



Meeting Record

Human Rights Board (HRB)	Date: February 23, 2015 Call to Order: 4:12 PM
---------------------------------	---

Attendees

Judith Ann	Maria Barth	Jason Blank
Marta Estevez	Miya Burt-Stewart	S.F. Makalani-MaHee
Gregory Milford	Ben Sorensen (via phone)	Michael Rajner
Vicki Rosenthal	Phyllis Shaw	Sandra Welch
Barbara Ann McGovern, Board Coordinator	Damaris Henlon, Asst. Cty. Atty.	

Members Absent

Rob Gillette	Jose Morera	George Pedlar	Leisa Wintz	Kenneth Stevenson
--------------	-------------	---------------	-------------	-------------------

Key Decisions

- 2/23/15 Agenda, adopted; 1/12/15 Meeting Minutes approved.
- Create a mission statement reflecting Board's powers (Human Rights Act, Sec. 16½-22), and develop annual goals.
- Include notice on Human Rights Section brochures advising complainants not to contact the Human Rights Board.
- Create an ad hoc Nominations Committee to accept Board nominations for 2015 recognition of Broward residents involved in human rights activities, and develop criteria for nominations.
- A community forum is planned for fall 2015.
- Board meetings will not be scheduled on federal holidays. Board meetings will commence at 4 PM. Bylaws will be updated to reflect the new meeting time.

Action Items

	Description	Resource	Status
1.	"How Your Complaint is Processed" flowcharts posted to website	Ms. McGovern	Completed
2.	<u>Provide current status:</u> <ul style="list-style-type: none"> Agenda Item #81, June 24, 2014, Commissioner Kiar, Ordinance amending 16½-33, Broward Code, which prohibits discriminatory practices in employment, to provide that the protections contained therein shall also apply to unpaid interns, volunteers, and other uncompensated workers in the workplace. Recommendation to County Commission to repeal religious exemptions in Human Rights Act relating to sexual orientation and gender identity or expression. [HRB Meeting 10/20/14; EGL Mem 12/31/14] Domestic Partnership Act "primary residence" amendment. [Agenda Item #12, County Commission Meeting 10/14/14; EGL Mem 10/29/14] 	Ms. McGovern	In progress

Discussion Points

- **STRATEGIC PLANNING FACILITATION:** Facilitator Ms. Ronnie Glotzbach, Bach Training and Development Corp. Ms. Glotzbach noted she is a contractor with the county for over 25 years. She advised that this first meeting would be an exploratory discussion on having a strategic plan and why one is needed; and she had reviewed the Board's mission statement and responsibilities. Ms. Glotzbach directed a question to the Board: What is the real authority of the Board? Responses: Hear discrimination case; make recommendations to the County Commission on human rights issues; recommend additional funding for the Office of Intergovernmental Affairs and Professional Standards; provide technical assistance to further compliance with the Human Rights Act; and Ms. Glotzbach added education and outreach. Your powers illustrate what you can and cannot do. She explained it would be more productive to focus on the mission and create a vision of where this Board is going within your stated responsibilities; and then decide on annual goals. Ms. Glotzbach suggested looking at the enumerated powers, taking into account the limited time each member has, and focusing on what this Board really has the responsibility to do. It is difficult to create a strategic plan when you are only in an advisory role, as is this Board. Ms. Glotzbach reiterated that the mission statement is core to what you do and who you do it for, and suggested the Board create a slogan. The members will then buy into this and own it, and the decisions made will support it. She noted the term limits of Board officers and that this is a hindrance to a strategic plan which is for a five (5) year period. Ms. Glotzbach suggested the most realistic approach for this advisory board is to solidify a mission statement in line with the responsibilities and set annual goals. Ms. Glotzbach advised there should be input from the full Board -- the input and the essence of what that mission is.

Mr. Blank, Ms. Barth and Mr. Makalani-MaHee will provide a rework of the mission statement and will be part of a bylaws committee. Ms. Shaw stated the entire Board must participate in the update of the current bylaws. Ms. Glotzbach suggested the mission statement be drafted, brought back to the Board for review, get their input and modify it, and then look at what your primary goals may be going forward – two or three goals.

- **HUMAN RIGHTS SECTION: Presentation on “How to File Your Complaint”**

Ms. McGovern introduced Mr. Matthew Cohen, Equal Opportunity Officer. He reviewed the two “How Your Complaint is Processed” flowcharts: Housing / Employment and Public Accommodations. Mr. Blank inquired if the flowcharts were posted for public access. Ms. McGovern will post on the website. Ms. Gina Duncan, Equality Florida, asked how consistent the process is throughout the state. Mr. Cohen advised that Broward County has one of the most expansive ordinances for affording protections to individuals.

- **LITIGATION REPORT:**

No updates from the last litigation report presented at the January 12, 2015, meeting.

- **CHAIR'S REPORT:**

Request to Mayor Ryan for an American flag, only for scheduled board meetings. Discussed the Board's recommendations to the County Commission in October 2014, concerning amendments to the Domestic Partnership registry. The Mayor will bring this back to the County Commission agenda. There will be a Motion to Direct the County Attorney to draft an ordinance; notice of public hearing; and two public hearings on the ordinance agenda item. Mr. Rajner suggested that a notice be added to the Human Rights Section brochures advising that if an individual has filed a complaint with the Human Rights Section, they should not contact the Human Rights Board.

- **BOARD COORDINATOR'S REPORT**

- Black History Month News Release published on February 20, 2015.
- Proposed Amendment to Human Rights Act to repeal religious exemptions is before the County Commission, per Mr. Labrador's memorandum of December 31, 2014.
- Domestic Partnership Act relating to residency requirement is before the County Commission, per Mr. Labrador's memorandum of October 29, 2014.

Follow-up for 4/13/15 Board meeting: Protections contained in Sec. 16½-33, Broward Code of Ordinances, shall also apply to unpaid interns, volunteers, and other uncompensated workers in the workplace. Ms. Burt-Stewart stated that interns may be protected under the Department of Labor guidelines and may provide more protections than we can provide. Mr. Rajner responded that the Board voted unanimously to support Vice Mayor Kiar's agenda item.

- **NEW BOARD APPOINTEE:** Dr. Miya Burt-Stewart. Previously a member of the Human Rights Board and is pleased to

rejoin the Board.

• **OLD BUSINESS**

Outreach Committee Proposals Adopted by the Board at the October 20, 2014, Board meeting

- Broward 100 – Inside Out Photo Installation: A group message must be submitted on the Inside Out application along with a proposed location and date for the group photo. Suggested locations: Fort Lauderdale beach, New River, downtown Hollywood, or the court house – these are landmarks for our county. To be discussed at the April 13, 2015, meeting.
- Recognition of up to 20 Broward residents involved in human rights to accompany the Human Rights Day proclamation presentation on June 9, 2015. Discussion followed. The recommendation was five nominees to be honored in 2015. Mr. Rajner’s preference was for the community to provide nominations. Ms. Welch noted her concern of timeframe. Mr. Rajner suggested announcing a request for nominations at the proclamation presentation. Ms. Rosenthal noted her concern as to the number of proposed nominations. Suggestion by Mr. Blank to create an *ad hoc* Nominations Committee; the members submit nominations; the Nominations Committee presents a slate of up to five nominations, each of whom meet the defined criteria; and the Board will then vote to select the 2015 honorees. Ms. Shaw to Chair Nominations Committee.
- News Release Encouraging Invitation of HRB to Events: To be discussed at the next Board meeting.
- Community Outreach Forum: Human Rights Board/Human Rights Section to meet with communities to educate them about the Human Rights Act. Mr. Rajner would like to schedule this soon after the proclamation presentation in June. This will be discussed at the next Outreach Committee workshop. Board consensus to schedule a forum in fall of 2015.

Status of Outreach Committee: Mr. Rajner suggested doing away with this committee and utilize an ad hoc committees or outreach events. **MOTION** by Ms. Shaw to bring this topic for discussion to the next Board meeting. Seconded by Mr. Blank. *Passed Unanimously.*

MOTION by Ms. Shaw to extend the meeting for fifteen (15) minutes. Seconded by Ms. Rosenthal. *Passed Unanimously.*

Domestic Leave Entitlement for Victims of Domestic Violence: This item will be discussed at the next Board meeting.

2015 Board Meeting Schedule: **MOTION** by Mr. Blank not to schedule Board meetings on federal holidays. Seconded by Ms. Ann. *Passed Unanimously.* **MOTION** by Ms. Shaw to convene Board meetings at 4:00 PM, beginning with the next meeting on April 13, 2015. Seconded by Ms. Rosenthal. Vote taken: Yes – 7; No – 3. *Motion Passes.* **MOTION** by Mr. Blank to adopt the meeting schedule based on the new time of 4:00 PM. Seconded by Ms. Shaw. *Passed Unanimously.*

• **NEW BUSINESS**

Ad Hoc Committee for Bylaws and Policies and Procedures

MOTION by Mr. Blank to table appointment of a Bylaws and Policies and Procedures Committee. An ad hoc committee was created for the mission statement and Mr. Blank will draft language for the meeting schedule. Seconded by Mr. Makalani-MaHee. *Passed Unanimously.*

- **PUBLIC INPUT:** Ms. Gina Duncan, Equality Florida Statewide Transgender Inclusion Director. In 2014, formed the Transgender Inclusion initiative titled “TransAction.”

• **BOARD MEMBER ANNOUNCEMENTS**

- February 24, 2015, 6 PM, *History of Black History through Broward County*, Broward Center for Performing Arts.
- February 24, 2015, 7 PM, “Know Your Rights: Trans Protections in Broward County,” Pride Center.
- March 27, 2015, 3 PM, “Women 4 Women” Community Conversation, African American Research Library.

MOTION to adjourn by Mr. Blank. Seconded by Ms. Shaw. *Passed Unanimously.*

With no further discussion, the meeting was adjourned at 6:21 P.M.

The next scheduled Board meeting will convene:

**Monday, April 13, 2015, 4 PM -- Annual Training 3 -4 PM
Governmental Center, Room 301**

These minutes are summarized from the recorded compact disk of the Human Rights Board Meeting. If any Board Member or other party would like more detailed information about the contents of these summarized minutes, the compact disk will be available by contacting the Human Rights Section at 954-357-7800.