



Regular Meeting

Thursday, November 14, 2019, 5:30 p.m.

Festival Park Plaza, 225 Ray Avenue, 1st Floor Training Room, Fayetteville, NC 28301

Present: Interim Chair, Eric Olson; Commissioner Milette Harris (via telephone); Commissioner Eileen Hatch; Commissioner Joshua James; Commissioner William “Bill” J. Milton, II; Commissioner Dwight Palmer; Commissioner Semone Pemberton; Commissioner Georgeanna Pinckney; Commissioner Theodore Trainer, III; Commissioner Franco Webb.

Absent: Commissioners: Mark Kendrick, Secretary; Commissioner Rosa Garris-Turner; Commissioner Ajax Rangel; Commissioner Cherie Readus; Commissioner Jeffrey Wire.

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

Guest: Torri Mahurin

The meeting was called to order at 5:44 p.m. by Interim Chair Eric Olson, followed by a moment of silence, followed by the Pledge of Allegiance.

Motion to approve agenda was made by Commissioner Webb, seconded by Commissioner Pinckney; vote unanimous.

Motion to approve the October 10, 2019, minutes was made by Commissioner Palmer, seconded by Commissioner Milton; vote unanimous.

Committee Reports:

- A. Annual Recognition Awards Reception and Human Relations Scholarship. Chair of committee is Commissioner Wire who was absent. Interim Chair Olson gave a brief verbal report stating that a lot of the information is included in the October minutes. A list from the Ramada List of possible dishes for the reception is included with the minutes with a brief review of the upcoming reception to be held on Thursday, February 27, 2020. Commissioner Pinckney stated that an alternate keynote speaker has been asked in case the original is not available. She also said that last year because nominations were coming in slowly, the Commissioners were asked to nominate people for the awards as well; the Commission is looking for what people have done and how they contributed to the community. Commissioner Webb stated that sometimes people don't understand what we are looking for, so if we could send out an explanation perhaps the response from the community would be better. Interim Chair Olson

reiterated why the commissioners are here; because we all know people either from work or where we used to work. A list of committee members will be sent out to the group.

- B. Marketing. Interim Chair Olson asked if anyone wanted to report on this committee since Commissioner Kendrick was absent.
- C. Hate Crimes and Rapid Response. Commissioner Webb brought up the group that was harassing people on the corner of Person and Hay Streets. He stated that he had contacted Assistant Police Chief Petti and told him what was going on. Assistant Police Chief Petti increased the number of foot patrols. Commissioner Webb also stated that he has been up and down Hay Street a lot since the last meeting and he has not seen the group. Dr. Wade also noted that he had spoken with his boss, Assistant City Manager Wright-Lanier, about the group, so city management is aware of the problem.

New Business. Commissioner Trainor told the group that he had been called out to Gray's Creek School because there was a bomb threat. He said when he got there two deputies were there and they would not give him any information. This happened last Friday. Commissioner Webb noted that approximately two weeks ago there was also a threat against a teacher at Southview where his son attends school. Brief discussion followed.

Dr. Wade stated that actionable issues that are not about protected classes which fall under the Commission should be sourced out to the appropriate agencies. For issues that fall under the Commission he asked that you notify the Chair and himself. Brief discussion followed with examples. Bottom line is get the information in the hands of the correct people who can handle it. Commissioner Harris shared with the group that a Staff Sergeant in Colorado was demoted because it was proven through an investigation that he was president of a hate group. Question in the Air Force is, is this a zero tolerance policy or a sometime policy? Interim Chair Olson asked Commissioner Harris to locate information that she could share with the Commissioners about this event. He also said that this type of incident also applies to any public servant who is in a position of authority. Willetta Ragin shared with the group that a student was arrested at Fayetteville Technical Community College for saying that he wanted the same thing to happen at FTCC that happened at Columbine.

Director's Report. Dr. Anthony Wade. Please see attached. Dr. Wade stated that he is the co-chair of the Cumberland County Complete Count Committee and that their goal is to improve the numbers from the last census.

Dr. Wade brought to the Commission for 2020 a proposal that the Commission own the Dining & Dialogue event. He would like the next Dining & Dialogue to be the first week in February which is Human Relations and Black History month. Commissioner Palmer asked about the homeless population that was moved from downtown to the Grove Street area due to the new ball park. He wanted to know if the homeless population could be made to stop congregating at businesses. Dr. Wade said that Commissioner Palmer should get together with him and figure out a way to frame the question so that Dr. Wade can bring it to city management. Commissioner Webb stated that if the police are called, and the person is told in the presence of the officer that they are to leave and not return to the premises, and they do return, then it is criminal trespass. Dr. Wade noted that ACM Wright-Lanier has been tasked with the homeless issue. Interim Chair Olson added that the homeless population is an issue of concern for the community, and as such would fit under Dining & Dialogue. He then called for the Commissioners to think about issues that they would like to have discussed and create a list to present at the next Commission meeting. This would be a content activity and would make the Commission look good to the County Commissioners and City Council. Motion to have the

Commission own Dining & Dialogue made by Commissioner Webb and seconded by Trainor. Vote was unanimous.

Interim Chair Olson had two things to add, one that an email would be sent out with committee sign ups and chairs. The second is that the chairs determine when and where the committees meet. He also asked about what is planned for the upcoming holiday for the Commissioners. Possibly a meeting off-site with business first and then social time.

Commissioner Trainor asked about the Commission and social media to inform the public about the individual commissioners and what the Commission does. He would like to interview Commissioners and staff on Facebook Live. Dr. Wade noted that Commissioners should always be aware that they can talk about the Commission, but should be very cautious about speaking for the Commission. He stated that even he could not speak for the Commission unless the Commission has taken action and voted on an issue.

Next Commission meeting will take place on December 12, 2019, at 5:30 pm, Festival Park Plaza, Training Room.

Meeting was adjourned at 6:46 p.m., motion to adjourn by Commissioner Harris, 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 lend 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.

