

Louisiana Commission on Human Rights  
Minutes  
Wednesday October 8, 2012  
11:30 a.m.  
Louisiana Workforce Commission  
1001 North 23<sup>rd</sup> Street  
Baton Rouge, Louisiana

Members Present:  
Tamara K. Jacobson, Chairwoman  
Marshall Brumfield  
Willie Littleton  
Kirby Verret

Members Absent:  
Angela Faulk  
Eursla Hardy

Staff Present: Loyce Pierce Wright, Christa Davis, Dr. Leah Raby, Jamiel Peterson, Kimberly Persley and Marlene Miller

Chairwoman Tamara Jacobson called the meeting to order at 11:30 a.m. and requested a roll call. Mrs. Davis conducted the roll call. A quorum was not established.

Chairwoman Jacobson began the meeting requesting that the Commissioners review minutes from the July 11, 2012 commission meeting. There was no motion to receive the minutes due to a lack of quorum.

Thereafter, Chairwoman Jacobson proceeded with her Chairwoman's report. She discussed her meeting with Mr. Ginn, wherein she shared concerns about the number of vacancies of the Commission and the need to fill them. Mr. Ginn acknowledged that he did not have the authority to appoint members to the board, but that he would like to help with the infrastructure of the Commission. Mr. Ginn indicated that he would speak to the Governor's Office of Boards and Commissions about the dilemma the Commission was experiencing regarding vacancies. Chairwoman Jacobson indicated that she was encouraged by the end of the meeting.

Chairwoman Jacobson provided commendations to the staff, and said she was astonished by the success of the International Association of Official Human Rights Agencies' conference held August 4-8, 2012. Commissioners Brumfield and Littleton extended the same commendations to the staff for their hard work and success of the well-attended conference hosted in New Orleans.

Chairwoman Jacobson ended her remarks stating that she would like to go on record that the Commissioners and she would like the staff to receive merit increases for their continuous hard work and dedication. She then requested Mrs. Wright to proceed with the executive director's report.

Mrs. Wright began the executive director's report with a brief synopsis of the International Association of Official Human Rights Agencies' 2012 conference and indicated that based on the feedback from the attendees, staff and the Commissioners the conference was a success. Mrs. Wright indicated that the staff executed their responsibilities in a very professional and timely manner; in addition the monetary support for the conference was exemplary.

She indicated that the Commission was able to cover the expenses for all Commissioners and staff to attend the conference; the printing of the program booklet and obtained funding from the Ritz Carlton to host the Monday night reception, and planned, organized and implemented the visit to the Presbytere to view the Katrina Exhibit followed by a presentation by author Keith Medley, *We As Freeman*, regarding the Plessey/Ferguson landmark decision. Mrs. Wright stated that Keith Plessey, a decedent of Homer Plessey and Brenda Osborne, historian also participated in the aforementioned presentation.

Mrs. Wright thanked all the Commissioners for the contribution to the conference by bringing greetings, introducing speakers and serving as dais guests. She noted that Commissioner Littleton attended the conference each day. Other attendees recognized as participants in the conference at the invitation of the Commission included, Congressman Cedric Richmond, State Representative/ Speaker Pro Tempore Walt Leger, Senator Karen Carter Peterson, Justice Bernette Joshua Johnson and freedom rights icon Jerome Smith. Mrs. Wright noted that Senator Carter Peterson, Justice Johnson and Jerome Smith were honored as recipients of the Presidential Award.

Thereafter, Mrs. Wright stated that she previously reported that the Commission had met its contractual obligation with the U.S. Equal Employment Opportunity Commission and had requested an upward modification of 30 cases which was approved. She stated she was elated to announce that on September 26, 2012, the Commission had closed 125 cases which included the upward modification.

Further, she added that there were a total of 130 resolutions from October 1, 2011 to September 30, 2012 where 60% of the cases were Title VII complaints, 13% were Age Discrimination in Employment Act complaints, 16% were Americans with Disability Act complaints and 11% were regarded as other. Mrs. Wright reported that there was a total of \$108,878 in damages collected for complainants and that there is a total pending inventory of 152 cases.

Mrs. Wright then presented to the Commissioners a listing of the outreach activities the Commission had been involved in this year, stating that while investigating cases, the Commission also hosted the International Association of Official Human Rights Agencies' conference, with over 125 attendees, participated with Tydell Whitfield (EEOC) and Lucia Garcia (U.S. Labor) at the Louisiana Society of Human Resource Manager's Conference in April 2012, where Dr. Raby also served as concurrent session speaker. She mentioned that Dr. Raby spoke to the Alexandria Area Human Resource Managers and Iberville/Calcasieu Parish Human Resource Managers regarding a "Business Case for Diversity" and presented to the Acadiana Society of Human Resource Managers regarding "Discriminatory Hiring Practices. Dr. Raby also met with the Alexandria Human Relations Commission Chair and Vice Chair on her behalf.

Mrs. Wright concluded her report stating the staff was requested by the New Orleans Citizens and Development Council to meet with eight attorneys/instructors from Egypt regarding sex discrimination complaints and how they are processed in the Commission.

At the conclusion of Mrs. Wright's report, Chairwoman Jacobson asked if there was any unfinished business or new business; there was none.

Mrs. Wright then introduced Katherine Green, Assistant Attorney General, assigned to the Commission and who also serves on the Human Trafficking Task Force. Attorney Green then began her presentation relevant to Human Trafficking in Louisiana.

After Attorney Green's presentation, Mrs. Wright mentioned that the Commission would like to conduct more outreach that involves the participation of the Commissioners and sought recommendations for potential activities.

At the conclusion of the meeting, Mrs. Wright introduced Commission staff members Jamiel Peterson, Law Clerk, Kimberly Persley, Law Clerk and Marlene Miller, Equal Opportunity Specialist. With no further business to be discussed a motion was made to adjourn.

The meeting was adjourned at 1:20 p.m.