

Mayor's Commission on Human Rights and Community Relations LGBTQ Equality Subcommittee

May 17, 2018

The Mayor's Commission on Human Rights & Community Relations LGBTQ Equality Subcommittee met on May 17, 2018 in the Busch Building 1st floor conference room. The meeting was called to order by commissioner and chairperson Pamela Hernandez.

Present Chair, Pamela Hernandez, and Heather Hardinger

Absent Steve Largent

Staff Bob Atchley, Planning and Development; Nick Woodman, Law

Guests Dee Ogilvy, citizen; Mandy Monsees, citizen; Beth Campbell, citizen.

PUBLIC COMMENTS: no public comments were scheduled for this meeting.

NEW BUSINESS

Subcommittee Scope and Objectives Pamela Hernandez opened the meeting with a review of the events leading up to the formation of the subcommittee. At the April 18 meeting of the Mayor's Commission on Human Rights & Community Relations, Christina Ryder presented research done by her students on discrimination against LGBTQ people in the Springfield area. The Human Rights Campaign (HRC) Score Card (Municipal Equality Index) was released last fall with the city of Springfield receiving a 21 out of 100. This is one of the lowest scores in the state. By contrast, the City of Columbia MO was listed as a city that potentially received a perfect score of 100. Concerns from the LGBTQ community have also been presented over the last year at various community events. This subcommittee is about seeing what the Mayor's Commission on Human Rights & Community Relations can do to improve on these issues that is within the existing scope of the commission's charter and strategic plan.

Heather Hardinger agreed that the HRC Score Card would be a great focus and that is shows there is room for improvement. She also stated the following questions needed to be asked:

- *What do other cities of similar size have in place?*
- *What has allowed these cities to be successful?*
- *How did other cities receive higher scores on the HRC score card?*

- *Who are key partners in the community and what do they think we can do to move our score in the right direction?*

Pamela Hernandez stated the Missouri Non-Discrimination Act (MONA) was the state focus at this time. She does not foresee the scope of this subcommittee to include revisiting the addition of sexual orientation and gender identity to the Springfield Human Rights Ordinance.

Heather Hardinger added that looking at local policies at a more micro level in our community would be an effective use of the subcommittee. That perhaps we should look at administrative points and issues to make strides in improving the HRC Scorecard/MEI. Contacting other groups who have set up programs and policies to use their works as a template might be useful as well.

Heather Hardinger asked when the HRC Score Card/MEI is released each year. Pamela Hernandez did not have an answer but said she would find out. She also stated that raising our score on HRC Score Card might be a valuable metric or goal for the subcommittee. It was also stated that input from the greater LGBTQ community was needed to understand what changes and actions they would like to see from the Mayor's Commission on Human Rights & Community Relations and the City of Springfield.

**Additional
Resources
/
Information
Needed**

Heather Hardinger and Pamela Hernandez discussed additional information and resources needed for the work of the subcommittee. They agreed that they needed to hear from key partners in the community like PROMO and the GLO center, receive a more robust review of the survey data from Christina Ryder and any additional research that PROMO has to present from their data collection.

Heather Hardinger and Pamela Hernandez discussed the handling of public comments for future meetings. Heather Hardinger asked if public comments should be solicited before the meeting. Pamela Hernandez asked Nick Woodman if it would be appropriate to use the Public Comment card used at City Council meetings and by other city commissions and boards. After discussion of the process for submitting the Public Comments card at City Council meetings it was agreed that the Public Comment card process was too formal for the small scope and nature of the subcommittee. It was agreed that feedback would be solicited via social media and email as well as during a public comments section on upcoming agendas.

Pamela Hernandez also inquired as to whom to ask for a record of complaints received by the Mayor's Commission on Human Rights & Community Relations. She wanted to see if there are complaints being submitted related to LGBTQ discrimination but are not investigated due to being out of scope. Bob Atchley advised that chairperson Todd Thomas should have that information. Pamela Hernandez said she would contact him for the information.

It was agreed by the Heather Hardinger and Pamela Hernandez to table the discussion of the time line for the subcommittee and further defining the scope of the LGBTQ Equality subcommittee until the next meeting, after the scope has been further defined

and key partners have been engaged. Nick Woodman contributed that the timeline for the subcommittee was up to the Mayor's Commission on Human Rights & Community Relations, that it could go on indefinitely. Pamela Hernandez stated she saw the subcommittee as a temporary work group to define a list of recommendations for the Mayor's Commission on Human Rights & Community Relations to review and vote to act upon or dismiss.

Future Meetings Three future meeting times were agreed upon: June 20, 2018 at 4 pm, July 18 at 4 pm and August 15 at 3:30 pm.

With the completion of the agenda the meeting was adjourned at 11:24 am.

The next meeting of the Mayor's Commission on Human Rights & Community Relations LGBTQ Subcommittee meeting will be held June 20, 2018 at 4 pm at the Busch Municipal Building 2nd Floor Conference Room.

Prepared by Pamela Hernandez

The minutes of the May 17 meeting of the Mayor's Commission on Human Rights and Community Relations LGBTQ Equality Subcommittee was approved at the June 20, 2018 meeting of the Mayor's Commission on Human Rights and Community Relations LGBTQ Equality Subcommittee.