

**Austin Human Rights Commission
Meeting Minutes, March 28, 2016**

Present: Richard Lemons, Shawn Martin, Miguel Garate, Raquel Imbert, Adam Pulchinski, Lia Culbert, Jessica Swanson, Jason Baskin, Andre Goodlett, and Trish Wiechmann (City Liaison)

Absent: None

Commissioner Lemons called the meeting to order at 6:19 pm after enough attendees for quorum.

1. **Citizens Address** – Dan Kane - Ann Bancroft was awesome!
2. **Adopt/Amend Agenda** – adopted, no changes
3. **Approval of January Minutes** – Minutes approved after correction from Raquel (no funds received from SMIF for Parent Empowerment Programs). Shawn moved to adopt, Jason 2nd. Motion carries.
4. **Treasurer's Report:** 2016 spent \$954.12 of \$4,500 budget (includes \$200 from Christ Church and \$50 from Riverland for Selma partnership)
5. **Reports & Discussion:**
 - A. APD Diversity/Inclusion Committee Report
 - Jason: Working with Riverland to establish a path from their police program to careers with APD. Riverland has a very diverse program, but does not translate to candidate pool for APD. Looking for reasons why. 25 students/semester, program is 4 semesters.
 - Miguel: Some internationals think they can't be an office in the US without being a citizen (confirmed by Trish). Or they want to return to their home countries.
 - Shawn: Will talk with Steve, head of Riverland program and former AHRC commissioner.
 - Andre: Is the issue that APD isn't entertaining these applications, or is it that the candidates aren't staying in Austin, either because they can't or choose not to?
 - Jason: APD has been receptive. Now will try to identify what barriers exist. Also looking at the Explore program marketing to minority populations in schools. Want the table in the lunchroom, with minority officers present if possible
 - B. Update on Committee Progress from Fall Planning Meeting
 - **Education:** Will meet in April. Jason went to St. Paul regarding early childhood education. Raquel reminds that we'd like to focus on expecting mothers, so -5 months to 5 years range, as opposed to 0-5 years range. Discussion around getting through 9th grade as imperative for best chance at graduation. Discussion around alternative schools.

- **Access to Money & Power:** Voting – League of Women Voters is disbanded. Question: Is the bigger problem that people can't vote, or that they can but don't? Maybe can check Fairbault or other similar communities as benchmarks and then set a goal – increase voter participation by 2%? State demographer potential resource for pulling data into reports.
- **Trafficking:**
 - i. April is Sexual Assault Awareness month. Jessica moved that AHRC approve \$125 or less for 5 awareness ads in Austin Daily Herald, Jason 2nd, motion carried. Richard will send info to the paper, and also to Adam for Facebook.
 - ii. Student training pilot complete, but will likely not roll out until next school year. Shawn mentioned that cross-pollination may be possible with criminal justice explorers group.
 - iii. Chosen viewing Wed 4/27 at Hormel Home. Flyers ready and translated into Spanish, viewing and discussion in Spanish, Carla will translate for final sharing together.
 - iv. Sexual Assault Prevention Program in Austin – brainstorming meeting with Hannah Lineido (MNCasa) and Laura Sutherland 5/4. Others to invite: Siebel, Parenting Resource Center, school counselors, school administrators (K-12 + Riverland), church pastors/religious leadership, Steve King, Tori Miller/Lana Hollarud, APD (Martha), Zonta, Lisa Kocer, Mayo, Mower Refreshed, Sandy Anderson, Gema. Richard will put together an agenda and define meeting goals.

C. **Condensed Brochure Status**

Bids out for translation. IMAA \$100 for French/Spanish, Tambla \$90 for Burmese. Jessica moved for \$200 approved toward translation of brochures, Adam 2nd, motion carried.

D. **Promotional Materials Concept**

Adam got pricing for T-shirts \$17 each. Jessica moved to approve purchase of 10 for AHRC, Miguel 2nd, motion carried. Everyone email Adam with T-shirt size and quantity if more than 1 is desired. Adam also got pricing for wristbands, magnets, pens – postponing conversation until next meeting.

E. **Community Conversations**

Next topic was poverty/socioeconomics; maybe ok to call it Access to Money and Power? Need one on education too. Subcommittees encouraged to consider for next meeting.

F. **MUA**

Women united in action – Richard will continue trying to contact HQ in San Francisco to ask about how to get something going in Austin that focuses on empowering minority women

G. Taste of Nations

Saturday 4/30 at El Parral. Going well – 50 tables, lots of interest. Good entertainment lined up with a family from Oaxaca playing music. Greek dinner the night before, Friday 4/29 at Senior Center.

H. Report on Ann Bancroft Event

Went well, March was women's history month. Lia lining up 2 young women who won the scholarships to present at AHRC in April. Richard will add to agenda. Andre reminds to note the race gap with students receiving scholarships.

I. Report on "Understanding the Condition of Poverty" training

Attended by Richard, Shawn, Adam. SE Cooperative – Pat Anderson, Fergus Falls. Certified trainer through Ruby Payne's poverty program. Addressed registers of language, hidden rules of survival, and family structure. Course is recommended for anyone working with kids. Could develop program for Austin. Richard and Miguel will discuss with Blandin team – Bonnie Rietz, Pam Bishop, Amy Baskin, Katie Baskin, Mary Jo Alexander, Diane Baker. Andre adds that we would need to include all major employers in Austin, and that we do a lot of poverty support, but not a lot of upstream poverty prevention.

6. New Business

A. Election of Officers

Jason will be new Chair, Jessica will be new Vice Chair, and Shawn will be Secretary

B. Chosen (see above)

C. Restrictions on use of funds

Ruled IJ and Autism request for funds inappropriate. Must benefit whole community. We will run all request for donations past the attorney for official ruling.

Other business

None

Meeting adjourned at 8:25pm. Next meeting Monday 4/25/16