**Members:** R. Richardson, R. Dawson, L. Carpenter, T. Douglas, R. Olvera

M. Alexander, F. Al-Hayani, N. Badawi, D. Barnett, J. Hartung, A. Leck, G. Mendoza, T. Thomas

**City Council Ex-Officio Member:** C. Adams

**Mayor’s Office Staff:** G. DeBacker, A. Lucas, S. Dastagir

**Guests: Ignacio Messina (absent due to illness)**

**DATE: January 28, 2019 TIME: 6:03-7:18 PM PLACE: Conference Call Due to Weather**

| **TOPIC** | **DISCUSSION** | **DECISION/ ACTION** | **Person Responsible** |
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| Call to Order | Call to order at 6:03 |  |  |
| Guest Speaker  Ignacio Messina (6:00-6:10 pm) | * Absent due to illness | * Perhaps we can have Ignacio Messina attend our March meeting as a speaker | * Lauraine will ask Ignacio to return in March |
| Executive Overview (Rachel)   * Executive Summary * Bylaws approval * Lauraine Discussion on Roadmap and Dialogue for Change * Lauraine discussion of Bridges to End Poverty | * Executive Summary –   + Budget: Financials are available for budget in the Summary. Executive committee will complete a final vote on the budget at EX Committee meeting in February. At that time, we will have a line item budget with details and will have more information on policies and procedures for subcommittees as well as expenditures.   + Raina presented on subcommittees (see section below)   + Tom presented on Mediation (see section below)   + Ramona will send out all material, including calendars, Dropbox links and other information by the Friday before monthly HRC meetings. * Bylaws were attached to the email sent by Sara this afternoon and HRC will need to approve them. As a quorum was present on the call, the full commission needs to vote on the bylaws to approve.   + Jim Hartung – motioned to approve the bylaws.   + Raina 2nd the motion.   + Michael Alexander made a point of order that Executive Committee Members should refrain from motioning on actions taken by the full committee. Everyone agreed,   + Michael 2nd the motion.   + All on the phone call at the time (may have excluded Fatima) said Aye. No one opposed or obtained. The vote on the bylaws passed. * Roadmap Webinar and outline of question: Everyone received an email with the webinar. Please watch it. All members and even subcommittee members should complete a roadmap about the work of their committee. Co-chairs should compile the answers from everyone on the subcommittee and submit them to Lauraine. Then there will be a phone conversation with Ariel Guerrero (Manager, Technical Support and Outreach Team) who is part of National League of Cities Racial, Equity and Leadership. From there next steps will be decided. * Dialogue for Change - This is a program from the YWCA and others that deals with the issues of racism, that is 4 weeks (2 hours per week) or 1 eight hour day. Lauraine is trying to find out about future programs so that members can participate. Apparently some United Way folks are also qualified to run these sessions. There is one scheduled at the Eberly Center at UT that is in April 13 from 9 to 5. * Bridges Across Every Divide – Lauraine attended a meeting where there were speakers and authors of the book with the same name. Many organizations in Toledo working towards the same goal. Book discusses causes of poverty, hidden rules of class, how to use policies to change poverty. Of importance is that discussions should include people in poverty, for example an ex-convict may have different insight compared to others. This is an excellent tool in our toolbox. Questions like: What are the unintended consequences of policies for the poor or persons of color? What is one policy that we can change to help these groups? * Reminder from Gretchen that Lauraine will be looking for these educational opportunities for people on the committee. These specific programs will help those in the commission to have the opportunity to have eye opening moments to help get us on the same page. * Discussion on what we can do versus just learn new things. What should the subcommittees be doing about problems? Subcommittees should work to find coordinated, communicated plan to approach these issues. There is a request to get a list of agencies, or government organizations that are already working on these issues so as to not duplicate work of other organizations. We need to access information to make sure we need to find the organizations that are already out there. There was agreement on this. * Lauraine – Roadmap is one tool to help define the goals of the subcommittees and our organization. Ideally we will define three goals for the year, determine what information we need to achieve this goal and who we will work with to do so. | * Exec Comm will discuss budget in February and report on decisions at HRC in February. * HRC By-laws were approved by unanimous decision by commission. * Each subcommittee will submit a roadmap that is a compilation of all members’ work. * Anyone interested in Dialogues for Change should contact Lauraine or look for information on sessions | * Rachel will present budget information at next HRC meeting (2/25) * Ramona monthly email to all HRC members (Friday before meetings) * Lauraine will reach out to subcommittees about the roadmap. * Lauraine will get more information on dates for Dialogue for change. * Lauraine will send the information on the book *Bridges Across Divides* |
| Mediation Update (Tom) | * The Executive Committee has received mediation training and will be continuing training. * Tom will complete the first mediation and others will co-mediate with him. * Times and locations are available already and available on calendar. * We have intake forms and materials for beginning mediation are ready but more promotional material is needed. Tom will begin publicizing information on local media. * Gretchen – Mediation press release will go out this Friday including social media platforms. The next Mayor’s newsletter will have the information about mediation as well. Gretchen has met with Safety, Neighborhood, Engage Toledo, and Code Enforcement. They will have business size cards for police and code enforcement folks to hand out – like when police go to a scene. * Business cards to all HRC folks are available. * First mediation date: February 27 5 to 8 at United Way. Cases will be heard if people have material available and are ready on that day. | * Information on monthly mediation will start to be publicized soon. * Police, fire, and code enforcers will have cards about HRC mediation to hand out to interested parties. * Libraries will have information | * Gretchen will be sending everyone the publicity information * HRC members should share information on mediation with organizations. * Tom will work with Gretchen on publicity. |
| Subcommittee Updates (Raina) | * Raina sent an email to all the subcommittee co-chairs about monthly reports. Monthly reports should be sent to Raina the Wednesday before each month’s full HRC meeting. * March 2 meeting of all subcommittee members, and executive committee. The meeting time will be 9 -11 am, location, to be determined. * Every subcommittee will develop 3 goals that will be presented at March 2 meeting. The media will be present. * We have almost everyone picked out for all the subcommittees except for a few people who haven’t confirmed. | * Most subcommittees have selected all members. * Every subcommittee will develop 3 goals that will be discussed at March 2 meeting. * Goals will be discussed with media who will be present at March 2 meeting. Co-chairs should work with Raina on preparation. | * Co-chairs will send 3 goals to Raina and discuss them as needed prior to the March 2 meeting * Raina will send out meeting location to everyone when Mayor’s office finds a space. |
| Community & Neighborhood  (Michael and Jim) | * Have full roster of members with significant diversity. All members know of the March 2 meeting. Working to get members input on goals, but initial thoughts are about WelcomeTLC, City of Toledo website, trying to streamline communication. Perhaps Blockwatch is one way to centralize communication and begin community conversations. * Because of the weather, their January meeting was cancelled. Will reschedule meeting before the February meeting. |  | * Michael and James will send rescheduled meeting date to Raina as soon as determined. |
| Equity & Social Justice  (Deborah and Anna) | * Have confirmed all but two member if the committee. Everyone excited and all know about the March 2 meeting. * First meeting is 1/25 meeting * Talked about goals: Conversation events – profile-isms – Me too movement and awareness in Toledo; Social Justice collaboration with other community groups ways to help them. Are collecting information * Deborah attended the event with Jessie Jackson at General Motors. A beginning discussion took place where other workers from other facilities (like UPS and Chrysler) are experiencing same harassment at Jobs. UPS 20 people filed lawsuit. This is the type of situation that this subcommittee would like to discuss and start conversations with community members. * Background of GM issue: Jessie Jackson came to see if he could be of assistance where racist graffiti has been written in bathrooms. Workers not feeling safe, but company is not sure how to find who has done this. National UAW invited Jessie Jackson. There will be a training with Local 14 and Solidarity House next week. There has been a lot of movement behind the scenes with UAW, NAACP, churches, Sherrod Brown, Dialogue for Change, small group discussions * Multifaith council having a breakfast next week to talk about some of these issues | * Next meeting is Feb 21 at Heatherdowns Library 6 pm * HRC members will need business cards soon so that they represent HRC at events like the GM Plant discussion. We discussed that co-chairs should be able to speak as members of HRC. | * Sara will send information about the member who has not been contacted. |
| Youth Empowerment & Engagement  (Najwa and Guisselle) | * First meeting to for the subcommittee was 1/10/19 meeting. Very diverse committee of members chosen and fully formed committee will meet at Sanger Branch Library * Discussed Goals generally, such as working with youth at community centers to have talks, cultural/intercultural awareness and dialogues. Still defining goals, specifically what age youth tow work with. What defines the youth? How do youth define themselves? Want to actually define 3 concrete goals that can be accomplished in the year. |  |  |
| Stop the Violence  (Tony and Fatima) | * Still are confirming one member and are waiting to set meeting times based on the full subcommittee * Beginning discussion of 3 goals but has interest in getting statistics on homicides. There is new coroner, Dr. Scala-Barnett, information from TPD may be useful. | * Decision about where to get statistics and time for meetings still need to be completed | * Tony can request information on statistics from Gretchen who will work with TPD. |
| MLK Day (Raina, Angela, Sara) | * Thanks to all those that helped and attended the event. Particular Thanks to Sara and Angela and Dan * The weather may have played a role in attendance, but in general everyone seemed to really enjoy the event. * Survey of participants may be useful to improve the event. Will help for future planning * Some initial feedback - Raina – Asked young people thought it should have been longer. Gretchen – Key to keep youth involved – Scott high band was there. Najwa – perhaps the speeches on video when the speakers were in attendance was a little weird. * Want to start planning event early. | * Will need to start planning for next MLK soon | * Mayors office can give survey results to HRC Executives |
| Mayor’s Office Updates (Gretchen/Sara/Angela) | * Business cards are available at Mayor’s Office |  |  |
| Old Business | * None |  |  |
| New Business | * Government Shutdown Foodbanks (Lauraine) Foodbanks – With the government shut down, there may be problems in the coming month, Jill Bunge (of United Way) Job and family services, is in contact with Lauraine. Statewide and Nationwide United Way is trying to coordinate local responses to shutdown. Individual groups are working on this with the United Way. * WelcomeTLC (Ramona) – Tomorrow meeting | * Look for emails from Lauraine about food drives/food banks |  |
| For the Good of the Order | * Locations and Speakers for future meetings – Sent out email. Ideas are coming in, keep them coming. * Next meeting at Fredrick Douglas so folks there will speak. * Jim is interested in discussing Sister Cities with HRC folks. He said he will contact Rachel and Gretchen |  | * Send emails to Lauraine @ speakers and locations * Jim will contact Gretchen and Rachel to talk about Sister Cities |
| Adjournment | - Michael motioned for adjournment. Fatima seconded. Meeting was adjourned at 7:18 |  |  |

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| **NEXT MEETINGS** |
| **Full Committee:** Regular Meeting: February 25, 2019 6:00-7:30 PM – Fredrick Douglas Community Center 1001 Indiana Ave 419-244-6722  All Sub-Committee Meeting: March 2, 2019 9:00-11:00 AM – Location to be Determined |

Minutes approved February 25, 2019