



Regular Meeting
Thursday, February 14, 2019, 5:30 p.m.
Festival Park Plaza, 225 Ray Avenue, 1st Floor, Fayetteville, NC 28301

Present: Chair Vicki Teachey-Dukes, Vice-Chair Eric Olson, Commissioner Marquita Adger, Commissioner Rosa Garris-Turner, Commissioner Joshua James, Commissioner Georgeanna Pinckney, Commissioner Kevin Brooks, Commissioner Donna Pelham, Commissioner Ajax Rangel

Absent: Secretary Dr. Mark Kendrick, Commissioner Jeffrey Wire, Commissioner Gregory "Greg" Foxx, Commissioner Maria del Pilar Salvat, Commissioner Milette Harris, Commissioner Sharon Hackett

Staff Present: Dr. Anthony Wade, Director; Yamile Nazar, Manager; and Willetta Ragin, Human Relations Administrative Specialist

The meeting was called to order at 5:38 p.m. by Chair Vicki Teachey-Dukes, followed by a moment of silence and the Pledge of Allegiance led by Commissioner Olson.

Motion to approve agenda with addition of Commissioner Pinckney added as Chair of Annual Awards Reception was made by Commissioner Pinckney, seconded by Commissioner James, vote-unanimous.

Motion to approve the January 10, 2019 minutes with corrections made by Commissioner James, seconded by Commissioner Adger, vote unanimous.

Committee Reports:

A. Annual Award Reception. Commissioner Pinckney. See attached.

Commissioners voted on who will be the recipient of the Life Time Achievement Award. A motion was made to award Fire Chief Benjamin Major with the Life Time Achievement Award by Commissioner James, seconded by Commissioner Rangel, vote unanimous.

A motion was made to accept the report as written by Commissioner Adger, seconded by Commissioner Pinkney, vote unanimous.

B. MLK Scholarship. Commissioner Harris updated the commission regarding changes to the MLK Scholarship Award process. A joint meeting of the Annual Awards Reception and the MLK Scholarship Committee will take place on March 5, 2019.

Merging of Rapid Response & Hate Crimes

Discussion ensued concerning merging of the Rapid Response and Hate Crimes Committee. Chair Teachey Dukes appointed Secretary Kendrick as a Co-Chair who has agreed to Co-chair with

Commissioner Brooks. Dr. Wade made a recommendation that Hate Crimes Committee members consider changing the name of the Committee to the Anti-Bias Committee.

Create Ad-Hoc Marketing Committee. Commissioner Teachey-Dukes would like to create a Marketing Committee whose primary function would be to market the Commission and it's activities on all social platforms. Dr. Kendrick's has agreed to Chair this committee, also Dr. Wade will set-up a meeting with Corporate Communication Department for them to discuss setting up a Facebook account and other marketing options.

Meeting was adjourned at 6:33 p.m., motioned by Commissioner Brooks, seconded by Commissioner Rangel. Vote unanimous.

Approved _____
(Date)

Dr. Mark Kendrick, Secretary



**FCHRC Annual Recognition Award Committee Minutes
Tuesday, February 5, 2019
5:30 p.m. – 6:30 p.m.**

Present: Commissioners Maria del Pilar Salvat, Rosa Garris-Turner, Milette Harris, Georgeanna Pinckney (Chair). Absent: Chair Teachey-Dukes. Staff: Dr. Wade, Willetta Ragin and Yamile Nazar

Update and Status of ARA

- **Contact the Commissioners who have not picked up their tickets, flyers and posters**

- **Ms. Nazar shared the setup at the Metropolitan room and the caterers**
 - **Décor:**
 - **Caterer: Dorothy's II catering**
 - **She is to follow-up with Morgan Norwood for her bio**
 - **Contacted Mayor, City Manager and Amy Cannon**
 - **Working with Graphic Designer for booklet**
 - **Flyer and Posters were available, posted in the library, to be given out at GFU, and the Mayor's coffee**
 - **One historic background for pictures**

- **Commissioner Pinckney will finalize the script after the review panel selections has been made, script will be forwarded to the selected commissioners**
 - **Review Panel consist of one senior from the Cumberland Youth Council, Mr. Robert Hines, United Way, and Robin Sanders**
 - **Review Panel must meet on Friday, February 15, 2019 during regular business hours**
 - **National Anthem will be sung (track) by Daina Amos**
 - **Prayer of Unity – Former Recipient Rev. Mary Owens**

Staff: Ms. Nazar and Mrs. Ragin will send out the letters by email

Budget was discussed to ensure all areas are covered

FCHRC always invites and provides review panel one courtesy ticket

Friends of the Commission was discussed

Former Chair Sheila Cuffee contacted the Band from last year for the event

**Commissioners should arrive at 5:00 p.m. on Thursday, February 28, 2019
Commissioner Pinckney will contact Chair Teachey-Dukes in regards to suggested colors for commissioners to wear at the Reception and for pictures at the next regular FCHRC meeting, Thursday, February 14, 2019 with main color black and accessory colors of the commission yellow, red, green or blue**

Commissioners needed:

- **One – Commissioner to greet and direct traffic**
- **Three - Commissioners at the check in table with Mrs. Willetta Ragin**
- **We are asking the Commissioners to work the room and mingle with the guest.**
- **It was encouraged for the Commission to push the nominations and ticket sales**
- **Ads – the staff will track**
- **Compare Foods is donating \$10,000.00**

Next meeting: Tuesday, February 19, 2019 at 5:30 p.m.

Meeting Adjourned: 6:44 p.m.

Chair's Report Jan 2019

January 8, 2019: Annual Award Reception Committee Meeting: Commissioner Rodriguez Laureano brought us up to date on the tracker; submitted the first drafts for the event ticket, flyer and program cover. No Committee Chair has been appointed.

January 10, 2019: Monthly FCHRC Meeting, held at the Festival Park Plaza Training Room, Festival Park Plaza, 225 Ray Avenue, Fayetteville NC 28301. This was Vice Chair Rodriguez Laureano's last meeting, as she will be re-locating to Florida as well as Commissioner Lynn Adger who will be re-locating to Fort Meade, Md.

January 14, 2019: Attended the Jr. League of Fayetteville's monthly meeting. Past Chair Cuffee was spoke on Work/Life Balance. Great exposure and network for the FCHRC and Department.

January 17, 2019: Attended the Community Conversations Coalition Meeting. Currently working on lesson plan for next community conversation.

January 21, 2019: Attended the 26th Annual Dr. Martin Luther King, Jr. Prayer Breakfast at the Crown Expo Center, Fayetteville NC. The keynote speaker was Dr. Joseph High.

January 22, 2019: Annual Award Reception Committee Meeting: Commissioner Pinckney assumed the Chair position. Discussion and work continues to move forward with dates, times, confirmation, word smiting, nomination, sponsorship letters, flyers and tickets.

January 24, 2019: Monthly Executive Committee Meeting, held at the Festival Park Plaza Training Room, Festival Park Plaza, 225 Ray Avenue, Fayetteville NC 28301. Commissioner Olson has been appointed as the new Vice Chair; Commissioner Kendricks will be the Co-Chair for the Rapid Response & Hate Crimes Committee and Chair for the newly created Ad-hoc Marketing Committee.

January 29, 2019: Meeting of the Local Human Relations Commissions/Councils/Committees in North Carolina: Meeting was hosted by the FCHRC at the Fayetteville Technician Community College, General Classroom Building, Room 108, 2817 Fort Bragg Road, Fayetteville, North Carolina. Welcome and Remarks were offered by The Honorable Mitch Colvin, Mayor, City of Fayetteville, Mr. Telly Whitfield, Assistant City Manager, City of Fayetteville and Dr. Anthony Wade, Director, Fayetteville-Cumberland Human Relations Department. The presentation *"Cybersex ting, EEO and Fair Employment"* facilitated by Ms. Milette Harris, Director, Equal Opportunity Pope Army Air Field, North Carolina, MLK, Jr. Scholarship Committee Chair, Fayetteville-Cumberland Human Relations Commission. Mr. Archie Jones, Director, City of Rocky Mount Human Relations Department and Commission, Dr. Anthony Wade, Director, Fayetteville-Cumberland Human Relations Department, Ms. Wanda Allen-Abraha, Director, Winston-Salem Human relations Department and Mr. Willie Ratchford, Director, Charlotte-Mecklenburg Community Relations Department, gave an update on "Updates Concerning Possible Reestablishment of the National Chapter/NC Chapter of national Association of Human Rights Workers (NAHRW and NC-NAHRW) and the need for officers to help re-establish the Association.

January 31, 2019: Attended City's second "One Fayetteville" Unity Gathering in City Chambers on Hay Street.

Respectfully Submitted,
Vicki K. Teachey-Dukes
Dr. Vicki Teachey-Dukes
Chair, FCHRC

Chair Teachey-Dukes stated that the Commission has been invited to participate with the Racial Equality Institute's agenda for undoing racism. The leader of the group is Ms. Dina Hayes. The group is being sponsored by Judge Weeks. The Chair asked Dr. Wade to further explain what the group was about. After some discussion, the commission decided to attend an information session which will be held on February 18, 2019, learned more about what they are seeking to accomplish, and then make a decision as to whether or not this group's philosophy is a good fit for what the commission is trying to accomplish here in Fayetteville.



February 14, 2019

TO: Human Relations Commission
Fair Housing Board

FROM: Dr. Anthony Wade, Human Relations Director

SUBJECT: **Director's Report** (December 2018 – January 2019)

The following is provided for your information and review.

FPD/Human Relations Collaboration on Police/Community Engagement Event: On November 13, 2018, I convened a second meeting with Fayetteville Police Department (FPD) Lieutenant Gary Womble, Ms. Nazar regarding the FPD/Human Relations collaboration for a second viewing of the excellent film, "The Hate U Give and an associated facilitated community dialogue session. The two models below that were first defined in our November 7, 2018 meeting are still being considered.

- 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.

Revitalization of NC-NAHRW: On November 16, 2018, a meeting of Human Relations Directors was convened by me and hosted by the Winston-Salem Human Relations Department involving the revitalization of the North Carolina chapter of the National Association of Human Rights Workers (NC-NAHRW). Human Relations executives from across the state involved in this discussion included Willie Ratchford (Charlotte-Mecklenburg), Wanda Allen-Abraha (Winston-Salem), Love Crossling, PhD (Greensboro), James Davis and Phillip Jordan (Durham) and me (Fayetteville-Cumberland). The ultimate objective of the meeting was to develop a road map to recreate a human relations network throughout the State. Content captured from the meeting has already been compiled and will be shared at the January 2019 statewide meeting of Human Relations Commissions and Departments in Fayetteville hosted by the Human Relations Department.

Human Relations Support for NC AG's Visit: In accordance with the Department's responsibilities under the City's Language Access Policy and Title VI of the Civil Rights Act of 1964, Ms. Nazar arranged for bilingual support for the November 26, 2018 briefing by State Attorney General Josh Stein involving resident awareness of potential post-hurricane scams. Accompanying AG Stein at his session in City Council Chambers were Mayor Mitch Colvin, Sheriff Ennis Wright and Chief of Police Gina Hawkins accompanied him. Following AG Stein's session in English, his information was conveyed in

Spanish by Public Services Engineer Giselle Rodriguez for a video session for distribution by Corporate Communications on FayTV and the City's social media platforms.

At his session, AG Stein informed attendees and the media of scams that have been perpetrated in Cumberland and Robeson counties that include price gouging, exorbitant charges for tree removal and property repairs following the hurricanes. AG Stein warned that now that funds are being provided for repairs and rehabilitation of homes, there is a greater potential of inadvertently becoming a victim. He advised the public to talk with neighbors, family and friends about contractors they may know and recommend. The AG also advised not to pay the bill upfront but to pay as the work is being completed, try to research more than one bid for a job, and have a written contract. Lastly, he informed the public that between Cumberland and Robeson, his office had already received over 50 complaints. Following the Attorney General, Sheriff Wright informed the public of two scams the sheriff's office is aware of and they were, (1) the sheriff's office will never call a resident and demand money as a result of a jury duty summons, and (2) the sheriff's office will never call a resident to inform you of a pending arrest and also request money. Sheriff Wright strongly urged the public to call 911 if either of these matters were to occur. Directly following the English version this information it was provided in Spanish.

Briefing to the Human Relations Commission Executive Committee by Jacksonville N.C. Community Engagement Staff Involving "ONE Fayetteville" Initiative: At the November 29, 2018 Commission Executive Committee Meeting, a briefing was provided by Jacksonville Community Engagement Director Lillie Gray regarding her City's "One City" initiative. It is believed that some of the strategies successfully employed in Jacksonville will be of value in support of the Commission's "ONE Fayetteville" efforts.

Fair Housing Board Training: A training session for the Fayetteville Fair Housing Board (FFHB) was conducted on Saturday, December 1, 2018 from 10am to 12 noon in the Fayetteville Area System of Transit (FAST) Center in downtown Fayetteville. The training session was facilitated and presented by Human Relations Manager Yamile Nazar and Assistant City Attorney Lisa Harper. The content included information related to the amended City's Fair Housing Ordinance and FFHB's evolving role as a quasi-judicial board.

Spring Lake Martin Luther King Jr. Prayer Breakfast: It was my honor to represent the Fayetteville-Cumberland Human Relations Department and Commission on January 18, 2019 at the Spring Lake Dr. Martin Luther King, Jr. Prayer Breakfast. Mayor Larry Dobbins (left) was the keynote speaker at this excellent event which was held at the Spring Lake Recreation Center and hosted by the Town of Spring Lake, N.C. and the Spring Lake Ministerial Alliance.

Martin Luther King Jr. Prayer Breakfast: On behalf of the City of Fayetteville, the Fayetteville-Cumberland Human Relations (FCHR) Department was a table sponsor of the 2019 Dr. Martin Luther King Jr. Annual Prayer Breakfast. Past and present members of the FCHR Commission and Fayetteville Fair Housing Board were in attendance at the event held on January 21, 2019 by the Fayetteville/Cumberland County Ministerial Alliance at the Crown Exposition Center.

Local Government Human Relations Departments/Commissions Meeting in Fayetteville: On January 29, 2019 it was truly an honor for the Department to host and facilitate the Local Government Human Relations Departments/Commissions Meeting in Fayetteville. Over 50 of my esteemed colleagues were in attendance at the statewide meeting. Kudos to Pope Army Airfield Equal Opportunity Director and Human Relations Commissioner Milette Harris, supported by NC State University Human Resources Director and Human Relations Commissioner Eric Olson, for an excellent presentation involving the areas

of Cybersexting, Sexual Harassment, and Fair Employment. The session was well received by the attendees and reflected great credit upon both them and the Commission. I also congratulate the group on their unanimous decision to reactivate a statewide professional development association and network for human relations professionals. I look forward to being a part of this association and supporting its work in the future. My sincere thanks to President Dr. J. Larry Keen and Director of Public Safety Chief Joe Bailer for graciously allowing this important community engagement meeting to be held at Fayetteville Technical Community College.

2019 “ONE Fayetteville” Unity Gathering: The Human Relations Department was the office of primary responsibility for planning/organizing the second annual “ONE Fayetteville Unity Gathering held on January 31, 2019 from 6pm – 7pm in the City Hall Council Chambers. The purpose of the gathering was to celebrate the shared dedication and commitment we all have in making Fayetteville a great place to live, work, and recreate. The event emphasized the unity in our community across multiple sectors (i.e., religion, business, education, non-profits, helping agencies, city government, etc.) that work together to serve the greater good of our residents.

Meeting with Cumberland County Sheriff and Register of Deeds: Fair Housing Investigator Stephen Thrasher and I met individually on January 31, 2019 with Cumberland County Sheriff Ennis Wright and Register of Deeds J. Lee Warren at their respective offices in Fayetteville. I thank Sheriff Wright and Mr. Warren for taking time to meet with us and for their ongoing support of the Department and Commission.

Cumberland County Schools Strategic Planning Team Involvement: On February 7, 2019 I represented the Human Relations Department and Commission at the 2018-19 Development Team Strategic Planning Kickoff Meeting for the Cumberland County Schools system. There will be a February 21, 2019 Town Hall meeting held at J.D. Fuller Recreation Center at 6:30pm to inform and receive feedback from the public and I encourage the Commission is encouraged to attend this meeting. Thanks to School Superintendent Dr. Marvin Connelly for the invitation and I look forward to working with other leaders across the community through June 2019 in support of the success of our schools and students.

Collaboration with Fayetteville Police Department: On February 9th, Human Relations Manager Yamile Nazar presented information associated with the Departmental services at the Gang Awareness program hosted by the Fayetteville Police Department (FPD). Ms. Nazar's briefing covered the Americans with Disabilities Act, access to programs/services for limited English proficiency individuals, fair employment, fair housing, sexual harassment awareness, and other services that foster compliance with the City's human relations ordinance and other civil rights laws in support of diversity, equality and inclusion for our residents.