



MINUTES
 Monday, May 10, 2021
 6:00 pm – 7:30 pm
Virtual Meeting
 via Zoom

MEMBERS PRESENT	STAFF
David LaBarre	Melvyn Blackwell, Intake Specialist
Ellis Driver	Annette Moore, Director
Ana Garcia-Turner	
Tomeka Ward-Satterfield	
Stephanie Harrell	
Allison Mahaley	
Frances Castillo	
Dion Graham	
Samantha Beecham	

MEMBERS ABSENT
GUESTS

- I. **Call to Order** – *Frances Castillo, Chair*
 - A. Commissioner Frances Castillo called the meeting to order at 6:08 pm.
- II. **Minutes Approval** – *April 12, 2021*
 - A. Commissioner Ellis Driver motioned for the minutes from April 12, 2021, HRC meeting to be approved. Commissioner David LaBarre seconded the motion. All were in favor of approving the minutes.
- III. **Executive Committee Report**
 - A. Commissioner Francis Castillo discussed the Planning Committee Form (PCF) that the HRC adopted at the last meeting. HRC members were fine with moving forward on their decision to utilize the form.
 - B. Commissioner Harrell and Commissioner Castillo reported on the Carolina K-12 concerning the Pauli Murray lesson plan program. They noted how Professor William Sturkey and Professor Kathy Williams are scheduled to be the speakers. The HRC decided to have the event on September 23, 2021, from 5 pm-6:30 pm. The event will be recorded. The program will need financial support from the HRC, allowing Carolina K-12 to facilitate the programming. Commissioner David Labarre volunteered to be the liaison for Carolina K-12. Commissioner Harrell will connect Ms. Christie Norris and Commissioner Labarre.

- C. Commissioner Castillo motioned for the HRC to request Human Rights & Relations (HR&R) staff to provide funding for the Carolina K-12: Pauli Murray Lesson Plan program. Commissioner Labarre seconded the motion. All were in favor.
- D. Commissioner Castillo discussed the progress on the prepared response to the Derek Chavin trial conviction. She explained how the subject is collective trauma and how communities respond to it. She noted how the committee reached out to the Orange County Health Department Director, Ms. Quintana Stewart, and received resources on the subject. Commissioner Castillo explained how this took ideas and thoughts of the writing to highlight mental health and COVID-19 impacts on communities.
- E. Commissioner Castillo announced a bystander trainer that is posted on the HRC's Facebook page. She encouraged everyone to share the post and training.

IV. County Updates

- A. Ms. Annette Moore noted how many things in the County are being centered around Equity. She discussed a presentation presented by both Orange County (the County) school boards for the County Manager that occurred a couple of weeks ago. Ms. Moore shared how they discussed equity and the impacts of COVID-19, and what resources people are requesting.
Ms. Moore will email the presentations to HRC members. She will also resend the Orange County-wide Racial Equity Framework to HRC members.
- B. Ms. Moore highlighted how the County has been recognized for its practices of making courtrooms more equitable. She explained how the state will be sending out a refined report of practices different jurisdictions are taking to make court rooms more equitable. She will share this with the HRC as she receives it.
- C. Ms. Moore announced the County would be moving from Cardinal Innovations and looking to move to Alliance Healthcare System. In addition, there will be a Townhall on May 12, 2021, discussing mental health issues and how to respond to crises. She will share this information with the HRC.
- D. Ms. Moore provided updates about HR&R. She reported how the Eviction Diversion program has had over 200 cases and is going well. She also reported how there are still Fair Housing cases being received, and the current cases are going well. She also noted how she plans to re-open applications for the Civil Rights Specialist position. She explained how the show wanted to look at more candidates to ensure a good fit for the position.

V. HRC Events & Committee Reports

- A. Recommendations for Commission for the Environment Applications
- B. 1. Mr. Bouma discussed that the initiative of this program is to provide grant funding to environmentally conscious organizations. Well-designed and sustainable. He noted that the first round received seven (7) applicants and funded five (5) and a half of those projects.
- C. 2. Mr. Bouma discussed how the second round of funding is geared towards climate change and racial equity.
- D. Mr. Bouma reviewed the application. The HRC discussed the application and provided suggestions for the applicants to clarify where they get their data and population reach projections.

- E. 3. Ms. Annette Moore suggested applying the Government Alliance Against Race & Equity (G.A.R.E.) mythology to the application and its process. Mr. Bouma will incorporate some accountability questions concerning community engagement.
- F. 4. Commissioner Driver discussed the importance of streamlining applications and allowed multiple ways for applicants to submit (i.e., written applications). Ms. Moore warned HRC members of the possibilities of legibility issues and or penalties with handwritten applications. Mr. Bouma will open up his time and inform applicants that require technical assistance with completing the application to contact him.
- G. 5. HRC members suggested for the Social justice/Racial Equity score category be weighted heavier in evaluating the applications. Mr. Bouma will suggest that the Board of County Commissioners make incremental changes to the scoring rubric to have the Social justice/Racial Equity category are weighted heavier. For example, taking a point or two away from the Time of Completion scoring category.
- H. 6. Commissioner Driver inquired about the ways the application is being publicized. Mr. Bouma reported how the applications were shared amongst working groups and other committees in Orange County. He also explained that the Commission members for the Environment will be promoting out to their networks. In addition, the HRC, along with HR&R staff, will also assist with the application's promotion.

VI. Committee Reports:

1. Communications Committee

- a. Commissioner Harrell reported on the fliers for the Community Conversation and the Sub-committee is developing the structure of the event. The fliers for all languages except for Burmese have been published. Burmese fliers will be complete soon. She also invited HRC members to volunteer to be a moderator for the event.
- b. Commissioner Driver has booked a panelist to for the event. Commissioner Harrell and Commissioner Castillo are in discussions with securing another panelist.

2. Board Diversity Committee

- a. Commissioner Graham reported how the committee reviewed the data that was captured from last years' demographic surveys. They felt the like the questions need to be more disaggregate at a board level
- b. Commissioner Garcia-Turner commented how the committee would like to make this a yearly evaluation to track change. Commissioner Garcia-Turner highlighted that many surveyors skipped or did not answer the question asking about a board member's ethnic group.

3. Community Book Read Committee

- a. Commissioner Castillo announced that the event is scheduled for October 17, 2021, 3pm-4:30pm. She noted how the committee has not chosen a book, and is still process of deciding. The committee is looking to engage young people for this read.

VII. Other Business/Announcement/Upcoming Events

- A. Commissioner Castillo reported that Commissioner Mahaley was currently attending a school board meeting responding to equity practices in the schools. She will follow up with Commissioner Mahaley at the next meeting.
- B. Commissioner Graham discussed a virtual public hearing he attended regarding two members of Raleigh, NC's Police review board discussing their resignations. He explained that the main theme was mistrust of residents and the police department.

VIII. Adjourn

- A. Commissioner Castillo adjourned the meeting.
- B. NEXT VIRTUAL MEETING: June 14, 2021, call-in info to come