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| MINUTES | Thursday, November 12, 2020 at 12:00 PM |  |
| Human Relations Commission Meeting | Commission Room 1st Floor—City Hall 224 West Ninth Street Sioux Falls, South Dakota or by teleconference at (605) 367- 8898 Ext 8898 Code 536-8505 | |

BOARD MEMBERS PRESENT: Alex Ramirez, Nassir Yemam, Bill Wood, Ryan Chase **BOARD MEMBERS APPEARING BY PHONE:** Megan Grode Wolters, Anny Libengood, Karen Gourley, Megan Myers

STAFF PRESENT: Beth Jost, Daniel Haggar, Sharla Svennes

CALL TO ORDER

A quorum being present, the meeting was called to order at 12:07 p.m.

APPROVAL OF MINUTES

A motion was made by Libengood and seconded by Wood to approve the minutes from the October 2020 meeting.

BUSINESS OR PENDING ISSUES BROUGHT BEFORE THE BOARD

Guest Speaker Terry Liggins from The Hurdle Life Coach: Terry is a career coach, community educator, consultant, and SD ACES and Resiliency Master Trainer who provides crisis support and advocacy driven by his personal experience. Terry has successfully navigated community re-entry after incarceration, and he has taken his experience and turned it into The Hurdle Life Coach. Terry works full-time as re-entry coach providing support for those re-entering society from incarceration. Terry explained that he uses a trauma informed approach. Terry shared his five belief statements and also talked about the six tenants to trauma informed care. Terry offered to come back and present on trauma informed care in the future. Ramirez asked if he is able to work with people who are still in prison. Terry said not currently, but that is something he hopes to do in the future. Terry also discussed a potential adult diversion program he would like to see in the community in the future.

Introduction of New Commission Members: Two new commission members, Nassir Yemam and Ryan Chase, introduced themselves to the group. Haggar also introduced Sharla Svennes who will be taking over his position.

Future Guest Speakers and Community Outreach Ideas: Ramirez asked the group to let Jost know if they have any ideas for future guest speakers.

Ramirez shared with the group an email he received regarding an incident that happened downtown Sioux Falls where someone was verbally attacking an African American man and using racial slurs.

Ramirez said he is wondering if these incidents are starting to increase and if there is something the commission can do. Wood said in the past there was press conference regarding a similar situation. Ramirez said he would like to do something, possibly a public announcement that shows the commission stands for equality. Ramirez would like discussion at the next meeting about what can be done.

Ramirez also brought up a reward or celebration like the commission has done in the past to celebrate people in the community who are doing positive things. Ramirez suggested the commission could get letters of recommendation and could choose people to receive an award. Wood moved to table the discussion and continue it at the January 2021 meeting. Myers seconded the motion and the vote was unanimous to discuss in January ways that Human Relations can be promoted in Sioux Falls.

Ramirez also talked about the ability to do something on Facebook or the Human Relations website, such as streaming the guests that speak at meetings. Haggar explained the City does not want individual boards to have their own Facebook page, and BryAnn Becker, Mayor's Office Communications Coordinator, expressed an interest in talking to the commission about how the website can be used to promote what the Human Relations Commission is doing.

Wood suggested that in the past the commission did not meet in December, and they gathered to have an end of year celebration instead. He added we could have a potluck or some different food.

HUMAN RELATIONS DIVISION STATISTICS

There are currently 48 active discrimination cases, and the top three bases are race, disability, and retaliation. In October the Human Relations Office had 74 walk-ins or phone calls regarding housing, and 54 regarding employment.

CIVIL RIGHTS UPDATE

10/26/20 - The Justice Department reached a settlement with the City of Houston in a lawsuit alleging sexual harassment and retaliation against two female firefighters. The city agreed to pay one of the women \$275,000 and the other \$67,500 and the city must provide training to certain supervisory staff and provide proof of compliance for one year.

10/15/20 - A man in Colorado pleaded guilty to federal hate crimes and explosives charges for plotting to blow up a synagogue in Pueblo, Colorado. The man met with undercover agents who provided him with inert explosive devices. His sentencing will be in January 2021.

11/04/20 - The Justice Department reached a settlement with Baltimore County, Maryland resolving a claim that the Baltimore County Police Dept. discriminated against African American applicants. The police department will be required to develop and implement hiring criteria that do not discriminate based on race, pay \$2 million in back pay to eligible African Americans who were previously denied employment, and hire up to 20 of the previous applicants.

PUBLIC INPUT

Terry Liggins added that he appreciated being here to hear about what the commission is doing, and anything that helps raise visibility is a progressive thought. Diversity benefits more than communities of color, and he likes seeing that it's something the commission is leaning into.

NEXT MEETING

December 10, 2020

ADJOURNMENT

A motion was made by Wood and seconded by Chase to adjourn the meeting.

Meeting adjourned at 1:08 p.m.

Respectfully submitted,

Beth Jost

Human Relations Specialist