



Office of the County Administrator
PROFESSIONAL STANDARDS / HUMAN RIGHTS SECTION
 115 S. Andrews Avenue, Room 427 • Fort Lauderdale, Florida 33301 • 954-357-6500 • FAX 954-357-6573

Meeting Record

Human Rights Board (HRB) Meeting	Date: February 11, 2019
	Call to Order: 4:02 PM

Attendees

Miya Burt-Stewart	Michael Berger	Eileen Davis-Jerome	Michael Rajner
Marta Estevez	Sonya Etessam	Ellen Feiler	Julie Fishman
Michelle Jones	Tennille Decoste	Justin Nepola	Laura Munoz
David Barkey			
		Tabitha Stevens Board Coordinator	Adam Katzman Assistant County Attorney

Members Absent

Johnny Sells	Gregory Milford		
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Key Decisions

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Action Items

#	Description	Resource	Status
1.	Staff Recommendation to Human Rights Board related to CEDAW	Human Rights Staff	In Progress
2.	SunServ Technical Assistance for Employment Discrimination for Transgender Community	Human Rights Staff	In Progress
3.	Human Rights Brochure Updates	Human Rights Staff	In Progress
4.	Hearing Panel Clarification/Intro to Hearing Panel Training	Human Rights Staff	In Progress
5.	Racial Equity vs. Equality Training	Ms. Fishman	In Progress

- CALL TO ORDER / PLEDGE OF ALLEGIANCE / ROLL CALL**
- INTRODUCTION OF NEWLY APPOINTED MEMBERS**
 Newly appointed Board member, Laura Munoz, introduced herself and advised that she was happy to be a part

of the Board. Ms. Munoz was appointed by Commissioner Beam Furr.

3. ADOPTION OF AGENDA

On Motion of Ms. Decoste, seconded by Commissioner Fishman, and unanimously carried, the Human Rights Board adopted the agenda, as amended.

4. APPROVAL OF BOARD MEETING MINUTES

On Commissioner Fishman's Motion to approve minutes, as amended, seconded by Ms. Feiler, passed unanimously.

5. REPORTS

a. CHAIR/VICE CHAIR REPORT

Mr. Rajner advised that he and Commissioner Fishman continue to meet regularly to assist things with moving along.

b. HUMAN RIGHTS SECTION REPORT

Intake Process: Ms. Stevens gave a brief overview of the intake process to the Board. Ms. Feiler requested to know if there was an informational card that have been updated to reflect changes in the Human Rights Act and changes in the Section. Staff provided there was palm card developed to reflect the new protections under the Act. Staff advised that those brochures are available, along with promotional items.

Human Rights Day Proclamation: Staff advised that Human Rights Day is June. Each year, the previous Board Coordinator would do a proclamation. It was suggested that the item be placed on the Commission meeting agenda for the June 11, 2019.

Quarterly Report: Staff also advised that the quarterly report was available for review.

c. LITIGATION REPORT

Mr. Katzman advised there was no update on litigation report

d. COMMITTEES: OUTREACH, CEDAW, HEARING PANEL ORIENTATION

Mr. Rajner requested a consensus on a possible date for the Outreach Committee meeting. Mr. Rajner advised that he is the acting Chair for the Outreach Committee, and that he would send some possible dates for the Outreach Committee meeting on February 12, 2019.

Commissioner Fishman advised that the CEDAW Committee would be meeting on February 28, 2019, at 10 a.m. Ms. Munoz requested to join the CEDAW Committee meeting. In addition, Ms. Decoste also requested to be added to the CEDAW Committee as well.

Mr. Rajner that his concern, related to Hearing Panels, was that members who had not been trained and could potentially be selected to serve on a hearing panel. Ms. Feiler suggested that members who are familiar with the process mentor those who are not as familiar. Hearing Panel Committee will meet on an as needed basis.

6. UNFINISHED BUSINESS

7. NEW BUSINESS

a. BY-LAWS

iii. Racial Equality Presentation: As Sue Gallagher, Children Services Council, presented to the Board a Racial Equality presentation to the Board and offered options to the Board, such as a one, two, four- or eight-hour course, which there is no charge for, and can be conducted on-site.

The Board scheduled the two-hour Racial Equality training on May 24, 2019, at 2 p.m. Location will be determined.

i. Amending Section Meetings

On a motion by Ms. Decoste, seconded by Dr. Davis-Jerome, to amend the Human Rights By-Laws to remove "Director" and replace with "Manager", passed unanimously.

In addition, on a motion by Ms. Feiler, seconded by Commissioner Fishman, to amend **Article VI, Section 11**, to read "if a meeting falls on a religious holiday the Board member may request the meeting be rescheduled" and "the Board shall meet no less than once quarterly on a Monday at a place designated by the Human Rights Section", passed unanimously.

ii. Discussion on Hearing Panels

The Board directed the Assistant County Attorney to draft the language related to the selection of boards members to serve on a hearing panel.

b. DISCUSSION ON POSSIBLE CREATION OF COALITION OF HATE CRIMES

Mr. Barkey provided that the State of Florida has a relatively good hate crime law, however, it does not cover gender, gender identity, or physical disability. Three years ago, the Florida Coalition on Hate Crimes was formed, whose mission is to secure amendments to hate crime law that may be comprehensive and to fix the gaps in the law. SB940 and HB743 expands grounds for the reclassification of crimes to include gender, gender identity and replaces the term mental or physical disability, with disability.

On a motion by Mr. Barkey, seconded by Mr. Berger, to requesting permission from the Board of County Commissioners, for the Human Rights Board and/or the Board of County Commissioners to join the Florida Hate Crimes Coalition, passed unanimously.

Mr. Rajner advised he would work with staff on getting the recommendation done.

iv. Discussion on competing legislation

Mr. Rajner advised that there three bills in the legislature, SB430, HB485 and SB438. The two bills amend the Florida Civil Rights Act.

On a motion Mr. Rajner, seconded by Ms. Feiler, requesting an legislative analysis of both legislations.

8. PUBLIC COMMENT

Ms. Florence, Gloria Boykin, and Danielle Hornbull advised that they were all in support of the CEDAW initiative by the Human Rights Board.

9. REQUEST FOR FUTURE AGENDA ITEMS/ ANNOUNCEMENTS/CONCERNS

Commissioner Fishman requested the Human Rights Board consider adding victims of human trafficking as a protected status. In addition, Dr. Davis-Jerome advised she'd like for the Human Rights Board to continue consider holding townhall meetings.

Mr. Rajner advised that during the Chair and Vice Chair meeting, it was discussed having meetings around the County for people to provide input on human rights related matters.

Ms. Jones also she would like to address how we can assist homeowners' associations whose rules have not been updated.

10. ADJOURNMENT

With no further business to come before the Board, the meeting was adjourned at 5:20 PM.

The next scheduled Board meeting will convene:

April 8, 2019, 4 PM

If any Board member or other party would like more detailed information about the contents of these summarized minutes, a compact disk will be available by contacting the Human Rights Section, 954-357-7800.