

Minutes for the Louisiana Commission on Human Rights Office of the Governor

Call to Order

A Commission meeting of the Louisiana Commission on Human Rights was held on April 18, 2018 at Louisiana Workforce Commission. It began at 11:45 a.m. and was presided over by Chairwoman Tamara Jacobson, with Dr. Leah Raby, as Executive Director.

Attendees

Commissioners ■ – Denotes Absent		
Tamara K. Jacobson, Chairwoman	Commissioner Angela Faulk	■Commissioner Terry L. Jackson
Commissioner F. Clayton Latimer	■Commissioner Julie Mendez Achee	Commissioner Roxanne Foret
Commissioner Courtney L. Hunt	■Commissioner Richard Perque	
Staff		
Dr. Leah Raby, Executive Director	Christa Davis, MPA	Desha Gay, Esq.
April White	Erin Dowell, JD	
Guests		
Dr. Adren Wilson Deputy Chief of Staff		

Approval of Minutes

A motion to approve the minutes of the previous October 24, 2017 meeting was made by Commissioner Hunt and seconded by Erin Dowell for Commissioner Faulk.

Chairwoman Jacobson's Remarks

- Acknowledges April White serving as Commissioner Latimer's proxy.
- Acknowledges Erin Dowell serving as Commissioner Angela Faulk.
- Acknowledges Dr. Adren Wilson, Deputy Chief of Staff of Programs and Planning in the Governor's Office attendance.
- Announces the next scheduled meeting date of June 29, 2018 based on the recent poll. The EEOC/FEPA training conference is June 25-28, 2018 in San Antonio and the commission meeting is still scheduled for the confirmed date.
- Acknowledges Commissioner Perque's hard fought bid for City Judge and extends encouragement for future bids.
- Acknowledges Commissioner Foret daughter, Sophia, who is on the mend from an accident.
- Shares that the Equal Pay (Pay transparency bill) did not make it to the floor and died in committee. It will be championed again next year. Even though it did not make it, the staff still attended Equal Pay day (Red Day) at the Capitol –April 10th
- Shares her personal experience with Ethic's board and the completion of the test and the submission of the financial documentation. She inquires if any other Commissioners had the same experience.

This concludes the Chairwoman's remarks.

Executive Director's Report

The Executive Director's report was presented by Dr. Leah Raby. Highlights include:

- Welcomes Dr. Adren Wilson as he was recently appointed the Deputy Chief of Staff of Programs and Planning in the Governor's Office.
- Expresses increased activity from all the staff, including speaking engagements, mediations, case investigations and fielding calls, production of required documents, public records requests and participating in other Office of Community Programs Activities. Purchasing computers – old and outdated.
- Thanks Chairwoman Jacobson for engaging our complainants who feel they were not engaged to their standards.
- Presents the Annual Report with the Commissioners. Thanks Erin Dowell for her creative expertise in the drafting and production.
- Dr. Raby informs Commissioner Latimer that once the printed copy is released. She would email it to her.
- Announces Christa Davis was successful in tracking down missing federal funds in the amount of \$19,444.08.
- Contract renewals
- Webinars presented by EEOC (Employment Agencies, Big Data)
- Speaks about Marlin Green
- Shares engagement opportunities with the Commissioners as follows:
 - Spoke on February 23, 2017, to the Louisiana Chapter of International Public Management Association for Human Resources who comprises of Human Resource personnel and directors from the state agencies. Byron Decoteau, the State's Civil Service Director was present and has since requested my presence to speak on diversity at the National Association of State Personnel Executives Annual Conference in Rapid City, South Dakota at no expense to LCHR
 - On April 26th I will be speaking at Louisiana Companies re: Diversity, Employ-At-Will and Sexual Harassment
 - Tentatively scheduled for May 2nd to speak for Archdiocese of New Orleans – Office of Racial Harmony – Re: LEDL and Sexual Harassment
 - Spoke at the Louisiana Labor Summit on March 22, 2018-engaged approximately 160 people regarding federal and state discrimination laws with Marvis Hicks our FEPA coordinator and told our session was the greatest in attendance, interaction informative.
 - LCHR staff (Erin, Christa, and me) participated in the DECA (Distributive Education Clubs of America) career development conference as judges held at the Marriott in Baton Rouge with Marvis Hicks, FEPA Coordinator, Sunday and Monday, March 4th and 5th). Teens were required to assess a scenario or presentation based on their chosen field of study, having to discuss the scenario and fluently speak about it, using key

terms. Additionally, approximately 350 kids from around the state came to discuss their goals and personal traits related to determination, being a team player, future plans, etc with the intent of engaging intellectually. All categories were judged with a rubric, tallied and the students placed first, second or third.

- Future FEPA Engagement Collaboration- Sexual Harassment Awareness Symposium and to further our engagement, we have a few Cause finding cases that will be forthcoming and EEOC would like to engage in securing a resolution.
- Announces that TAPS will be held at Southern University in August 2017.
- Christa Davis presented an intake case and its processing.
- Erin Mc Dowell presented a disability case investigated by LCHR.
- April White presented a sexual harassment case investigated by the LCHR.

A motion to approve the Executive Director's Report was made by Commissioner Faulk and seconded by Commissioner Hunt. There was no new business.

Announcements

The next tentative meeting date was June 28, 2018.

Adjournment

Commissioner Faulk motioned that the meeting be adjourned and it was seconded by Commissioner Hunt and this was agreed upon at 12:25 p.m.