

**Mayor's Commission on Human Rights
and Community Relations**

MINUTES

The Mayor's Commission on Human Rights and Community Relations met by Zoom on December 16, 2020. The meeting was called to order by Chair, Heather Hardinger at approximately 5:30 pm.

Present Heather Hardinger, Chair; Carlye Wannenmacher, Vice-Chair; Pamela Hernandez, Communications Officer; Mike Jungers, Daniel Ogunyemi, Bob Roberts, and Mary Bozarth

Absent None

Public None

Staff Bob Atchley, Judy White, Planning and Development Department, Kyle Tolbert, Law Department

Approval of Minutes Bob Roberts moved to approve the minutes of the November 18, 2020 MCHRCR Meeting. Carlye Wannenmacher seconded the motion. The motion was approved.

Public Comments None

Unfinished Business **Open MCHRCR Communications Chair**

- The Communications Chair position needs to be filled and needs to be thought about as well as keeping up the social media, especially with the Mayor's meeting. Carlye asked if the person needed to be someone on the Mayor's Commission or if it possibly could be a student internship opportunity. Kyle will be checking into the possibility as not everyone would be able to have access to the social media pages. Pamela thinks it is more than monitoring social media and it needs to be someone connected to the Commission. It was mentioned that Cora Scott in PIO has had interns and could be a source of support. A current Commissioner needs to take over this role. Kyle stated that the Bylaws specify that the Chair, Vice-Chair, and the Communications Officer has to be selected from the Mayor's Commission and elected by majority vote. Their role shall be to represent the Mayor's Commission to private and public organizations and may perform any other tasks or duties as assigned by the Commission. Heather stated that the Mayor, City Manager, and PIO are aware that this position needs to be filled and she will send a reminder to the MCHRCR members to increase the urgency of the situation. Mary said once her term is up on Junior League in May, then she would be able to step into this role but cannot commit until that time.

Discussion and Investigation of Current Complaints

- Carlye can assist and has made calls. She is weary of the resolution in the long-term as the purview doesn't fall under the Commission's coverage. Investigation and mediation have been provided and fulfilled the duties of what the Commission can do through this process. Referrals have been made to the State Commission on Human Rights as well and there isn't much that can be done beyond that, other than keeping dialogue open. The Commission is being utilized to give strength to the complaint and will continue to be a resource and connect complainant with people that can help. There doesn't seem to be value in keeping the case open when the investigation has been done and a remedy has been provided. If this case is closed and resolved and another complaint is filed, it will be taken case by case. Kyle stated that everything is in keeping with the City Code requirements on how complaints of this nature should be handled. There is currently no provision regarding constant complaints, just one for making false complaints. Carlye stated that the complainant has been complimentary of the Mayor's Commission in aiding her. Heather volunteered to

communicate that the case is closed and how the responsibilities and duties have been fulfilled by the Commission.

- Mike had a Pre-Complaint that involved Mr. Clark that was employed at a small factory. He had explained it was beyond the purview of the Mayor's Commission to accept the case given the time constraints. Mr. Clark accepted decision of the case being closed and sent a brief follow-up email stating he has an interview with the EEOC scheduled in May of 2021. He was also encouraged to contact the State Human Rights Commission as another resource. The legal resource suggested was given with the correct phone number and they encourage walk-in applicants.
- No additional complaints or cases to discuss.
- Bob Roberts left meeting at 6:09 pm.

New Business

City of Springfield Diversity, Equity, and Inclusion Survey Update

- Cora Scott was unable to attend due to a conflicting meeting. Bob Atchley hasn't been involved and has no new information. Heather will send Cora an email and ask for an update. Heather stated that it will be exciting to have the Diversity Director role filled.

Heather adjourned the meeting at approximately 6:12 p.m.

Prepared by Rhonda
Moore

Heather Hardinger, Chair