## Call to Order

A commission meeting of the Louisiana Commission on Human Rights was held on March 30, 2022 via Zoom and in person. It began at 9:00 a.m. and was presided over by Acting Chair Richard Perque on behalf of Chairwoman Jacobson, with Dr. Leah Raby, as Executive Director.

## Attendees

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| **Commissioners** ■ – Denotes Absent | | |
| Tamara K. Jacobson, Chairwoman■ | Commissioner Angela Faulk | Commissioner Terry L. Jackson |
| Commissioner F. Clayton Latimer | Commissioner Julie Mendez Achée | ■ Commissioner Roxanne Foret |
| Commissioner Courtney L. Hunt | Commissioner Richard Perque | Commissioner Henry Garrett |
| **Staff** | | |
| Dr. Leah Raby, Executive Director | ■ Christa Davis, MPA | ■ Desha Gay, Esq. |

**Approval of Minutes**

A motion to approve the minutes and a correction to the minutes was noted from the previous December 10, 2021, meeting was made by Commissioner Achée and seconded by Commissioner Jackson.

**Chair’s Remarks**

Acting Chair Richard Perque acknowledged everyone’s presence and welcomed our newest Commissioner, Henry Garrett, who joined us via telephone. Thereafter, proceeding to the next item on the agenda, the Executive Director’s Report.

**Executive Director**

Dr. Raby presented several bills that were before the legislature and presented the option to the Commissioners to champion any of interest or that they were against. She also reminded the Commissioners to complete their Tier 2.1 financial statement for Ethics.

Commissioner Hunt inquired if the Tier 2.1 form required a notary’s attestment or the Senate confirmation questionnaire; Commissioner Latimer confirmed it was the latter.

Commissioner Perque concurred.

Commissioner Perque asked if we represent ourselves independently and speak on behalf and/or against any of these bills. Or if he was to write a letter to the author of a bill is there a prohibition against him using his title? Dr. Raby stated she would have to confer with the Governor’s Office legal counsel. Commissioner Perque stated he knows whom to confer and Commissioner Latimer asked that all be informed of the outcome.

Further dialogue ensued regarding the support/against bills. Commissioner Hunt suggests writing a white paper instead of taking a direct position. Shortly, afterwards, the discussion was tabled with Commissioner Perque indicating he would do further research on the matter.

Dr. Raby further shared that the EEOC transitioned to the Agency Record Center (ARC) and that new system was not without fault or glitches but still progress. Also the staff was currently participating in a 3-day investigator training with the EEOC. It was a great refresher for those who are not new to the process on how to engage in the investigative process.

The Governor’s Office prefers to not engage in receipt of honorariums as per the statute, even the money goes towards the budget. The conversation directed towards obtaining a full-time investigator, which was indicated more feasible, though the request had been made a couple of years prior to the Deputy Chief of Staff in the Governor’s Office, it was submitted again to the current, Deputy Chief, along with the request for a Diversity, Equity and Inclusion person as well to assist in outreach.

LCHR has transitioned to the State’s network; however, we have maintained our email with our current provider.

In concluding the Executive Director’s report, Dr. Raby presented that outreach has been active for the office including participating in/or presenting for:

* Louisiana Workforce Collective – Know Your Rights Seminar
* DECA Conference
* Governor’s Office of Human Trafficking – Cyntoia Brown Keynote
* Conciliation training – Marvis Hicks
* U.S. EEOC New Orleans Field Office – Black History Program
* Shreveport Bossier SHRM – Civility in the Workplace Training
* LA Workforce Commission – Cultivate a Discrimination-Free Workplace
* Southern University Executive PhD Program – Keynote
* Metropolitan Baton Rouge Chapter NC100 BW -Break the Bias – Moderator
* SU Internship Program - Speaker

Commissioner Latimer moved to accept the Executive Director’s report and Commissioner Jackson seconded it.

Commissioner Perque asked was there any new or unfinished business prior to moving into the executive session.

Dr. Raby responded there is no executive session.

The next meeting date was tentatively approved for July 12, 2022.

Commissioner Perque accepted a motion for adjournment. The motion was made by Commissioner Latimer and seconded by Commissioner Achee.

The meeting ended at 9:41 a.m.