

Mayor's Commission on Human Rights and Community Relations

May 15, 2019

The Mayor's Commission on Human Rights and Community Relations met in regular session May 15, 2019 in the Busch Building 2nd Floor West Conference Room. The meeting was called to order by Chair Heather Hardinger.

Present	Heather Hardinger, Chair; Carlye Wannenmacher, Vice Chair; Pamela Hernandez, Communications Officer; Mike Jungers; and Daniel Ogunyemi
Absent	Bob Roberts, Todd Thomas and Francie Wolff
Staff	Bob Atchley, Planning and Development; Nick Woodman, Law; Amie Davis, Human Resources; Krystal Ray, Human Resources; Lori Delucia, Human Resources; and Lisa Gateley, Planning and Development
Guests	None
Approval of Minutes	Carlye Wannenmacher moved to approve the minutes of the April 17, 2019 MCHRCR Meeting. Pamela Hernandez seconded the motion. The motion was approved by the following vote: Ayes: Pamela Hernandez, Heather Hardinger, Carlye Wannenmacher, Daniel Ogunyemi and Mike Jungers. Nays: None. Abstain: None. Absent: Todd Thomas, Bob Roberts and Francie Wolff.
Public Comments	None
Better Together Initiative	Amie Davis provided introductions. Ms. Ray provided the update that the name of the initiative has changed from Better Together to Our Culture. The goal is still clear that the City of Springfield wants to be progressive about inclusion. The efforts that are in place are not new, however, they are bringing new light to them to try to improve the effort and make it successful. Ms. Davis advised that the name change just happened and provided the mission statement: "We stand for mutual respect and equity within our work environment where team members have the opportunity to reach their full potential. Embracing our diverse perspectives and ideas allows us to be innovative and effective in how we build the Springfield community. We are better together." An eight-member focus group has been put together and has just begun meeting. Good content has been provided to incorporate into the webpage which was the immediate goal, and they have formed some good goals to work towards such as: - Empower employees to speak up and know that their perspectives are represented or respected - Lay ground work that supports inclusiveness and equity beyond visible differences - Make potential candidates aware of our commitment to diversity and inclusion and the expectation that there is a strong commitment to - Develop training opportunities that equip employees to promote inclusive cultures - Grow employee resource groups that are welcoming to all and provide an avenue to share with peers who share similarities

The group has just begun meeting; however, these are not all new ideas, the diversity internship program has been in place for several years and diversity training is done with all new employees.

Ms. Davis asked the MCHRCR if there is anything they see that is lacking or that they should add to the goal list and how they can utilize the MCHRCR.

Ms. Hernandez advised that one of the main goals for the MCHRCR is education and partnering with who they can to grow the advocacy portion as well. Would be interested in seeing how they can help to share information about the diversity internship and such with the community.

Ms. Ray advised that if the MCHRCR has specific groups in mind, they would love to hear ideas on how to connect, they are open and would love to hear from the MCHRCR.

To review the Our Culture information online: www.Springfieldmo.gov/jobs and then choose the Our Culture tab at the top of the page.

Discussion about partnering together on events that are attended and helping each other.

Ms. Ray expressed that the Public Entities Committee may be something that the MCHRCR members may be interested in partnering with as well.

Unfinished Business

Complaint Process

Discussion that mediation addresses the complaint and gives the opportunity to educate. This may not be the solution for every complaint but may be a good opportunity. Ms. Hardinger spoke with some employment attorneys and expressed concern that she feels it would be a benefit to businesses and the community. There would need to be a clearly defined process for mediation and leave the referral to the Missouri Commission option open. It would also be important to clarify the process as different than the complaint filing process and a script for the commissioners would be helpful.

Discussion of additional ideas included the option for a complainant to choose the process they feel best fits their needs and have mediation, Missouri Commission or Springfield Commission as options. It will be important to include a disclaimer that the forms fall under the Sunshine Law and they are public forms; perhaps something like the San Diego model that is clear and to the point. Timeframes and a timeline are important to include. Additional discussion about removing the investigation process and adding mediation process. May want to discuss these ideas with the Mayor at the meeting with him in June. Discussion to remove the MCHRCR role in investigation from the City Code. Need to have some additional conversations about the process and it may be worthwhile to speak with the Prosecutor's office about their process and proceed from there.

Juneteenth

Ms. Hernandez has been notified that the date has changed to June 29, 2019 from noon to 4:00 pm at Silver Springs Park. Booth rental is \$25.00, and they have requested that the booth have a community engagement activity.

Ms. Hardinger expressed that she would reach out to Cora the Director of PIO to see if there is any City of Springfield swag that could be handed out at the MCHRCR booth.

New Business

Discussion of Inclusion at MLK March and Other Public Events

May be a good idea to discuss inclusion with organizers of events. Mr. Ogunyemi advised that he would reach out to Toni at NAACP with feedback from the MLK March.

Additional New Business

Mr. Jungers provided “Thank you” for the Diversity Collaborative Conference and Mr. Ogunyemi provided “Thank you” for the Cardinals Baseball game.

Ms. Hernandez advised that Cora asked if any of the MCHRCR would be interested in attending the State of the City meeting at Good Morning Springfield on June 6, 2019 at Evangel.

Ms. Hernandez provided information for a new event called SGF Culture Fest in September on C-Street. She will send a link out to everyone for review. It is a celebration of the different cultures that make up Springfield.

Mr. Atchley advised the group that Ms. Wolff provided a verbal resignation but her formal resignation has not been received to the MCHRCR and that new member Ms. Bozarth will be joining the MCHRCR in June.

There being no further business, the meeting adjourned at approximately 7:06 p.m.

Prepared by Lisa Gateley

Heather Hardinger, Chair

The minutes of the May 15, 2019 meeting of the Mayor’s Commission on Human Rights and Community Relations was approved at the July 17, 2019 meeting of the Mayor’s Commission on Human Rights and Community Relations.