

**CITY OF LINCOLN, NEBRASKA
COMMISSION ON HUMAN RIGHTS
MINUTES**

THURSDAY, JULY 26, 2012
CITY COUNCIL CHAMBERS
555 S. 10TH STREET

The July 26, 2012 meeting of the Commission on Human Rights was called to order at 4:00 p.m. by Chairperson Gene Crump.

ROLL CALL:

The roll call was called and documented as follows:

MEMBERS PRESENT:

Commissioners: Bennie Shobe, Takako Olson, Wendy Francis, Sue Oldfield, Liz King and Gene Crump, Chairperson. Quorum present.

MEMBERS ABSENT:

Commissioners: Hazell Rodriguez and Mary Reece (arrived late).

STAFF PRESENT:

Director Kimberley Taylor-Riley, Angela Lemke, Nichole Hope-Bauman, Loren Mestre-Roberts and Janice Folkner.

APPROVAL OF JUNE 28, 2012 MINUTES:

A motion was made by Commissioner Francis and seconded by Commissioner Shobe to approve the minutes of the June 28, 2012 meeting as presented.

Hearing no discussion, Chairperson Crump asked for the roll call. Voting "aye" was: Commissioners Shobe, Francis, Oldfield, King and Crump. Abstaining was: Commissioner Olson. Motion carried.

APPROVAL OF JULY 26, 2012 AGENDA

A motion was made by Commissioner Francis and seconded by Commissioner Olson to approve the July 26, 2012 meeting agenda.

Hearing no discussion, Chairperson Crump asked for the roll call. Voting "aye" was: Commissioners Francis, Oldfield, King, Shobe, Olson and Crump. Motion carried.

CASE DISPOSITIONS:

LCHR No.: 11-1221-040-E-R

A motion for a finding of **No Reasonable Cause** on all allegations was made by Commissioner Francis and seconded by Commissioner Oldfield.

Discussion ensued. A question was asked as to why both African Americans that worked on Line 2 were denied getting an Apprentice. Investigator Lemke stated the supervisor said it was due to the fact the Complainant was still learning to repair the cars to the specifications and his partner was denied because the Apprentice works with both Journeymen together. Another question was asked why the General Foreman would threaten to pull a job rather than fill it. Lemke stated the Complainant said he felt it was because he didn't want a black man telling a white man what to do. Lemke further added she talked with several Union members and they felt it was because the company doesn't want the Union telling them what to do.

It was then asked if it is correct the Complainant resigned on his own without the Union present. Lemke stated that was correct.

Hearing no further discussion voting "aye" was: Commissioners Oldfield, Shobe, Olson, Francis, and Crump. Voting "nay" was: Commissioner King. Motion carried.

LCHR No.: 11-1227-041-E-R

A motion for a finding of **No Reasonable Cause** on all allegations was made by Commissioner Francis and seconded by Commissioner Olson.

Hearing no discussion voting "aye" was: Commissioners King, Shobe, Olson, Francis, Oldfield and Crump. Motion carried.

LCHR No.: 12-0228-008-E-R

A motion for a finding of **No Reasonable Cause** on all allegations was made by Commissioner Francis and seconded by Commissioner Oldfield.

Discussion ensued. It was asked if the Handbook was furnished to the employees in Spanish. Lemke stated to her knowledge it was not, but further stated the Team Lead explained to her that when new Spanish speaking employees are hired they are verbally told what the policies are in Spanish. Lemke also stated that one of the Spanish speaking witnesses testified she started the same day as the Complainant and they were both made aware of the policy in Spanish. It was asked if the Complainant's call would have been answered in Spanish had she called. Lemke stated that it would have been. It was asked who the Complainant spoke to when she called in. Lemke said the

Complainant spoke with a co-worker and was told to call the Office or the Supervisor. Lemke stated the Complainant's phone records showed that call was never made.

Hearing no further discussion voting "aye" was: Commissioners Shobe, Olson, Francis, Oldfield, King, and Crump. Abstaining was: Commissioner Reece. Motion carried.

OLD BUSINESS:

A. World Refugee Day

Loren Mestre-Roberts reported the World Refugee Day held on June 30, 2012 at Park Middle School was a great success. A thank you went out to Commissioner Shobe for attending and giving the opening remarks in welcoming the refugee community to Lincoln.

Loren added that the World Day on the Mall is coming on September 20, 2012 and will be held at the Pershing Center. Commission on Human Rights will be having an educational booth and all are welcome to attend.

NEW BUSINESS:

A. Budget Update

Director Kimberley Taylor-Riley stated the budget process has started. A position for a half-time clerical person is hopefully going to be approved and voted on in the very near future.

Kim further shared that the plans for the 2013 Conference has begun. The Conference date is anticipated to be April 23 & 24, 2013. Feelers have been put out for speakers and have received some responses. Kim asked if anyone has any suggestions or recommendations for a speaker to please let her know.

Nichole Hope-Bauman informed the Commissioners this will be her last Commission meeting as a AmeriCorp representative. Nichole shared some of her experiences she has had through AmeriCorp and thanked the Commissioners for the opportunity of working with the community and the Commission.

PUBLIC COMMENTS: None

Next Meeting: The next meeting will be held on Thursday, August 30, 2012 at 4:00 p.m. in the City Council Chambers at the County City Building at 555 S. 10th Street.

ADJOURNED: The meeting adjourned at 4:26 p.m.