


MEMORANDUM

Subject: *Annual Report*

To: **Mayor Bill Wells and Members of the City Council**

Cc: Matt Mattingly, City Administrator

From: **Jody Cofer Randall, Chair** 
City of Murray Human Rights Commission

Date: **May 23, 2014**

Please receive this memorandum as the City of Murray Human Rights Commission's *Annual Report* required by *Ordinance 32.15.D*. This annual report consists of activities from July 1, 2013 through June 30, 2014 (June 2014 activities are projected given this report's date of preparation).

This annual report includes the following:

- *Commission* Membership Page 1
- Brief Monthly Activity Summaries Page 2
- *Commission's* Relationship with City Management Page 6
- Priorities for the 2014-2015 Fiscal Year Page 6

COMMISSION MEMBERSHIP

The *Commission* membership as of May 15, 2014 consists of the following:

Member	Term Expires
Linda Cherry	10/24/16
Brian Clardy#, Ph.D.	10/24/15
Paula Compton	03/14/17
Tung Dinh	10/24/14
Peggy Munke, Ph.D.	10/24/15
Connie Payne	10/24/15
Jody Cofer Randall*	10/24/14
Jane Shoemaker	01/14/17

* *Chair*

Treasurer

BRIEF MONTHLY ACTIVITY SUMMARIES

The year began with a continuation of the *Commission's* "Bully Free Community Education Campaign" and an effort to update the City's *Human Rights Ordinance* (*Ordinance 32.10-18*).

July:

- The *Commission* engaged John Hopkins, Cheri Theatres, to serve as an ambassador to the business community of Murray as part of the "Bully Free Community Education Campaign."
- Members of the *Commission* met with members of the Rotary Club of Murray's Executive Board to build awareness and support for the campaign. At this meeting, the *Commission* was extended an invitation to arrange a program for presentation at Rotary's August meeting.
- Administrative revisions were proposed and supported by the *Commission* to the City's *Human Rights Ordinance*. These revisions included staggered terms and service compensation.
- The *Commission* engaged Murray State University Athletics Department regarding the possibility of developing an anti-bullying video, as well as other forms of communication, that would utilize recognizable athletes in the community.

August:

- The *Commission* hosted a presentation and discussion with invited business leaders pertaining to bullying. Dr. Allan Beane, Bully Free Systems, presented on workplace bullying and prevention strategies. Business leaders in attendance included: John Hopkins, Cheri Theatres; Jim Foster, Culver's; Cami Duffy, Executive Director, Office of Institutional Diversity, Equity and Access, Murray State University; Keith Travis, Murray Calloway County Hospital; and Lisa Satterwhite, Murray Calloway County Chamber of Commerce.
- The *Commission* received a copy of the City's draft policy on workplace bullying by Cathy Morris, Human Resources Director, and was given the opportunity to provide feedback on the draft policy. Ms. Morris also invited members of the *Commission* and city personnel to participate in a webinar on bullying later that month.
- The *Commission* continued to work with Murray State University Athletics Department regarding the possibility of developing an anti-bullying video.

September:

- The *Commission* hosted a presentation and discussion for invited faith leaders entitled “7 Ways Churches Must Address Bullying.” Dr. Allan Beane, Bully Free Systems, made the presentation.
- The *Commission* heard remarks from Linda Avery, Character Counts Coalition, regarding that program and how it aligns with the *Commission’s* campaign.
- Chair Cofer Randall participated as an invited panelist, along with a student from Murray State University, in a panel on housing discrimination for the LGBT community.

October:

- The *Commission* joined Mayor Wells and Calloway County Judge/Executive Larry Elkins in proclaiming October to be Bullying Prevention and Character Counts Month.
- The *Commission* partnered with State Representative Kenny Imes to display the campaign logo on his digital billboard on Highway 641 at the northern edge of Murray for all to see as they enter/exit the City. This display continues today.
- The *Commission* partnered with Cheri Theatres to display the campaign logo prior to the showing of films. This display continues today.
- The *Commission* received an update from Mr. Mattingly regarding the *Commission’s* proposed revisions to *Ordinance 32.10-18*. The proposed revisions were sent to the City Attorney for feedback.
- The *Commission’s* efforts with Murray State University Athletics Department to develop a video and other items relating to anti-bullying unfortunately ended. The Department decided not to pursue to effort as a priority any further.
- Recognizing other needs in the community beyond those addressed by the ongoing Bully Free Community Education Campaign, the *Commission* identified poverty as the next interest area. Chair Cofer Randall exercised *Ordinance 32.18.C*. to establish a committee comprised of Ms. Cherry, Dr. Clardy, Dr. Munke, and Ms. Shoemaker.

November:

- The *Commission* made special note of Veteran’s Day and expressed appreciation for the men and women in uniform for their sacrifices to our country.
- The Committee on Poverty met.

December:

- Mayor Wells and Chair Cofer Randall attended a meeting of the Gentry House Board of Directors to learn of their decision to shut down. Representatives of the Gentry House Board of Directors were invited to address the Commission.

- The *Commission* received an update from Mr. Mattingly regarding the proposed revisions to *Ordinance 32.10-18*. He indicated the delay was due to the busy schedule of the City Attorney and there was no problem with the proposed revisions. He reiterated the ordinance was a priority.
- The *Commission* heard a report from the Committee on Poverty regarding their activities. Specifically, the *Commission* discussed data on free and reduced lunch rolls and dropout/graduation rates for area schools.
- The *Commission* heard remarks from Dr. Bogal-Allbritten, Chair, and Reverend Matt Bradley, Vice Chair, of the Gentry House Board of Directors.
- The *Commission* made special note of the passing of Nelson Mandela, anti-apartheid revolutionary, former president of South Africa, and great advocate of human rights.
- Mayor Wells, Chair Cofer Randall, and Judge/Executive Elkins met to discuss the Gentry House situation and develop a funding recommendation to be considered by the City Council and Fiscal Court.

January:

- Chair Cofer Randall addressed the City Council regarding the Gentry House and the funding proposal.
- The *Commission* received an update on the proposed revisions to *Ordinance 32* from the Chair. Chair Cofer Randall described the proposed revisions were last acted on by the Commission in April 2013 when they were tabled for further discussion. Chair Cofer Randall reported having met with Mr. Mattingly and developing a work plan which detailed components that must be in place in order to proceed with moving forward with updating *Ordinance 32.10-18*. The plan consisted of Chair Cofer Randall and Mr. Mattingly working through the components step-by-step ultimately resulting in the *Commission* receiving a final draft ordinance to approve and forward to the City Council for consideration.
- The *Commission* co-sponsored the annual Martin Luther King, Jr. Community Breakfast hosted on the campus of Murray State University. Mayor Wells offered welcoming remarks and Chair Cofer Randall presented the Mayor's annual proclamation recognizing the day. Ms. Cherry, Dr. Munke, and Ms. Shoemaker also attended.

February:

- The *Commission* continued discussions regarding the Gentry House.
- Mayor Wells recommended to the Gentry House that *Commission* members Ms. Cherry and Dr. Munke, along with a non-member, to join their Board of Directors.
- The *Commission* heard an update from Chair Cofer Randall regarding the work plan to move towards updating *Ordinance 32.10-18*. Chair Cofer Randall

indicated that the necessary elements needed to first be created and/or revised included bylaws, an intake process, and policies and procedures for handling complaints. Chair Cofer Randall reported on the framework under discussion with Mr. Mattingly included the designation of a Fairness Officer and Hearing Officer for the purpose of mediation/complaints. Mr. Mattingly also included that it made sense to merge the *Fair Housing Ordinance (Ordinance 157)* with *Ordinance 32.10-18*, as several cities in Kentucky had done something similar.

- The *Commission* heard an update from the Committee on Poverty and specifically began discussing “slum” housing and code enforcement.

March:

- The *Commission* heard an update from the Committee on Poverty.
- The *Commission* heard a presentation by Dr. Scott Byrd, Murray State University Sociology Program Director and member of the Gentry House Board of Directors. Dr. Byrd presented an overview of the relationship between the multidimensional economic factors and causes related to poverty in the United States and how everyday life is impacted. Dr. Byrd also presented information regarding Gentry House clientele, funding issues and the scarcity of affordable housing in Murray.
- The *Commission* recognized Shelby Bellah, Miss Kentucky High School America 2014, who presented an overview of her platform, which focused on bullying.

April:

- The Committee on Poverty met.

May:

- The *Commission* approved the adoption of bylaws.
- The *Commission* heard a report from the Committee on Poverty. Specifically, Ms. Cherry, Dr. Munke, and Ms. Shoemaker reported on their participation in the Kentucky League of Cities on economic development. The *Commission* reflected on the information discussed by the Committee members and decided the best way forward to build momentum on addressing poverty is through a lens of economic development.
- The *Commission* heard a report from Chair Cofer Randall regarding the recent Western Kentucky Roundtable for Human Rights Chairs hosted by the Kentucky Commission on Human Rights. Key areas of focus from communities around western Kentucky were discussed that included: addressing issues of socio-economic class, complacency, the lesbian, gay, bisexual, and transgender community, and building support throughout communities. Chair Cofer Randall also provided materials on various statistics impacting minority and

underrepresented communities, as well as a legal materials provided by the Kentucky Commission on Human Rights regarding the legal authority and powers of municipal commissions.

- The *Commission* also approved a recommendation sent to the Governor's Office for Boards and Commission calling for an increase in the prioritization of diversity on state boards and commissions. The *Commission* also communicated a commitment to work with the City administration to increase diversity on municipal boards and commissions. Chair Cofer Randall submitted a request for demographical information of all members of the boards and commissions appointed by the City of Murray.

For the remaining meeting of 2013-2014 fiscal year, the *Commission* plans to receive an update from the Committee on Poverty pertaining to their effects to connect their work with local economic development leaders and discuss data and possibly make recommendations regarding the diversity of Murray's boards and commissions.

COMMISSION'S RELATIONSHIP WITH CITY MANAGEMENT

Throughout this fiscal year, the *Commission* has received the cooperation of the City's management and all appropriate services and information was made available upon request. The *Commission* expresses specific appreciation to June Batts, City Clerk, for coordinating administrative support efforts for the *Commission*.

PRIORITIES FOR THE 2014-2015 FISCAL YEAR

As we begin to look towards the 2014-2015 fiscal year, the *Commission* is committed to continue to promote and secure mutual understanding and respect across all people in the City of Murray. While human rights work is never finished and plans can change, the *Commission's* priorities for the 2014-2015 fiscal year will be the following (listed in no specific order):

- Recommend the adoption of a revised *Human Rights Ordinance* that represents the diversity of Murray's citizenry to the Mayor and City Council;
- Continue to study the issue of poverty in the City of Murray and recommend a series of actions in support of addressing the issue; and
- Engage the community in a series of issue-based hearings on a wide-range of issues relating to daily life and diversity, such as:
 - Issues confronting women in Murray;
 - Lesbian, gay, bisexual, and transgender inclusion in school settings;
 - Issues confronting individuals with disabilities;
 - Ensuring equal opportunities for Murray's aging populations; and
 - Issues confronting immigrants in Murray.