



Regular Meeting

Thursday, October 10, 2019, 5:30 p.m.

Festival Park Plaza, 225 Ray Avenue, 1<sup>st</sup> Floor Training Room, Fayetteville, NC 28301

Present: Interim Chair, Eric Olson; Commissioner Rosa Garris-Turner; Commissioner Eileen Hatch; Commissioner William "Bill" J. Milton, II; Commissioner Dwight Palmer; Commissioner Semone Pemberton; Commissioner Georgeanna Pinckney; Commissioner Theodore Trainer, III; Commissioner Franco Webb; Commissioner Jeffrey Wire.

Absent: Commissioners: Mark Kendrick, Secretary; Milette Harris; Joshua James; Ayax Rangel; Cherie Readus; Maria del Pilar Salvat.

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

The meeting was called to order at 5:49 p.m. by Interim Chair Eric Olson, followed by the Pledge of Allegiance. Commissioners and staff were asked to introduce themselves followed by the swearing-in of Commissioner Semone Pemberton by Ms. Willetta Ragin, Human Relations Administrative Specialist & Notary Public.

Motion to approve agenda was made by Commissioner Milton, seconded by Commissioner Wire; vote unanimous.

Motion to approve the September 12, 2019 minutes was made by Commissioner Webb, seconded by Commissioner Pinckney; vote unanimous.

Committee Reports:

- A. Annual Recognition Awards Reception and Human Relations Scholarship. Commissioner Wire stated that the tentative venue for the next Awards Reception will be the Ramada Inn Plaza on Owen Drive. The reception will be on Tuesday, February 25, 2020. Because the reception is on a weekday, we will receive a discount on the food and facility. Choices were a two-entrée buffet or a plate service of chicken or beef. Description of the past award receptions and the awards presented followed. Need a theme for the reception. Reception will start at 6:00 p.m. Some discussion followed on the date and the colors. Runners for the tables can either be the Ramada's or ours; the price is \$2.00 each or \$0.75 each, respectively. Discussion about the centerpieces. The Ramada Inn will need a final count by the 15<sup>th</sup> of February. Commissioner Wire is requesting the 82<sup>nd</sup> jazz band for the reception. After some discussion the date was changed to Thursday, February 27, 2020. Commissioners decided on plate service. Ramada Inn staff will set tables and chairs for the reception. Commissioner Webb stated he could do all of the IT work that we will need. Commissioner Wire will finalize the date, menu, and table runners with the Ramada Inn. There was a brief discussion about sponsorships and funding. Next step will be looking at the scholarship applications. Commissioners will ask a local non-profit to be the administrator of the monies for ticket sales

and ad sponsorships. Thank you cards from last year's MLK Scholarship recipients were passed around for the Commissioners to see.

- B. Hate Crimes and Rapid Response. Commissioner Olson tabled this committee report due to Commissioner Kendrick's absence. Dr. Wade discussed the article he had passed out regarding a homeless man who was charged with vandalism. He was charged with writing hate graffiti on an African-American church. Some discussion followed. Dr. Wade will email links to the Commissioners of articles he referenced during his discussion.

Interim Chair Olson talked briefly about the upcoming FCHRC & FHB retreat on Saturday, October 19, 2019. He stated the retreat gives commissioners a chance to look at their mission, where they are now, who they are, the talents and contacts they have, and what they want to accomplish the next year.

Director's Report. Dr. Anthony Wade. Please see attached. He spoke briefly about the upcoming "The Hate U Give" forum which will take place on Saturday, October 12, 2019, at Fayetteville Technical Community College, General Classroom Building, 2817 Fort Bragg Road. He also thanked those Commissioners and staff who helped with staffing the booth at the International Folk Festival.

Ms. Nazar talked briefly about the hate encounter a client experienced downtown last Saturday evening. The group is taunting people who are together who are of different racial groups. Ms. Nazar spoke about potential problems and that the group causing the problem is located on the corner of Gillespie and Person Streets.

No Old Business.

No New Business.

Next Commission meeting will take place on November 14, 2019, at 5:30 pm. at Festival Park Plaza Training Room.

Meeting was adjourned at 6:49 p.m., motion to adjourn by Commissioner Webb, seconded by Commissioner Pemberton. Vote unanimous.

Approved \_\_\_\_\_  
(Date)

\_\_\_\_\_  
Dr. Mark Kendrick, Secretary

October 10, 2019

**TO:** Human Relations Commission  
**FROM:** Dr. Anthony Wade, Human Relations Director  
**SUBJECT: Department Report**

The following is provided for your information and review.

**Participation in 2019 Fort Bragg Special Victims Summit:** Human Relations Manager Yamile Nazar and I attended the 5<sup>th</sup> Annual Fort Bragg Special Victims Summit. The program started with comments to the packed ballroom from Lt. Gen. Paul J. LaCamera, XVIII Airborne Corps and Fort Bragg Commanding General, restating the Army's commitment to address this issue wherever it surfaces within its authority. The summit was attended by professionals from medical, law enforcement, mental health, local government, and other officials. The September 19th Summit was held from 8am to 5pm in the Iron Mike Conference and Convention Center



**Meeting with Greensboro and Fayetteville Fire Department:** Per a meeting with Fayetteville Fire Department (FFD) Chief Michael Hill, Human Relations arranged and facilitated a September 26, 2019 meeting in Greensboro, N.C. with the senior leadership of the Greensboro Fire Department (GFD) on the topic of workforce recruitment and diversity. The Greensboro Fire Department has enjoyed greater success in diversity hiring for at least the last 10 years, boasting fire academies with diversity rates between 30-40%. The input processes (hiring) between GFD and FFD are essentially identical, but the outcomes vary. Key elements that lead to the success of GFD include employing a dedicated Recruitment Officer, greater autonomy with candidate selection by the Fire Chief and Training Staff, greater depth and capacity due to more support staff, and an internal HRD business partner embedded within the Fire Department Command staff.



GFD's model has undergone an audit by the Department of Justice's civil rights division with no discrepancies noted. Additionally, Greensboro's former Assistant City Attorney and its current Human

Resources Director has agreed to speak with the Fayetteville's City Attorney's Office on any aspects of Greensboro's legally sufficient process for GFD talent acquisition. It is believed that application of elements of GFD's process to both FFD's talent acquisition practices and related City Human Resources activities can yield short-term results while creating a system for accomplishing long-term objectives involving workforce diversity in the Fire Department.

**Interview with Univision 40:** On September 27th, Ms. Nazar interviewed by Giancarlo Cifuentes, 12-time Emmy Award Winning Journalist and Regional News Director of the Spanish-language television network Univision 40, on the programs and services of the Fayetteville-Cumberland Human Relations Department. Topics discussed during the interview included the Department's training initiatives and enforcement activities involving fair housing, sexual harassment awareness, the Americans with Disabilities Act, and the elimination of barriers for the City's and County's limited English proficiency (LEP) residents.



**2019 International Folk Festival:** More than 600 people visited the Fayetteville-Cumberland Human Relations (FCHR) booth during the 41st Annual International Folk Festival at Festival Park in downtown Fayetteville, N.C. All visitors received information on programs and services provided by the Commission and Department for our residents during the two day Festival held on September 28-29, 2019.

Sponsored by the Arts Council of Fayetteville/Cumberland County, the Festival celebrated the beauty of cultural unity and diversity in the community. A staple in the community, it is the longest standing family festival in the region, attracting more than 100,000 visitors with more than 30 cultures sharing music, dance, food and crafts. Thanks to the following members of the FCHR Commission for staffing our booth during the Festival - FCHRC members Georgeanna Pinckney, Franco Webb, Rosa Garris-Turner, Bill Milton, Joshua James, Milette Harris and Semone Pemberton, as well as Ms. Nazar and FCHR Administrative Assistant Willetta Ragin.



**Fair Housing Outreach Collaboration with FAST:** Through a public information collaboration with the City of Fayetteville Area System of Transit (FAST), Human Relations fair housing banners will be displayed in FAST buses running throughout the city over the next three months. Through this collaboration, FAST buses serve as a "Force Multiplier" in terms of enhanced outreach to the City's residents involving the programs and services provided by the Fayetteville Fair Housing Board and the Fayetteville-Cumberland Human Relations Department.



**Statewide Local N.C. Human Relations Commission and Councils Meeting:** On October 1, 2019 Ms. Nazar and I participated in the statewide local N.C. Human Relations Commissions and Councils meeting in Durham, N.C. The meeting was sponsored by the N.C. Human Relations Commission (NCHRC) and the N.C. Office of Administrative Hearings (NCOAH) and hosted by the City of Durham's Human Relations Division in its Neighborhood Improvement Services Department. Mel Horton, project director of Bull City 150, presented information on the topic of "Uneven Ground: The Foundation of Housing Inequity in Durham, NC."



The Statewide Meetings with the Local HRCs are designed to: (1) Present relevant information concerning current human relations issues occurring in North Carolina to Local HRCs; (2) Gather ideas and best practices from different Local HRCs on how to deal with local human relations issues; and (3) Network with other people in different Local HRCs throughout the state of North Carolina. Among the attendees were (pictured left to right) Charlotte-Mecklenburg Community Relations Director Willie Ratchford, NCHRC Program Manager Gene Troy, and NCOAH Executive Director Lamont Goins.

**Presentation at Williams College:** On October 8, 2019, it was an honor to make a presentation on a City Human Relations program at the number one liberal arts college in the nation (as ranked U.S. News and World Report in 2019). I presented information on "The Hate U Give" community engagement and dialogue series at Williams College in Williamstown, Massachusetts. The invitation was extended on behalf of the College by Dr. Rashida Braggs, Associate Professor of Africana Studies.

