versus the State Democratic Party, and I would  
16 entertain now a motion regarding that case.

17 COMM. CARTER: Okay. Madam Chair,  
18 it's Straw, as in "drawing a," rather than Shaw,  
19 but I would move that we uphold the Deputy  
20 Director's finding of no probable cause and  
21 dismiss the objections.

22 CHAIRPERSON BLACKBURN: And a second  
23 to -- well, a motion, please, to accept that

1 recommendation.

2 COMM. RAMOS: So moved.

3 CHAIRPERSON BLACKBURN: And --

4 COMM. BAYNARD: Second.

5 CHAIRPERSON BLACKBURN: -- a second?

6 Get all of the levels in here. And all in favor,  
7 please?

8 COMM. BAYNARD: Aye.

9 COMM. CARTER: Aye.

10 COMM. RAMOS: Aye.

11 COMM. GIDNEY: Aye.

12 CHAIRPERSON BLACKBURN: Aye, and no  
13 one is opposed. Thank you.

14 New Business, Assignment of Appeals. I'll  
15 get that one under the other -- Jacqueline Buford  
16 versus Krieg DeVault, Comm. Carter, please, if  
17 you would review that case; Eskenazi -- no,  
18 Echezona -- Echezona Echeazu versus Conn-Selmer,  
19 Comm. Ramos, if you would please review that  
20 case.

21 COMM. RAMOS: Yes.

22 CHAIRPERSON BLACKBURN: And I'll  
23 review Jonathan E. Williams versus Sodrel Truck

1 Lines and The Free Enterprise System, Jonathan E.  
2 Williams Go Express Travel/Bloomington Indiana  
3 Shuttle, and Jonathan E. Williams versus Miller  
4 Transportation; and ask that Comm. Baynard, if  
5 you would review Judy Phillips versus World Wide  
6 Motors.

7 COMM. BAYNARD: Yes.

8 CHAIRPERSON BLACKBURN: And  
9 Comm. Gidney, if you would review Rana Khonsari  
10 versus HCI Property Development-Lange Apartments,  
11 LP.

12 And the next item on the agenda are  
13 Findings of Fact, Conclusions of Law and Order.  
14 I'll take them individually. May I have a motion  
15 to accept Banza Townsend versus  
16 Tri-Entertainment?

17 COMM. GIDNEY: So moved.

18 CHAIRPERSON BLACKBURN: Second?

19 COMM. CARTER: Second.

20 CHAIRPERSON BLACKBURN: All in favor?

21 COMM. BAYNARD: Aye.

22 COMM. CARTER: Aye.

23 COMM. RAMOS: Aye.

1                   COMM. GIDNEY:  Aye.

2                   CHAIRPERSON BLACKBURN:  Aye.  Thank  
3  you.

4                   Finding in the case of Drucilla Kuncce  
5  versus Specialized Transportation, Inc.

6                   COMM. CARTER:  I move we accept the  
7  findings.

8                   CHAIRPERSON BLACKBURN:  That's a  
9  motion and a second.  Thank you.

10                  All in favor?

11                  COMM. BAYNARD:  Aye.

12                  COMM. CARTER:  Aye.

13                  COMM. RAMOS:  Aye.

14                  COMM. GIDNEY:  Aye.

15                  CHAIRPERSON BLACKBURN:  Aye.

16                  Anyone opposed?

17                                 (No response.)

18                  CHAIRPERSON BLACKBURN:  The case of  
19  Reginald Baker versus Roman Marblene.

20                  COMM. CARTER:  Yeah.  Madam Chair, on  
21  February 7th, 2014 Noell F. Allen, as  
22  Administrative Law Judge for the Indiana Civil  
23  Rights Commission, entered her proposed Findings



1 of Fact, Conclusions of Law and Order.

2 On February 21st of the same year,  
3 Complainant Reginald Baker filed Complainant's  
4 objections to proposed Findings of Fact,  
5 Conclusions of Law and Order.

6 On February 27th, Respondent, Roman  
7 Marblene, filed its response to Complainant's  
8 Objections.

9 On April 16th, Baker filed his  
10 Complainant's Brief in Support of Objections to  
11 Proposed Findings of Fact, Conclusions of Law and  
12 Order.

13 On April 25th, 2014, still, both parties  
14 presented oral arguments on objections to the  
15 ICRC Board. At the conclusion of oral arguments,  
16 the Board took the matter under advisement.

17 Having carefully considered the foregoing  
18 and being duly advised in the premises, the ICRC  
19 hereby remands this matter to the ALJ to conduct  
20 a hearing on the merits.

21 That's my motion, in its brevity.

22 COMM. BAYNARD: I'll second that  
23 motion.

1 CHAIRPERSON BLACKBURN: All in favor?

2 COMM. BAYNARD: Aye.

3 COMM. CARTER: Aye.

4 COMM. RAMOS: Aye.

5 COMM. GIDNEY: Aye.

6 CHAIRPERSON BLACKBURN: Aye.

7 Anyone opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Thank you.

10 Tameka K. Drake versus Tri-Entertainment,  
11 Inc. May I have a motion to accept?

12 COMM. GIDNEY: So moved.

13 COMM. RAMOS: So moved.

14 CHAIRPERSON BLACKBURN: And a second,  
15 please?

16 COMM. RAMOS: Second.

17 CHAIRPERSON BLACKBURN: All favor?

18 COMM. BAYNARD: Aye.

19 COMM. CARTER: Aye.

20 COMM. RAMOS: Aye.

21 COMM. GIDNEY: Aye.

22 CHAIRPERSON BLACKBURN: Aye.

23 Anyone opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you.

3 Thomas Hagedon.

4 MS. ALLEN: Hagedon.

5 CHAIRPERSON BLACKBURN: Hagedon?

6 Thank you. Versus Indiana University Health.

7 May I have a motion?

8 COMM. RAMOS: So moved.

9 COMM. CARTER: So moved.

10 CHAIRPERSON BLACKBURN: A second?

11 COMM. CARTER: Second.

12 CHAIRPERSON BLACKBURN: All in favor?

13 COMM. BAYNARD: Aye.

14 COMM. CARTER: Aye.

15 COMM. RAMOS: Aye.

16 COMM. GIDNEY: Aye.

17 CHAIRPERSON BLACKBURN: Aye.

18 Anyone opposed?

19 (No response.)

20 CHAIRPERSON BLACKBURN: Rhonda Goff  
21 versus Certificated Floor Covering Services, Inc.

22 COMM. CARTER: So moved.

23 COMM. BAYNARD: Second.

1 CHAIRPERSON BLACKBURN: All in favor?

2 COMM. BAYNARD: Aye.

3 COMM. CARTER: Aye.

4 COMM. RAMOS: Aye.

5 COMM. GIDNEY: Aye.

6 CHAIRPERSON BLACKBURN: Aye.

7 Anyone opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Erika Mireles  
10 versus Tequila Restaurant, a motion, please, to  
11 accept.

12 COMM. GIDNEY: So moved.

13 COMM. CARTER: Second.

14 CHAIRPERSON BLACKBURN: All in favor?

15 COMM. BAYNARD: Aye.

16 COMM. CARTER: Aye.

17 COMM. RAMOS: Aye.

18 COMM. GIDNEY: Aye.

19 CHAIRPERSON BLACKBURN: Aye.

20 Anyone opposed?

21 (No response.)

22 CHAIRPERSON BLACKBURN: Thank you.

23 There being no Consent Agreements and no

1 Oral Arguments, we welcome to the podium our  
2 illustrious Director for the Executive Director's  
3 report.

4 Good morning.

5 MR. SMITH: Well, good morning and  
6 afternoon to you guys again.

7 A few things to report on behalf of the  
8 Commission. I want to lead it off by saying we  
9 are obviously getting ready to close the fiscal  
10 year. June 30th is the of end of the year.  
11 July 1 begins a fresh year, and as we do so, our  
12 strategic plan which was proposed three years  
13 ago, is expiring as well, so we are in the midst  
14 of revamping said strategic plan. We're excited  
15 about the updates to it, and will be, preferably  
16 at the next Commission meeting, presenting the  
17 plan to the Commission for approval.

18 A few things to note in the new plan. One  
19 of the things -- and we adopted this when I came  
20 on board with the original plan, which was the  
21 whole idea behind education being the civil  
22 rights issue of the 21st Century, but one of the  
23 things we wanted to do as we move forward was

1 engage in the idea or the conversation of  
2 education more than just anecdotally; right?

3           So, what we've done is built into the plan  
4 quarterly hits as it relates to the topic of  
5 education as we move forward with the strategic  
6 plan, the pilot for which took place last month,  
7 which was a collaboration between the ICRC;  
8 IUPUI's Education Talent -- or the Central  
9 Indiana Education Alliance, which was formerly  
10 known as the Talent Alliance; the Indianapolis  
11 Recorder; and the United Way, to put on Education  
12 Weekend.

13           And in doing so, one of our specific  
14 objectives or duties for that piece was the  
15 community engagement, and specifically what was  
16 entitled the Equity Awards. The idea behind the  
17 whole Education Weekend was to promote the best  
18 practices in education; right? So, the ills in  
19 education, specifically public education, are  
20 very well documented.

21           Everyone has their opinions about what  
22 should happen or what shouldn't happen, but the  
23 idea behind Education Weekend was to highlight

1 some the positives that are actually going on,  
2 because there are some. And so, we were able to  
3 engage the media, both traditional media as well  
4 as social media, in light of our partnerships  
5 with the aforementioned people or organizations,  
6 and we put on what was called the Equity Awards,  
7 which took place at the Indianapolis Museum,  
8 inside of the Ruby Bridges display, which was  
9 very fitting for the event, so we were excited  
10 about that piece.

11 Moving forward, obviously the ongoing  
12 relationship with IBE will allow us next quarter  
13 to have the Education Conference, which will be  
14 held in July, and then we are in the process of  
15 planning what will happen September/October for  
16 third quarter, and then January/February for that  
17 following quarter as it relates to education.

18 So, that will be the biggest addition or  
19 adjustment, if you will, to the strategic plan.  
20 We want to make sure that we engage and  
21 strategically engage, remembering that we are not  
22 DOE, obviously, so we don't do core curriculum;  
23 we're not OMB, so we don't set funding formulas.

1           But this agency lives in the area of  
2   disparities, and so we'll continue to focus on  
3   some of the areas that we've been focusing on,  
4   special ed and the disproportionate number of  
5   black and brown, specifically males, that are  
6   being funneled into special education. Disparate  
7   discipline, which is also a big focus, and we see  
8   a lot of disparities in that regard as well.

9           And then from a purely educational and  
10   outreach standpoint, we want to make sure that we  
11   do our best to educate the general public and the  
12   community, specifically those in grassroots and  
13   other representative communities about the reform  
14   in education that Indiana has undergone.

15           So, we're excited about that idea, and  
16   invite the Commission to engage -- or the  
17   Commissioners to engage in those endeavors as we  
18   move forward. So we'll present that preferably  
19   next Commission meeting in hopes that you guys  
20   will review and approve the strategic plan so we  
21   can move forward.

22           Any questions on that so far?

23           COMM. GIDNEY: You mentioned --



1 MR. SMITH: Uh-huh.

2 COMM. GIDNEY: -- the Education  
3 Conference. Are there dates for that?

4 MR. SMITH: The Education Conference  
5 is -- yeah, let me look that the calendar. One  
6 second. I was going to move on to the calendar  
7 after this piece. You guys should have gotten a  
8 copy of kind of the ongoing list of events that  
9 we have.

10 Before I get to that piece, let me just  
11 build up -- obviously we'll have -- I wanted to  
12 make note of NFHTA training that we'll be hosting  
13 here locally, for Week Two Regional Training  
14 on-site here at Indiana Government Center South,  
15 in conjunction with HUD over the Fair Housing  
16 Summit, and that will be June 2nd through  
17 the 6th. So, we're excited about that.

18 Continuing our CLE series, which has  
19 caught on, and we've got a really, really good  
20 following with that piece and we're excited about  
21 that as well.

22 And then, as you mentioned, in partnership  
23 with Indiana Black Expo, during their Summer

1 Celebration they have the Education Weekend, and  
2 it will go on over a series of days. The  
3 Celebration -- or Summer Celebration goes from  
4 July 10th through the 20th. The Education  
5 Conference will go on the 16th through the 19th,  
6 there'll be something in relation to it, I  
7 believe. So, the 16th through the 19th for that  
8 piece.

9           So, we'll -- as we get closer, we'll be  
10 sure to send out to the Commissioners an update  
11 on not just the dates, but the specific events  
12 and things that are going on as it pertains to  
13 the Education Conference. That will be held here  
14 in Indianapolis, as the IBE Summer Celebration  
15 always is.

16           Moving past that, we will also be engaging  
17 in our third annual -- if you guys remember, we  
18 partnered with the Indianapolis Indians. One of  
19 the ideas behind our outreach and education when  
20 we kind of revamped or reorganized the agency was  
21 specifically to have folks devoted to education  
22 and outreach, and there are some innovative and  
23 new ways to do so.

1           So, that partnership with the Indians has  
2 grown. We'll be celebrating the third annual  
3 Civil Rights Game on July 22nd, and we're excited  
4 about that. There's a change with that this year  
5 that I want to make note of, so we pulled in the  
6 Black Expo as well as the Indianapolis Recorder  
7 to help promote it, as well as the folks, most of  
8 them, that will be helping us promote this as  
9 well.

10           The idea being we're going to do an essay  
11 contest so we're sending it out -- it actually  
12 went out two weeks ago to the schools throughout  
13 the state, and we encourage you guys with  
14 connections that you have in schools in your  
15 communities to help push it as well. But to have  
16 young people grades K through 8 write an essay  
17 about why civil rights -- or what civil rights  
18 means to them in 2014.

19           The winner of that essay contest will be  
20 given tickets to the game, thanks to our partners  
21 at Indianap -- or at Victory Field. They will be  
22 given one of the throwback jerseys. One of the  
23 things that, if you guys remember, the Indians do

1 is, in celebration of civil rights and the old  
2 Negro Leagues and so forth, they wear the Clowns  
3 jerseys, the Indianapolis Clowns jersey.

4 So, the winner of the essay contest will  
5 get one of the throwback jerseys, tickets to the  
6 game for them and their family, and, thanks to  
7 the hosts and the Recorder, the essay will  
8 actually published in those papers and on the  
9 radio as we celebrate, you know, the young  
10 person's essay and what they spoke about with  
11 civil rights.

12 CHAIRPERSON BLACKBURN: You had fun  
13 making those plans, didn't you?

14 MR. SMITH: I did, actually, I did.  
15 So, we're excited about that.

16 CHAIRPERSON BLACKBURN: It sounds  
17 terrific.

18 MR. SMITH: It is terrific, and  
19 they've agreed to do -- I think the Recorder and  
20 La Voz has agreed to do a big push to promote the  
21 winner of that essay contest. We'll have a  
22 second- and third-place prize as well; they'll  
23 get a few tickets and an opportunity to come out

1 to the game as well.

2 And as I've done kind of a statewide tour  
3 and gone on when I'm traveling, I visit some of  
4 the elementary schools and junior highs and talk  
5 about it and personally invite them to come out,  
6 regardless if they actually take advantage of the  
7 essay contest or not. We encourage them to do  
8 so, but even if they don't, we want them to come  
9 out to the game as well. It's tougher for those  
10 who live outside of Indianapolis, but, you know,  
11 they should be engaged nonetheless.

12 So, any thoughts or questions about that  
13 so far?

14 CHAIRPERSON BLACKBURN: Do you have  
15 the dates of the Educational Conference?

16 MR. SMITH: Yes. It's --

17 CHAIRPERSON BLACKBURN: You said  
18 July, but --

19 MR. SMITH: -- July 16th through  
20 the 19th.

21 CHAIRPERSON BLACKBURN: 16th through  
22 the 19th.

23 MR. SMITH: That will be the

1 Conference, and we'll get specifics for that in  
2 terms of -- because I think the 16th might just  
3 be kind of an open reception, but then we have  
4 some panels, keynote speaker, and things of that  
5 nature going on in the subsequent days.

6 And so, once we get closer and get the  
7 specifics nailed down in terms of who's speaking  
8 and what's on the panel, what's being discussed,  
9 we'll get that out to you guys as well, so you  
10 can decide hopefully that you can carve that into  
11 your schedules and be there was well.

12 COMM. RAMOS: Is it -- a separate  
13 question on this, but --

14 MR. SMITH: Uh-huh.

15 COMM. RAMOS: -- as you're finishing  
16 the year, obviously you're putting your budget  
17 together for the upcoming --

18 MR. SMITH: Uh-huh.

19 COMM. RAMOS: -- next year, you're  
20 laying out your schedules of events and stuff so  
21 that they all fit into that, because a part of  
22 that, I know there are just so many different  
23 things to pick and choose from, because there's

1 just a lot of activity out there.

2 MR. SMITH: Uh-huh.

3 COMM. RAMOS: And we -- I only see a  
4 couple of things on this -- and obviously I'm  
5 somewhat demographic-centered and biased, not  
6 necessarily in a negative way, by the way --

7 MR. SMITH: Uh-huh.

8 COMM. RAMOS: -- but I would like to  
9 see a little bit more on the Latino side of  
10 things. I mean you do -- you know, you do a  
11 phenomenal job, and I think the Commission -- I  
12 commend the Commission and the Commissioners for  
13 their support of this, but I -- with the growing  
14 population of Latinos, I would like to see a  
15 little bit more on than side of the fence. They  
16 do have a Latino Expo, and it'd be good to see  
17 the Commission there, and they had over five to  
18 six thousand people at the session --

19 MR. SMITH: Yes.

20 COMM. RAMOS: -- this time around.  
21 So, just look at some of those. I know some of  
22 them are here already, which is good, but just  
23 keep an eye on that as we grow. And education's

1 a part of that, that we -- you know, we take all  
2 of those things into consideration.

3 MR. SMITH: And I think that's  
4 vitally important. We are in talks with the Expo  
5 for next year to see what we can work out. We do  
6 some things that support, but looking to engage  
7 with them more as they become a little bit more  
8 stable.

9 But I do want you to know, and I think I'm  
10 on record, to mention some of the things that  
11 we're specifically doing with the Latino  
12 community, again, working to formalize a  
13 relationship with the Expo. La Voz has been very  
14 supportive, so we're looking to do a lot more  
15 things with them, including the things that we're  
16 going to be doing with the Civil Rights Game.

17 Radio Latino, we'll be doing something  
18 with them on El Dia de la Familia, on June 29th,  
19 we'll be with them as well. If you look in  
20 there, one of the things, FIESTA Indianapolis  
21 with La Plaza is an ongoing relationship --

22 COMM. RAMOS: Yes.

23 MR. SMITH: -- that we'll keep



1 nurturing, but we want to move it outside of  
2 Indianapolis, too, so we'll be doing some things  
3 in Hammond in October, Hispanic Community  
4 Committee, so we'll be there in early October.

5 But your point is well noted. The dem --  
6 you know, the demographics of Indiana are  
7 changing holistically, but specifically with the  
8 Latino community, and we want to make sure that  
9 we keep a good finger on the pulse of what's  
10 going on.

11 In the spirit of full disclosure, one of  
12 the things -- as we know, Mr. Lopez, who was the  
13 head of our Hispanic Commission, has moved on.  
14 It's been a little bit more difficult than I  
15 originally thought in terms of replacing him, but  
16 we're still working to do that as well, and as  
17 soon as we get someone on board in that position,  
18 that will help us move that needle in terms of  
19 our involvement.

20 And keep in mind, with those cultural  
21 commissions, it helps us, underneath the ICRC  
22 umbrella, right, do a lot of the community-based  
23 programming and things in those communities,

1 Latino community, things with the Women's --

2 COMM. RAMOS: Right.

3 MR. SMITH: -- commission, where the  
4 community is focusing on women's issues, as well  
5 as black males, with the Social Status of Black  
6 Males as well. So, once we get that on board,  
7 we'll see a lot more activity there as well.

8 COMM. RAMOS: Good. Thank you.

9 MR. SMITH: Yes, sir.

10 COMM. CARTER: While we're pushing  
11 our individual demographics --

12 MR. SMITH: Uh-huh.

13 COMM. CARTER: -- July 26th is the  
14 23rd anniversary of the ADA as well, so I --  
15 that's missing from the calendar, but --

16 MR. SMITH: That -- you know, that  
17 is, and what's funny is that I really should  
18 have -- and maybe we can talk more off-line about  
19 some of the things that maybe we can head to  
20 commemorate that day.

21 COMM. CARTER: Well, we're meeting  
22 the day before it. Our --

23 MR. SMITH: Our Commission is?

1                   COMM. CARTER: Our July meeting is  
2 the 25th.

3                   MR. SMITH: Is the 25th?

4                   COMM. CARTER: So, I'll sure mention  
5 it then.

6                   MR. SMITH: Well, we'd like to do  
7 more than just mention it at a Commission  
8 meeting, so we'll talk about that and see if we  
9 can get something planned, something a bit more.

10                  CHAIRPERSON BLACKBURN: Great.

11                  MR. SMITH: Any other thoughts or  
12 comments or suggestions?

13                  CHAIRPERSON BLACKBURN: If you have  
14 snacks, we want something savory, not all sweets.

15                  MR. SMITH: Yes, ma'am. I'll be sure  
16 to make note of our Snack Shop stop.

17                  COMM. RAMOS: When's the deadline for  
18 the essays?

19                  MR. SMITH: The -- I'll have to  
20 e-mail the specifics to you on that piece.

21                  COMM. RAMOS: Yeah, I have it. I  
22 just couldn't remember.

23                  MR. SMITH: I do have a question for

1 the Commission, to make sure, in light of your  
2 answering that -- or asking that question, I want  
3 to make sure that you guys are receiving the  
4 notices and things that are going out on behalf  
5 of the Commission, the lists of all of the --

6 COMM. RAMOS: Uh-huh.

7 MR. SMITH: -- activities that are  
8 going on. Okay.

9 COMM. RAMOS: I've routed them to  
10 some of the different schools that I know.

11 MR. SMITH: Awesome.

12 COMM. RAMOS: I should be getting  
13 responses.

14 MR. SMITH: Awesome. So, if for  
15 whatever reason things go out -- if a month or  
16 two weeks goes by and you haven't received any  
17 kind of notification that talks about the lists  
18 of events that the Commission has going on,  
19 please contact us so that we can make sure that  
20 your contact information is as up to date as it  
21 needs to be.

22 Yes, ma'am.

23 MS. ALLEN: The deadline is

1 June 20th, 2014.

2 COMM. RAMOS: Okay.

3 MR. SMITH: Deadline is June 20th,  
4 2014.

5 COMM. RAMOS: Do you -- well, we can  
6 take it off-line. I just want to make sure my  
7 schools have responded.

8 MR. SMITH: And that was a tough  
9 thing, too. I mean one of the things that we had  
10 to consider is the game happens late summer, so  
11 it's either right at the beginning of most  
12 schools or it's during that summer break, and so,  
13 as we put it together, you know, it was tough to  
14 get it out before school was out so that at least  
15 they have it.

16 And so, one of the things that we focused  
17 on, too, was not just the schools, but, you know,  
18 some of the community centers and things that the  
19 kids actually -- you know, where they spend a lot  
20 of their time during the summer, because you  
21 don't necessarily have to be -- you know, the  
22 student can submit it, not on behalf of the  
23 school, but on behalf of the student.

1           So, the schools become the venue, if you  
2 will, for us, an outlet -- or an inlet -- for us  
3 to get the information to the student. But once  
4 they're out of the schools, we have to think of  
5 some creative ways to get -- the date of the game  
6 we have a little less control over, but, you  
7 know, we make do with the hand that we're dealt,  
8 so --

9           CHAIRPERSON BLACKBURN: Do you recall  
10 the number of submissions to the contest last  
11 year?

12           MR. SMITH: This is the first time  
13 we're doing this -- the contest.

14           CHAIRPERSON BLACKBURN: But didn't  
15 you have an essay contest --

16           MR. SMITH: Yes.

17           CHAIRPERSON BLACKBURN: -- last year?

18           MR. SMITH: So, on -- as part of MLK  
19 in January, if you guys remember, so every year,  
20 obviously, we do the MLK Celebration, so we  
21 adopted the essay contest in partnership with IBE  
22 for that.

23           Submissions hovered around -- well, two

1 years now, it'll be the third year this year -- I  
2 want to say always around a hundred. Last year  
3 was more, I think. The first year was probably  
4 around ninety. Last year was around a buck  
5 thirty, somewhere around that. And so, you know,  
6 we're pushing to get that --

7 CHAIRPERSON BLACKBURN: Right.

8 MR. SMITH: -- get those numbers up  
9 as well. Anything you guys can do to help  
10 promote it would be more than appreciated.

11 Now, I will say, too, we're excited  
12 about -- even though the numbers aren't  
13 exorbitant so the quantity is not necessarily  
14 high, the quality is excellent. We've -- the  
15 winners that have been selected in the past  
16 couple of years have been tremendous, and we've  
17 been able to -- and it's not just an essay  
18 contest. It's a writing, media, performance  
19 contest as well, being able to say what you're  
20 saying.

21 We've had an essay when -- this will be  
22 the fourth year, because the first year we had a  
23 painting that depicted MLK and the struggle that

1 went on. So, you know, we're excited about the  
2 quality of the submissions from the students  
3 around the state. So, we're excited about that.

4 Anything else?

5 COMM. GIDNEY: I just want to say  
6 you've become a regular fixture on our Wayne  
7 County public-access cable. They are running the  
8 shows in the Richmond area, so --

9 MR. SMITH: Well, good. I appreciate  
10 that. So, I was actually -- a good segue. So,  
11 we have the One Indiana program. If you haven't  
12 had a chance to see it, I encourage you to tap  
13 into your local public-access channels. Don't  
14 make fun of me; all right? So, I am the host of  
15 these, for now, anyway.

16 But it gives us an opportunity to promote  
17 not just what the Commission has going on, but a  
18 lot of things that are going on in various  
19 communities throughout the state, and address  
20 whatever issues that might be popping up. So, I  
21 want to, on the record, just say that we are  
22 continuing that piece.

23 We've partnered with Kelly Vaughn, and



1 we'll be using her studios as well to help boost  
2 up the show and beef it up and add a few more  
3 bells and whistles to what we already have going  
4 on, and excited about the opportunity to do so as  
5 well.

6 We're talking to a few other stations to  
7 have it picked up, and hopefully we can get that  
8 thing to grow to the point where, you know,  
9 somebody comes in and says, "Hey, Jamal, you're  
10 not good enough to be the host anymore. We need  
11 somebody a lot better than you." So, that would  
12 be awesome. We're getting a lot of good feedback  
13 from that piece. It has certainly helped in a --  
14 I think, a creative way.

15 It's assisted our education and outreach.  
16 You know, one of the things, if you guys recall,  
17 when I first came in, I was not a big fan of  
18 spending money just to have an exhibit booth and  
19 sit behind a table and hand out trinkets; right?  
20 So, we wanted to do some different things to  
21 reach out to the people of Indiana, and I think  
22 things like the One Indiana program and the Civil  
23 Rights Game is certainly giving us an opportunity

1 to do so. So, hats off to the staff. They've  
2 done a great job of thinking out of the  
3 proverbial box and putting the Commission in a  
4 good position.

5 So, any other questions or thoughts on  
6 that piece?

7 (No response.)

8 MR. SMITH: The newsletters will  
9 continue to go out, and so, one of the things  
10 that we're looking to do is kind of intertwine  
11 the One Indiana programming with the newsletters.  
12 We typically -- we film those usually on the same  
13 day anyway, so we're looking to kind of  
14 intertwine those pieces and send them out.

15 It's still up in the air. One of the  
16 benefits when sending out the newsletter is those  
17 little videos snippets that we do are 30 seconds,  
18 60 seconds long, and we don't want to belabor the  
19 point by going too long with that piece. So, if  
20 the guys can figure out a way to cut and edit and  
21 still mesh them all together, then we'll do so.  
22 So, I just want to give you guys a heads-up on  
23 that piece.

1           With that said, that pretty much  
2 concludes. I just want to reiterate the fact  
3 that we are closing out the fiscal year. We  
4 received some directive to stay away from what  
5 they call the "June balloon," which has never  
6 really been my precursor anyway. The idea behind  
7 that is: Typically, when you're approaching the  
8 end of your fiscal year, people tend to just try  
9 to spend whatever they can just to get rid of  
10 money, which is completely absurd. It's not the  
11 correct thinking for me, but --

12                   COMM. RAMOS: I agree.

13                   MR. SMITH: So -- and there are lots  
14 of -- my point in saying all of this, there's  
15 lots of eyes watching what's being spent and sent  
16 out in the next 30 to 45 days.

17                   No worries on behalf of the Commission.  
18 We are in good shape, and more than -- more than  
19 what we need to get done what we need to get  
20 done, so I'm excited about that.

21                   Any questions for me -- or any other  
22 questions?

23                                   (No response.)

1 MR. SMITH: Hearing none, I'll get  
2 back to my seat.

3 CHAIRPERSON BLACKBURN: Thank you  
4 very much. We're excited about all that you're  
5 doing, and glad to have you here at the meeting.  
6 I know very often you're on the road --

7 MR. SMITH: Uh-huh.

8 CHAIRPERSON BLACKBURN: -- doing all  
9 of the stuff that you just reported.

10 MR. SMITH: Yes, ma'am.

11 CHAIRPERSON BLACKBURN: Thank you. I  
12 know I'm not the only one who enjoys the e-mail  
13 blasts to find out what's going on during the  
14 week, and we thank you for that, too.

15 Are there any other announcements?

16 (No response.)

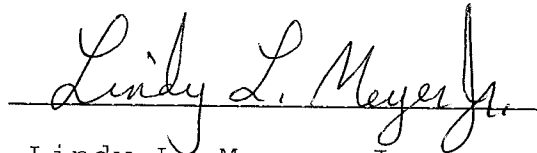
17 CHAIRPERSON BLACKBURN: Hearing none,  
18 this meeting is adjourned.

19 - - -  
20 Thereupon, the proceedings of  
21 May 30, 2014 were concluded  
22 at 12:15 o'clock p.m.  
23 - - -

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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, May 30, 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.

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