

## MINUTES OF MURRAY HUMAN RIGHTS COMMISSION

June 9, 2014

4:00 P.M.

The Murray Human Rights Commission met in regular session on Monday, June 9, 2014 at 4:00 p.m. in City Hall's Council Chambers of City Hall with Chair Jody Cofer Randall presiding.

**Members Present:** Chair Jody Cofer Randall, Paula Compton, Dr. Peggy Pittman-Munke, Jane Shoemaker, Tung Dinh, Linda Cherry, Dr. Brian Clardy

**Members Absent:** Connie Payne

**Staff Present:** Matt Mattingly, June Batts

Chair Cofer Randall welcomed members and called the meeting to order at 4:00 p.m.

The Minutes of May 12, 2014 were presented for approval. **Dr. Clardy motioned** to accept the minutes as presented; **seconded by Ms. Shoemaker**. All members present were in favor of the motion.

### **Old business:**

Chair Cofer Randall stated there was nothing new to report regarding the Human Rights Ordinance Update.

Chair Cofer Randall asked for a report from the Committee on Poverty. Ms. Shoemaker stated she was anticipating a discussion with Mark Manning now that he and Aaron Dail had returned from Germany. She stated the Poverty Committee would meet with them and have a report for the July meeting.

Dr. Pittman Munke stated they would also meet with Town and Gown in June.

### **New business:**

Chair Cofer Randall presented the 2013 – 2014 Annual Report that was submitted to Mayor Wells on May 23 and will be submitted to the Council summarizing the past year's activities, listing priorities for the upcoming year, and stating relationship with City Management is positive.

Chair Cofer Randall presented HRC bylaw revisions for review by members and serving as the required one month notice to administration. He stated the only substantive change regarded the election of officers and the length of officer terms. He stated the city clerk could be the designated secretary; a non-voting member of the Commission.

Chair Cofer Randall presented a tentative 2014 - 2015 Issue Hearings Schedule for member review. He stated issues were chosen for relevance to Human Rights work in the City of Murray and by alignment to national recognition months. He asked members to chair individual hearings that would convene after regular meetings and could be held at appropriate venues other than City Hall.

Dr. Clardy volunteered to chair the February meeting which would be designated for African American issues.

Cofer Randall said he would send out a revised schedule. **Dr. Clardy moved** to accept the tentative 2014-2015 Issue Hearings Schedule; **Ms. Cherry seconded.** All members present were in favor of the motion.

Chair Cofer Randall presented the City of Murray Boards/Commissions Diversity Study. He stated the HRC was empowered by ordinance to commission studies and make recommendations. He said, in summary, out of 83 City appointments, 7% were defined as minorities, 64% of appointments were male and 35% were females; numbers which were out of balance with 2010 Census data for the City's population. He stated while not requesting quotas, the next fiscal year would bring 18 scheduled appointments in which an opportunity for increased diversity exists. He said that while the City has moved forward with appointing women and minorities on boards/commissions in recent years, the Commission could work behind the scenes to facilitate increase diversity and balance.

Dr. Clardy stated the issue is long standing and noted the city needed to be deliberately and expressly inclusive to make progress in this area.

Dr. Pittman Munke stated other minorities such as disabled citizens and seniors should also be included.

Members discussed other minority groups.

Chair Cofer Randall presented a resolution: While appointments to boards/commission rests with the mayor and City Council, the City of Murray Human Rights Commission recommends corrective action be made to increase the number of appointments of traditionally defined minorities and females while reducing the number of male appointments during the 2014 -2015 fiscal year, when eighteen appointments are planned. The Commission encourages diversity on boards and commissions beyond race, ethnicity, and sex. The mayor and City Council should continue to appoint people with varying age, gender, gender identity, gender expression, religion, sexual orientation, and socio economic status. We request that the City Administration provide an update to the Commission on the progress made to appoint additional diversity to boards and commissions in December 2014 and June 2015. **Ms. Shoemaker moved to support the resolution; seconded by Ms. Cherry.**

Chair Cofer Randall stated a letter would be sent to Mayor Wells including the resolution and noted no target was set, only an expectation that the gap would close.

Members discussed their support of the motion.

Mr. Mattingly stated Mayor Wells has worked hard and been instrumental in increasing diversity in City boards/commissions since his election. He also stated some appointments are selected by other entities and voted into office by council. He said the Commission might consider contacting these entities as well. He said matching appointments to skill sets for those willing to serve remains a challenge City administration is attempting to overcome through the City website.

Members discussed the diversity study and ways to support the Mayor and facilitate the process of increasing diversity on boards/commissions.

Chair Cofer Randall stated he would compose a letter on behalf of the Commission that could be sent to other community entities that influence the selection of members to City boards and commissions. He said the issue was not political, but was only about diversity on City boards and commissions. After discussion, Chair Cofer Randall called for a voice vote in which all members present were in favor of the motion.

Chair Cofer Randall asked members if any were interested in attending the Kentucky HRC Hate Crimes Advisory Committee Meeting on June 16, 2-4 p.m. in Louisville; Dr. Pittman Munke stated she was interested in attending.

Chair Cofer Randall invited member issues/comment. Hearing none, he stated that at a prior meeting that day, the MSU President's Commission on Diversity prioritized forming partnerships with the City and entities in the City to increase diversity awareness and efforts community wide. He said the President's Commission on Diversity was supportive of the HRC's Issue Hearings and may host/partner with HRC efforts in the future. He reminded members the next Human Rights Commission Meeting was scheduled for July 14th.

With no further business before the Commission, **Dr. Clardy motioned to adjourn; seconded by Ms. Shoemaker.** The meeting adjourned at 4:56 p.m.