



MINUTES

OFFICE OF THE GOVERNOR THE LOUISIANA COMMISSION ON HUMAN RIGHTS COMMISSION MEETING

Date: Tues., April 23, 2024

Time: 10:00 A.M.

Facilitator: Angela Faulk, Commissioner

Commissioners in Attendance

Present

- ✓ Commissioner Julia Méndez Achée
- ✓ Commissioner Roxanna Foret
- ✓ Commissioner Alison Bordelon
- ✓ Commissioner Angela Faulk
- ✓ Commissioner Terry Jackson
- ✓ Commissioner Henry Garrett

Absent

- ✚ Commissioner Tamara Jacobson
- ✚ Commissioner Rikki David
- ✚ Commissioner Courtney Hunt

Staff in Attendance

- ✓ Exec. Dir. Dr. Leah Raby
- ✓ Christa Davis
- ✓ LeTricia L. Burns

➤ *Call to Order*

A commission meeting of the Louisiana Commission on Human Rights was held on Tues., April 23, 2024, in person, in the Louisiana Workforce Commission - 1st floor conference room. The meeting was called to order at 10:30 a.m. by Commissioner Angela Faulk.

It was determined that a quorum had been established.

Roll Call was conducted by Christa Davis.

Commissioner Faulk requested approval of the minutes of the Dec. 6, 2023 meeting. Motion made by Commissioner Alison Bordelon and seconded by Commissioner Julia Méndez Achée. The motion carried.

- Commissioner Faulk announced the following in the absence of Commissioner Jacobson: The Ethics Board report of financial disclosure is due May 15, 2024.
- Dr. Raby also advised of completing sexual harassment training as soon as possible and to forward the certificate verifying completion.
- Commissioner Faulk urged everyone to be mindful that they serve at the pleasure of the governor, and are waiting his approval and reappointment as commissioners or replacements.

➤ *Exec. Dir. Leah Raby - Executive Director's report*

- Dr. Raby advised all that the LCHR staff was actually maintained, notified, and invited to the inauguration.
- The staff's direct report is the deputy Chief of Staff, Andree Miller. We're working on contracts, and law clerks, because our current law clerk Johnny Ross, will be graduating from law school on May 18th. We also have two volunteer law clerks that we just interviewed and they are excited about volunteering. We anticipate a start date of June 1st was afterwards a decision will be made on who will transition to Johnny's former role.
- We are excited to report that we have a full cadre of individuals at the investigative level for the first time in a long time. This announcement was prefaced that that the staff is still working on the approval of past contracts as they were not completed in the last administration as reported to us. EEOC contract was maintained at 73 cases, LCHR was one of the few agencies to receive funding due to budget constraints. The field office has requested we move to a quarterly system to prevent an onslaught of cases being submitted at the last minute, which we are complying.
- LCHR has closed 38 cases to date; meeting the first half. The staff is working on the second half. It is the desire that we supersede the goal and request an upward modification for case investigations. However, intake productive is low and we have not met those requirements and will request a downward modification. Last year the feds had a surplus and wanted to give us funds, but we were not in position to accept them. Hopefully, alignment occurs that will allow us to obtain at least some of those funds EEOC has been very proactive at extending training at the local level. We've participated in negotiated settlement training, backlash discrimination training, intake procedures; we also had the online FEPA conference. Mrs. Davis and Miss Burns, also, participated with DECA; engaging with the youth across the state.

- The staff have encountered some very interesting complaints, as of late, and we're getting challenged by a lot of our complainants because they feel like they know our law and our statute and our complaint process better than we do. It is imperative that we follow all steps accordingly.
- April 19, 2024, the EEOC was invited to speak at the Louisiana Society of Human Resource Managers Conference in Lafayette, LA; Dr. Raby was invited to engage the attendees who inquired about the LCHR.
- The IAOHRA Conference will be held in St. Louis, Missouri in August. It's their 75th anniversary. We desire to bid for next year's conference as the host and Dr. Raby will speak with the President regarding the same.
- Most recently Commissioner Hunt who is the president of 100 Black Women, hosted the 2024 Pay Equity Summit at the Baton Rouge Community College on April 6, 2024.
- Dr. Raby will present at the "The Mondays with Marvis and Marina on Monday, April 29th" - she will share the information with all as it is free and open to the public. Marvis and Marina are the outreach and education coordinators with the Equal Employment Opportunity Commission, Houston and New Orleans offices - the topic requested is Understanding the Equal Pay Act.
- Lastly, Dr. Raby is working on generating a user-friendly interactive site for the constituency apparatus from the generic one offered by the Governor's Office. She noticed that after each administration concludes the website is dismantled. This will prevent the disconnect. We have a sample to share with the Commissioners that the OTS staff have been developing.

(SHARED THE SAMPLE SITE WITH THE COMMISSIONERS)

Executive Director's report concluded

Commissioner Faulk requested approval of the Executive Director's report – motion made by Commissioner Roxanna Foret and seconded by Commissioner Alison Bordelon. The motion carried.

Commissioner Faulk requested a motion to approve the forward motion of the website building – motion made by Commissioner Julia Méndez Achée and seconded by Commissioner Roxanna Foret. The motion carried.

➤ Unfinished Business

Commissioner Faulk asked if the payment was resolved.

Dr. Raby indicated we're actively working on that, because that was one of the contracts that we've had to rebuild. But we were able to search through multiple different systems to find where it was saved as a draft mode, but not necessarily processed. So we've been working with OTS and procurement and everyone to get Erin's contract processed, but yes.

➤ *New Business*

Commissioner Faulk received an inquiry regarding someone complaining about being discriminated against at the University of Louisiana at Lafayette. She advised them to contact the EEOC and asked Dr. Raby if that was correct. Dr. Raby explained because it's a state entity, if they come through us, then we'll receive it and then transfer it to the EEOC. It will be intake credit for us. The only reason we don't take it is so that we can provide the highest degree of impartiality, but we can get intake credit for it. We have that stipulated in the worksheet agreement, because we don't want anyone to say we had any type of undo influence by any type of politician, senator, representative...

Commissioner Faulk proposed the next meeting date of June 18, 2024 at 11 a.m. or best consensus – location TBT.

Commissioner Faulk requested a motion to adjourn the meeting. Motion made by Commissioner Alison Bordelon and seconded by Commissioner Julia Méndez Achée. The motion carried.

➤ Meeting Adjourned - 11:03 a.m.

Minutes submitted by LeTricia L. Burns