



Special Meeting

Thursday, November 08, 2018, 5:30 p.m.

Festival Park Plaza Training Room, 225 Ray Avenue, Fayetteville, NC 28301

- Present:** Chair Vicki Teachey-Dukes, Vice-Chair Maybelyn Rodriguez Laureano, Secretary, Dr. Mark Kendrick, Commissioner Kevin Brooks, Commissioner Rosa Garris-Turner, Commissioner Joshua James, Commissioner Georgeanna Pinckney, Commissioner Ayax Rangel, Commissioner Maria del Pilar Salvat, Commissioner Jeffery Wire, Commissioner Donna Pelham, Commissioner Marquita Adger, Sharon Hackett, Commissioner Maria Del Pilar Salvat
- Absent:** Commissioners Commissioner Melba Conley, Gregory “Greg” Foxx, Milette Harris, Commissioner Eric Olson
- Guests:** Acting Interim Deputy City Manager, Barbara Hill; Sgt. Fred M. Jackson (husband of Commissioner Donna Pelham), Minor Son of Commissioner Maria Del Pilar Salvat, Mr. Ebenezer “Ebe” Williams, Jr., Civilian, US Army, IMCOM HQ US (Guest of Commissioner Robert McRae)
- Staff Present:** Dr. Anthony Wade, Director; Yamile Nazar, Manager; and Willetta Ragin, Human Relations Administrative Specialist

The meeting was called to order at 5:30 p.m. by Chair Vicki Teachey-Dukes, followed by a moment of silence and the Pledge of Allegiance led by Commissioner Wire.

No one from the public present for public forum.

Motion to approve agenda was made by Commissioner Pinckney, seconded by Commissioner Wire, Vote-Unanimous.

Motion to approve the October 18, 2018 minutes as written and the August 09, 2018 minutes with the following correction Page 7, Item C: add “High after 71st before School was made by Commissioner Rodriguez Laureano, seconded by Commissioner Wire, Vote unanimous.

Committee Reports:

- A. **Annual Award Reception.** Presented by Commissioner Rodriguez Laureano. Committee met on Tuesday, October 30, 2018 at 5:30 p.m., Human Relations Department Office, Festival Park Plaza, 225 Ray Avenue, Fayetteville, NC 28301-5537. Present for the meeting was Chair Dr. Vicki Teachey-Dukes, Vice-Chair Maybelyn Rodriguez Laureano, Commissioner Maria del Pilar Salvat, Commissioner Georgeanna Pinckney and Committee Member Sheila Cuffee (immediate past ARA Chair).

Chair Teachey-Dukes called meeting to order at 5:37 p.m., followed by a moment of silence. No agenda was made in advance and no minutes were provided for the previous meeting.

Discussion:

- Committee Chair: Chair Teachey-Dukes recommended Commissioner Pinckney consider serving as ARA Committee Chair since no one has yet been appointed.
- Date of ARA: February 28 or March 7, 2019, depending on venue availability, with a start time of 6:00 p.m.-8:00 p.m. This is a normal meeting night (4th Thursday) and will coincide with both Black History and Human Relations Month.
- Working the Room: Committee Member Cuffee encouraged us to make time to emphasize to the Commissioners how to work the room in order to maximize the event.
- Venue Location: Crown Coliseum, Studio 215, AIT Building (parking issues), Cape Fear Theater, Metropolitan, Ramada Inn, Sky View.
- Things to consider while looking for a venue: Traffic patterns and within city limits. Vice Chair Rodríguez Laureano will draft a worksheet to send to committee via email to research venue options. It was suggested that we aim for a reception style with bistro tables, heavy hors d'oeuvres, and auditorium style seating for the schematics.
- Program: Committee Member Cuffee shared that the event last year went smoothly and was no more than two hours in length. She shared that in the script she had she allotted five (5) minutes to each speaker for all ten (10) awards. Vice Chair Rodríguez Laureano shared Secretary Kendrick's suggestions from the Executive Meeting to have a speaker and raising the ticket price. Committee Member Cuffee disagreed stating that if we are to go back to having a speaker, we should change the schematics to banquet style and plan for a longer event. The Committee agreed to keep it as is for this year and table that idea for the 2020 event.
- 2018 Event Footage: Vice Chair Rodríguez Laureano is to check with city corp. communications. A recommendation was made to keep footage as promotional material for the following year.
- Solicitation: Vice Chair Rodríguez Laureano noted she would like this year's event to solicit the attendees during the event to support the MLK Scholarships. Her recommendation is to ask indirectly via giving envelopes on the table and directly via a speaker's request during the program.
- Music: A note was made by Committee Member Cuffee that last year's event had a band and was not great. A consensus to not use the same band was established.
- Emcee: Vice Chair Rodríguez Laureano mentioned she could ask a friend who is a journalist with ABC11 if she would be interested in serving as emcee for the event.
- Budget: No budget documents were provided to the committee. Vice Chair Rodríguez Laureano noted that from what she can recollection from previously viewing the budget, it is about \$9,000 that is available. Committee Member Cuffee noted that it has been previously arranged for the Commission to not have to pay back the City for underwriting the event. She also encouraged that all sponsorship checks go directly to the Cumberland Community Foundation for administration of the MLK Scholarships.

- Priority: Committee Member Cuffee provided copies of the sponsorship letter sent last year. We reviewed the 2018 event flyer and she emphasized promotion of the event needs to start as soon as possible given the short time for planning. She also emphasized selling ads in the month of November.

Meeting Dates/Time:

- Meeting time for ARA changed to 2nd Thursdays of the month. The next meeting will be November 13th at 5:30 p.m. in the Human Relations Department Office.
- Will meet every two weeks beginning November 13th, 2018 until event for ARA in February.

Meeting Adjourned at 7:11 p.m.

Motion to hold the Annual Recognition Reception on Thursday, February 28, 2019 with a back-up date of Thursday, March 7, 2018 was made by Commissioner Rodriguez Laureano, seconded by Commissioner Pelham, vote unanimous.

- B. MLK Scholarship – Did not meet this month. No report.
- C. Rapid Response Team - No report.
- D. Hate Crimes Committee - No report.
- E. Special Projects - No report.
- F. By-Laws – No report
- G. Strategic Planning – No report.
- H. Nominating Committee – No report

Motion to accept presented committee reports as written was made by Commissioner Wire, seconded by Commissioner James.

Old Business

- A. Fayetteville City Ordinance change – Voted by FCHRC. Dr. Wade reported that today he met with Danielle Fennern, President of Fayetteville Pride after City Council meeting and had some dialogue about Council action on May 29, 2018 approving the recommendation of the Human Relations Department involving revisions to the City’s Fair Housing Ordinance. Ms. Fennern would like have a discussion concerning collaborating with the Commission on projects that promote inclusive environments. Dr. Wade told her that the Commission is always interested in collaborations that promote inclusive environments and communities and support City Council goal of making Fayetteville a great place to live, work and recreate. More dialogue will be forthcoming. She and Dr. Wade are scheduled to meet again next week.
- B. FCHRC Annual Report 2017-2018 to City Council & Board of Commissioners. See attached reports. Chair Cuff presented the Annual Report 2017-2018 to County Board of Commissioners on June 4, 2018. Commissioner Antoinette Morris was present. On August 13, 2018 she presented the report to City Council. Commissioners Vicki Teachey-Dukes, Antoinette Morris, and Melba Conley were present. Council Members expressed their pleasure with the work the Commission is doing.
- C. Calendar of Events FY 18-19. Ms. Nazar presented the calendar of events. See attached. The calendar will be updated by Ms. Nazar to include new dates for Fair Housing Board Training, Saturday, December 1, 2018, 10:00 a.m. to 12:00 p.m., FAST Classroom; Fair Housing Training in French, December 12, FAST Classroom, 5:30 p.m. to 7:30 p.m.; Fair

Housing Five Story Time; January 26, Northern Library; Fair Housing for Barbers & Stylists, January, 28, 2019, 11:00 a.m., Main Library; Annual Awards Reception, February 28, 2019. The updated calendar will be emailed to everyone.

- D. Tentative Police Department & Human Relations Possible Collaboration. At the November 1, 2018 Unity Vigil, Fayetteville Police Department (FPD) Chief Gina Hawkins and I discussed the possibility of a collaboration between the FPD and Human Relations for a second viewing of the excellent film, “The Hate U Give and an associated facilitated community dialogue session. Chief Hawkins recommended that I work with FPD Lt. Gary Womble on this collaboration. On November 7, 2018 Ms. Nazar and I met with Lt. Womble to define the vision and scope of the proposed event. Per that discussion, there were two (2) models defined for the collaboration event.

- A classroom training model involving a viewing of the film with residents/officers in attendance. A pre-/post-viewing facilitated discussion would be provided by professionally trained Human Relations Commissioners who would manage a “Safe Environment” to have constructive dialogue involving the important themes within the film.

- A theater viewing of the film (same as last time) with residents/officers in attendance. A pre-/ post-viewing facilitated discussion would be provided by professionally trained Human Relations Commissioners who would manage a “Safe Environment” to have constructive dialogue involving the important themes within the film. This morning Chief Hawkins and I had an opportunity to discuss the information referenced above. A second meeting with Lt. Womble is planned for November 13th to move forward on this collaboration.

Motion was made by Commissioner Wire to accept old business reports, seconded by Commissioner Pinckney. Vote unanimous.

Motion was made by Commissioner James to make a correction on the June-July 2018 FCHRC Chair’s Report, Page 11, Item dated June 15, 2018 – 71st Inquiry, correct Dr. Sarah Taber’s name spelling, seconded by Commissioner Wire.

Chair’s Report. Chair Teachey-Dukes. Chair Teachey-Dukes gave a verbal report. She reported that she, Vice-Chair Rodríguez, joined Dr. Wade at the October 29, 2018 meeting of all North Carolina local government Human Relations Departments and Commissions. The meeting was convened by Gene Troy, Jr. on behalf of the N.C. Human Relations Commission and the N.C. Office of Administrative Hearings and hosted by the Charlotte-Mecklenburg Community Relations (CMCR) Department. CMCR Director Willie Ratchford provided an excellent workshop presentation on "Implicit and Unconscious Bias." FCHR looks forward to hosting this statewide Human Relations meeting in January 2019. Chair Teachey-Dukes really enjoyed exercise on “Implicit and Unconscious Bias and would love to use it here in Fayetteville.

Director’s Report. Dr. Anthony Wade presented a verbal report.

HRC/FHB Support of Departmental Outreach at 2018 International Folk Festival: Over 360 people visited the Human Relations Department's booth at the 2018 International Folk Festival at Festival Park on September 29, 2018. All visitors received information on the Department's programs and services. Thanks to the following members of the Fair Housing Board (FHB) and Human Relations Commission (HRC) for supporting the Department’s booth. Those individuals included FFB member Mary John-Williams, HRC members Julia Kobiska, Kevin Brooks, Georgeanna Pinckney,

former HRC Chair Sheila Cuffee and HRC Vice- Chair May Rodríguez, Human Relations Manager Yamile Nazar, and me.

Staff Support of Fort Bragg's Hispanic Heritage Month Event: Fayetteville-Cumberland Human Relations (FCHR) and the Fayetteville Police Department (FPD) were in attendance at the XVIII Airborne Corps and Fort Bragg's Hispanic Heritage Month's Observance. The event was sponsored and hosted on October 3, 2018 by the 16th Military Police Brigade and the Fort Bragg Equal Opportunity Team. Congratulations to FCHR Commissioner and XVIII Airborne Corps and Fort Bragg Equal Opportunity Program Manager, Lieutenant Colonel Julia Kobiska, for her leadership which was a pivotal factor in the great success of Fort Bragg's observance. Commissioner Kobiska invited Ms. Nazar to participate in the planning and support of the event because of her cultural and subject-matter expertise involving the special ethnic observance. For her efforts, during the event Ms. Nazar received the 16th Military Police Brigade and XVIII Airborne Corps Certificate of Achievement presented by Colonel Larry Dewey, Commander, 16th Military Police Brigade. The narrative for the Certificate praised Ms. Nazar's support which "significantly enhanced the execution of today's event" in support of the Observance's theme, "A Rich Culture Contributing to America's Diversity."

New Fair Housing Board Member: The Human Relations Department welcomes Fayetteville State University's Associate Vice Chancellor of Public Safety and Police Chief Renarde Earl to the Fair Housing Board. Chief Earl received the City's Oath of Office on October 5, 2018 from Human Relations Administrative Assistant and Notary Public Willetta Ragin on October 5, 2018 in the Department. A former member of Winston-Salem's Human Relations Commission, Chief Earl's extensive knowledge of and personal/professional commitment to the law and civil rights will serve City government's only quasi-judicial Board well.

Certificate of Appreciation to Anne Laurie: On October 9, 2018 City Corporate Communications Senior Administrative Assistant Anne Laurie received the Fayetteville-Cumberland Human Relations' Certificate of Appreciation (COA) for Outstanding Service. Ms. Laurie received the COA for her invaluable service to the Human Relations Department from October 2017- April 2018. During this period of staffing shortfall, Ms. Laurie's support went beyond her regular responsibilities and played a crucial role in the Department's ability to meet its responsibilities across a wide range of issues involving payroll, budget, and personnel matters. Further, her assistance embodied the City's Core Values and supported City Management's vision of interdepartmental collaboration. To cite the Certificate's narrative, Ms. Laurie's "distinctive selfless actions and supportive efforts during this period reflected great credit upon you, the City's Corporate Communications Department, and directly supported Human Relations' work involving diversity, equity, inclusion, and quality-of-life issues for the residents of the City of Fayetteville and Cumberland County." The Certificate was presented to Ms. Laurie by Assistant City Manager Jay Reinstein and me at the Corporate Communication Department's staff meeting at Festival Park Plaza.

Human Relations Commission Retreat: The Commission held its annual Retreat on October 13, 2018 from 8:30am - 3:00pm in the 2nd floor conference room at the Fayetteville Area System of Transit (FAST) Transit Center in downtown Fayetteville. My sincere thanks to Human Relations Commissioner/U.S. Army Forces Command Military Equal Opportunity Sergeant Major Jeff Wire and Assistant City Attorney Lisa Harper for their excellent training presentations during the Retreat. Sessions covered a variety of topics including open meetings laws, parliamentary procedure, implicit bias, sexual harassment, and the Johari Window cognitive understanding model. Additional thanks are extended to the diligent efforts of the Human Relations staff including Ms. Nazar, Ms. Ragin, Office Assistant Victoria Taylor, and Veterans Intern Program participant Stephen Thrasher.

Statewide Human Relations Commission/Department Meeting: Commission Chair Vicki Teachey-Dukes and Vice-Chair Rodríguez joined me at the October 29, 2018 meeting of all North Carolina local government Human Relations Departments and Commissions. The meeting was convened by Gene Troy, Jr. on behalf of the N.C. Human Relations Commission and the N.C. Office of Administrative Hearings and hosted by the Charlotte-Mecklenburg Community Relations (CMCR) Department. CMCR Director Willie Ratchford provided an excellent workshop presentation on "Implicit and Unconscious Bias." FCHR looks forward to hosting this statewide Human Relations meeting in January 2019. Reactivation of NC-NAHRW: At the October 29, 2018 Statewide Human Relations Commission/ Department Meeting, the topic was raised regarding the reactivation of the North Carolina Chapter of the National Association of Human Rights Workers (NC-NAHRW). As a past NAHRW President and former national conference planning chair, I have worked with other N.C. Human Relations Directors to hold a NC-NAHRW planning meeting to move quickly on making this happen in 2019. The group has accepted my recommendation to hold a meeting to review historical documents and distribute task assignments to recreate a human relations network throughout the State. The meeting will be held on November 16th at 10am in Winston-Salem and will be hosted by the Winston-Salem Human Relations Department. By the time the statewide meeting is held in Fayetteville in January 2019, a structure and proposed rollout will be ready to be distributed to all participants.

Partnering with Business Meeting with United Management II: A meeting was held on October 31, 2018 with United Management II district representatives, Human Relations and the City Attorney's Office. The purpose of the meeting was to discuss collaboration with United Management II on FCHR Director's Report Page 3 of 4 consultation and training support in line with the Department's "Partnering with Business" Initiative. I look forward to collaborating with United Management II in support of its properties in Fayetteville.

City Unity Vigil in Honor of the Pittsburgh Synagogue Victims: On November 1, 2018 approximately 200 people gathered at a Unity Vigil held by the City and the local Beth Israel Congregation to honor the 11 individuals who were killed at the Tree of Life Synagogue on October 27, 2018 in Pittsburgh, Pennsylvania. The Vigil was held at 6 p.m. in the City Hall Council Chambers and was broadcast live on FayTV and Facebook LIVE. As Director, I provided remarks on behalf of the Department and Commission along with local elected, appointed, and religious leaders. Other speakers included Mayor Mitch Colvin, Beth Israel Rabbi Eve Eichenholtz, Cumberland County Schools Superintendent Dr. Marvin Connelly, Masjid Omar Ibn Sayyid Mosque Imam Adam Beyah, Courtyard Church Pastor Tiffany Dahlman, Fort Bragg Chaplain (Captain) Yisahar Izak, Fayetteville Council Members Larry O. Wright, Sr. and D. J. Haire, and Cumberland County Commission Chair Larry Lancaster. Commission and Fayetteville Fair Housing Board (FFHB) members in attendance included Commission Chair Teachey-Dukes, Vice-Chair Rodríguez Laureano, Commissioners Mark Kendrick, Marquita Adger, and Joshua James, as well as FFHB Member Otis Cuffee. Former Commissioners in attendance included Dr. Cathy Waddell (former Chair), Ms. Cuffee (former Chair) and Ms. Morris (former Commissioner). A copy of the attached letter extending condolences and sympathies on behalf of the Fayetteville Cumberland Human Relations Department and Commission was presented to Rabbi Eichenholtz at the Vigil.

FPD/Human Relations Collaboration on Police/Community Engagement Event: At the November 1, 2018 Unity Vigil, Fayetteville Police Department (FPD) Chief Gina Hawkins and I discussed the possibility of a collaboration between the FPD and Human Relations for a second viewing of the excellent film, "The Hate U Give" and an associated facilitated community dialogue session. Chief Hawkins recommended that I work with FPD Lt. Gary Womble on this collaboration. On November 7, 2018 Ms. Nazar and I met with Lt. Womble to define the vision and scope of the proposed event. Per that discussion, there were two (2) models defined for the collaboration event.

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Meeting with Fayetteville PRIDE: On November 8, 2018, I met with Fayetteville PRIDE Board President Danielle Fennern at her request. We discussed the Council’s recent action involving the Commission’s proposed Human Relations Ordinance revision to add inclusive language involving gender identity, sexual orientation and veteran’s status.

Planned Meeting with Mayor Colvin and Jacksonville N.C. Community Engagement Staff Involving “ONE Fayetteville” Initiative: Per ongoing discussions with Mayor Colvin involving the “ONE Fayetteville” initiative, a November 13, 2018 meeting has been tentatively scheduled at his request with Jacksonville Community Engagement Director Lillie Gray involving her City’s “One City, Our City, My City” initiative. This follows earlier discussions in August between me and Jacksonville City Manager Dr. Richard Woodruff as well as face-to-face meetings on August 27, 2018 in Jacksonville City Hall with Assistant City Manager Glenn Hargett, Community Engagement Director Lillie Gray, and Media Specialist Lisa Miller. The proposed November 13th meeting will involve a discussion regarding Jacksonville’s initiative which resulted in their successful 2018 Cultural Diversity Award (2nd Place) from the National League of Cities. Ms. Gray will also provide an overview of the initiative to the Commission at its regular meeting on that date. Case Processing: The Department closed ten (10) fair housing cases in FY 17-18 and is currently investigating/processing six (6) active cases in FY18-19. Three (3) of those cases are currently with the City Attorney’s office undergoing legal review. Eleven (11) non-housing cases have also been processed during this period.

Announcements: Commissioner Wire announced the Fort Bragg Native American Indian Heritage Month Observance will take place on Thursday, November 27, 2018, 12:15-1:00 p.m., Iron Mike Conference Center. Please join us for an awesome hour of celebration and education. Dr. Mary Jacobs, the chair of the Native American Indian Studies Program at UNC Pembroke will be our guest speaker. We will have a cultural dance and music performance and finish with a cultural sampling of foods traditionally enjoyed by Native Americans.

Next Commission Meeting: The next Commission meeting is scheduled for December 13, 2018. Commissioner Rodriguez Laureano asked Commissioners if they would like to hold another social after a short meeting to which they agreed. She will coordinate finding a location for the event and send out an email to commissioners and staff.

Meeting was adjourned at 6:59 p.m., motion by Commissioner Teachey-Dukes, seconded by Commissioner Rangel.

Approved _____
(Date)

Dr. Mark Kendrick, Secretary