

**Human Rights Commission  
November 16, 2005 Meeting Minutes**

**Members Present:** Marie Glaze, Glenn Glasgow, Randy Cole, Noel English

**Members Excused:** Lawrence Morganfield III, Mark Thomas, Valeta Snell

**Staff Present:** Phil Steinhaus, Nanette Ward, Erin Cozad

- I. **Call to Order/Introductions:** Glaze called the meeting to order and introductions were made.
- II. **Approval of Agenda:** Glasgow moved to approve the agenda as presented. The motion was seconded by English and passed by a unanimous vote.
- III. **Approval of 10/26/2005 and 11/02/2005 Meeting Minutes:** Glasgow moved to accept the minutes as presented. The motion was seconded by Cole and passed by a unanimous vote.
- IV. **Public Hearing: FY2006 Human Rights Enhancement Program Funding Recommendations**

Glaze opened the public hearing and said that the commission had received one request to appeal the commission's funding recommendation.

Phyllis Barks from the Center of Innovations In Education requested that the commission consider an additional \$200 for a sign language interpreter in order to have the deaf community represented on the advisory committee of their project. She said that since she last met with the commission, they have received some donations of meeting space, refreshments and clerical services but would still like to request funds for a sign language interpreter.

Glaze asked if there was any other public comment. Hearing none, she ended the public hearing.

The commission discussed the request from Barks. Glaze explained that all of the commission's funds for the year had been allocated and that funds would have to be taken away from another organization to fund Barks' request. The commission discussed the need for additional annual funding for the program. Cole noted that there were more requests for funds than what the commission had to allocate. He said he felt that the commission did the best we could with what we had and he didn't feel that it would be right to take the money away from other places where it had already been allocated. The Commission discussed the need for additional funding and whether there were any other sources of funds.

Glasgow made a motion to adopt the final recommendations. The motion was seconded by Cole and passed by a unanimous vote.

**V. Old Business:**

- A. **FY2006 Human Rights Enhancement Program Funding Contracts:** Steinhaus said that he will draft the contracts and they will go to the City Council with the report

and it will be presented at the Council meeting on Monday, December 5. Usually, the Chair presents the recommendations to the City Council. Other Commission members are encouraged to attend to offer support. Contracts will be issued to agencies after they have been approved and signed.

**B. Community Study Circles Program Report:** Ward reported on the following activities

Completed

- 10/28-30/05, 14-hour Study Circle Facilitator Training: Nine diverse trainees (E. Boeckmann, R. Binkley, A. Cornish, S. Ford, L. Friedberg, S. Silva, M. Stannard, J. Tsui, D. Wong), including 2 men, 7 women; four experienced facilitators assisted with training; OSL student assisted with set up, clean up, copying, etc.
- 11/1/05 6:30 p.m. – 8:30 p.m.: “You in Mizzou” Program #2 – modeled after city’s monthly Community Circle; about 24 in attendance; focused on exploration of meaning and impact of “Diversity”; coordinated by Azizan-Gardner and Binkley; circles facilitated by NW, newly-trained community volunteer S. Silva, and MU and community volunteer M. Milanick.
- 11/8 and 11/15/05, two 4-hr. study circle session: pilot/inaugural student study circle for “TDOOL” (The Days of Our Lives), Michael Taylor’s MU Community Leadership Project study circle initiative: 5 student team members plus 2 community members (A. Gardner and K. Hickman)/students participated; 2 community volunteer facilitators assisted (G. Allen, T. Byndom)
- 11/10/05 PIE Hickman High School Multicultural Committee meeting: Attended with P. Steinhaus; met with G. Frissell, M. Janda, and one other committee member. Discussed possibility of showing videos city has used in study circle groups/diversity training at student events and facilitating follow up dialogue.
- 11/16/05 meeting with Dr. Julie Middleton, MU Extension Regional Diversity Teams Coordinator – Middleton would like city’s assistance in introducing and training Diversity Catalyst Team of 14 state-wide members on study circles model of diversity-related dialogue and facilitation and use of other diversity training and sensitivity “tools” (exercises, activities, videos, etc.) in order for them to train members of 8 Regional Resource Teams (about 60 total members), with city’s assistance, so they will be able to do the same for their staff within their regions. Assistance could begin Jan. ’06.
- “LET’S TALK, COLUMBIA!” 2006 first promotional articles submitted for City Source and City Insider

In Progress

- “LET’S TALK, COLUMBIA” 2006 promotional efforts, on-going until 1-20-06 registration deadline.
- MU Office of Service Learning Student – Marian Trattner (40 hours this semester)

- Hickman High School Student After-School Study Circle – Preparing for January 2006, Andrew Gardner, Hickman Sr., and Tyree Byndom
- Preparation for “TDOOL” next step – Study Circle Facilitator Training for 5 MU student team members on Nov. 29, continuing Dec. 2, for 8-hour total training
- MU Community Leadership Project Student for Study Circle Stories of Impact – Kris Hickman
- Promote diversity-related activities via email forwards (on-going)

### Coming Up

- Thurs., Nov. 17, Community Circle, 6 p.m. – 8:45 p.m. : “The Power of the Circle – Sharing Different Traditions of Native American Tribes”
- Thurs., Dec. 1 Community Circle, 6 p.m. – 8:45 p.m. – Dialogue following Nov. 30, 6 p.m. – 10 p.m. Israeli/Palestinian Film Fair
- December 9 Final Session for Descendants of Abraham Study Circle participants
- Sat. & Sun., Feb. 11 & 12 “LET’S TALK, COLUMBIA!” 2006 – Registration deadline Jan. 20, 2006
- Tues., Jan, 24, 2006 Community Circle: Video/Dialogue: Race – The power of an Illusion)
- Feb. 2006 Diversity Program for BCRAA? And possibly May 2006 Workshop with focus on Diversity issues?
- Feb. 26 & 27: True/False Film Festival Study Circles?

Ward also mentioned the e-mailing opportunities for diversity related activities that she does. Rabbi Feintuch expressed concerns about the sharing of information about the Ellen O’Grady visit and presentations. She said that he was wondering about the capacity she was serving in when she sent out that information. She stressed that the information was passed along as is information about various other cultural events but was not sponsored by the Human Rights Commission. He was concerned with the damage that he thought it had caused in Columbia. Ward said that she will meet with the Rabbi and address that this is part of what we do to let people know about opportunities.

- C. Side By Side Film Festival Contract Update:** Glaze reviewed that at the October 26 commission meeting the commission held a public hearing on the changes that were requested in the Ragtag contract. All speakers spoke in favor of the requested changes and the commission voted to recommend a contract amendment to the City Council. She pointed out that Steinhaus reminded all those who had spoken in favor of the amendment that it would be on the next City Council agenda and suggested that they attend the meeting to show their support. Glaze said that the Council did not approve the recommendation and that only one of the people who spoke at the commission meeting on October 26 attended the council meeting to

support the amendment. Steinhaus reported that the funds that were allocated through the Commission on Cultural Affairs will still be used for the program but to support other activities including the poetry contest, the music and the food rather than the film. Ward said that the community circle discussion will still be held the day after the film. Some of the volunteer facilitators are hoping to be able to view the film before it's shown at the Film Festival.

**VI. New Business:** None

**VII. Staff Reports**

**A. Community Services:** Steinhaus mentioned a letter from the STARS program at the Academic Retention Services at MU thanking Ward for her work with the students over there. He also mentioned a news article in commissioner folders about a person who was beat up and derogatory terms were used. Steinhaus reported that the Planning Department is proposing to appoint an implementation committee to move forward on the recommendations that were made in the Impediments to Fair Housing Plan that was developed as part of the City's Consolidated Plan. The Planning Department asked for volunteers from this Commission to serve on the committee. Cole and Cozad volunteered. Steinhaus also mentioned the Columbia Values Diversity Celebration which will be held on January 12 and said that as a Sustaining Sponsor the Commission will have 8 tickets available.

**B. Law Department:** No report.

**C. Investigator/Community Educator:** Ward presented additional information on the beating incident where derogatory terms toward gay persons were used. The police have investigated and it turns out that the person who was attacked was the one who used the terms. Ward shared some correspondence with Bruce Alspaugh, from Mid-MO GLBT Coalition wanting more information about the incident. Ward said that she has been in contact with Chief Boehm. The Columbia Police Department's investigating officer met with the GLBT Coalition and explained the circumstances. There was much discussion of the reasons that could have been behind the GLBT contacting Ward and the commission for information.

**VIII. Public Comment:** None

**IX. Commissioner Comment:** None

**X. Closed Session:** Glasgow made a motion to go into closed session to discuss pending cases. The motion was seconded by English and a roll-call vote was taken. Steinhaus called the roll with the following vote: Glaze – yes; Glasgow – yes; Cole – yes; English – yes

**XI. Adjournment:** Following the closed session, the commission adjourned.

Respectfully Submitted,

Phil Steinhaus, Manager  
Office of Community Services