

**Human Right Commission  
April 27, 2005 Meeting Minutes**

**Members Present:** Marie Glaze, Randy Cole, Lawrence Morganfield III, Glenn Glasgow, Mark Thomas, Noel English

**Members Excused:** Valeta Snell

**Members Absent:** None

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

- 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 Cole and passed by a unanimous vote.
- III. **Approval of 3/30/05 Meeting Minutes:** Glasgow moved to accept the minutes as presented. The motion was seconded by Morganfield and passed by a unanimous vote.
- IV. **Old Business:** These items were tabled until Ward's arrival.
- V. **New Business**
  - A. **FY2006 Budget Committee Report:** Steinhaus gave an overview of the budget, including an update on the FY05 budget and explaining the committee's recommendations for FY06. Commissioners felt that there were good training opportunities listed.

Cole mentioned the Human Rights Enhancement Program funding. He said that he felt that decisions were a little rushed and he thought perhaps if more time had been spent in discussing proposals before making funding recommendations that perhaps the remaining three or four hundred dollars could have put to good use. He suggested that the meeting be split into two meetings or allowing more discussion time during the meal so everyone could get a better sense of how other commissioners felt about the different proposals before hearing the presentations. He said he felt that the process could be improved.

Two commissioners are new appointees and have not been through the funding process before so Steinhaus explained what has been done in the past. Cole asked if anyone else felt that it was a bad thing not to use all the money. Glaze explained that historically, people have come to the commission at times other than during the funding process cycle, with worthwhile projects, that sometimes fit the criteria better than the proposals that were received. Commissioners felt bad about not being able to help them but could only tell them to come back in the fall and they would be considered then. Glaze said that in some years the commission has received some great proposals and other years some that were not so great. She thought that the proposals receive in recent years were better than they were early on. She said that some people come to us repeatedly and that was acceptable as often it was for different programs. Cole said that he had not understood before the funding session about holding back funds for supplemental funding but he thought it was a good idea.

Steinhaus said that there have been more requests for the Commission to help sponsor something that has come up at the last minute. He said that type of thing can be problematic because it's just whatever comes up rather than looking at all the various things and making choices. Steinhaus then explained that the Cultural Affairs Commission has their regular funding process and then they have quarterly mini-grants that they do as well. People can apply for these mini-grants and it's kind of a first come first served kind of thing. If the Commission wanted to set something up like that we would have to set up some parameters and make up some kind of application. Those could be reviewed. The Cultural Affairs Commission reviews them whenever they come up, at the next meeting. Whenever the money is gone for that quarter, then it's gone. He thought the commission could do something of that sort. Steinhaus said that his only concern with something like that would be adding something that required a lot of staff time.

English asked about the parameters for the budget; whether we are allowed a certain percent increase. Steinhaus explained the timing and allocation process for the city. He said that if the commission sees a need for a larger increase than the 2 percent that the City Manager has recommended, a supplemental request along with the commission's reasons why they feel that the increase is justified can be submitted. This would have to be submitted to the City Manager but the commission can speak to the City Council about it. Glaze said that the Commission has done this in the past. This is how the Investigator's position was created. Glaze asked for other questions about the FY05 budget. There were none.

Steinhaus presented the FY06 budget recommendation from the budget committee. The total budget shows just under a two percent increase. Glaze asked if there were any questions and there were none. Glaze then noted that since the recommendation was coming from the committee a motion was not needed. She then called for a vote. The commission then voted unanimously to accept the report as presented.

#### **IV. Old Business** (The commission took up old business upon Ward's arrival.)

- A. Community Study Circles Program Report:** Ward handed out flyers about the upcoming Community Circle which will be held next Monday. The topic will be "Community Encounter with Medicaid Cuts." Ward said that in April the Hickman High School study circles began. The last of the six sessions is tomorrow. Ward said that she didn't actually have a volunteer hours report ready but Tyree Byndom and Peg Craig have been volunteers for the Hickman High School Study Circle. And, Darryl Douglas, Mark Janda and George Frissell are teachers at Hickman and are helping to coordinate the program. There have been ten students participating and half of those are underclassmen and half are seniors. The group will talk about facilitator training. She said that she is considering some enhanced training. The location and time were somewhat problematic for this session and it did not go as well as previous student study circles.

Ward said that the OAK Towers residents who participated in a study circle are interested in meeting with Hickman High School students who are finishing their circle. The Oak Towers study circle started in March and concluded last week. There were five residents who came regularly and a couple of others who came

in and out. Those sessions were tricky because they were only an hour and a half long. The last session was longer as it was combined with eating a meal. The sessions seemed to be very meaningful to the OAK residents. They chose May 4 as the date when they would like to have the Hickman group come and meet with them. They will also include others who have not attended but are interested.

Ward reported that a "Listen-In" Circle will be held at Lincoln University tomorrow. There are six or seven individuals who are willing to spend the evening talking with each other so that other students can hear about their experiences as gay and lesbian individuals.

Ward shared that Mary Figolo is working at Rock Bridge High School to set up a study circle. She wants teachers and students to have a study circle experience this summer.

Ward reported that there is a city-wide volunteer reception on Tuesday, May 3<sup>rd</sup>. There are over sixty volunteers who have helped us with the study circle program over the past year and we hope many of them will be able to attend.

Ward shared that Aimee Wehymeier who has been a volunteer facilitator for the study circles program and works at State Farm Insurance was named Ms. Wheelchair Missouri 2005. She noted that Randy Cole was "tapped" into the Rollins Society at the University of Missouri and that Mary Ann Groves and Rosie Umstadt were the volunteers that helped at OAK Towers.

Ward reported that the April Community Circle was on fatherhood. There were a couple dozen people there with a "listen-in" circle of fathers from a wide range of diversity. The discussion was very intense. Bill Clark who has a twice weekly column in the Tribune made a commitment to bring forward more of an awareness of the diversity in our community through his column. His article appeared in last Friday's Tribune.

**B. Volunteer Hours Report:** Ward reported that the report was not available this month.

**V. New Business:** (The commission resumed new business)

**B. Partners In Education Week:** Glaze reported that the commission has participated in this program for a number of years. The flag ceremony will be held next Thursday, May 5 at 600 p.m. Glaze said that she had hoped to participate but has a conflict. Steinhaus and his daughter have been a part of this in the past. Anyone who is interested in participating should contact Steinhaus. Also, instead of a banquet this year, there is going to be a recognition breakfast on Tuesday May 10, at the Holiday Inn Select. Reservations need to be made tomorrow so Glaze asked who would be able to attend. Thomas, Cole, Glaze, and Morganfield all said they could attend and Ward and Glasgow will let Steinhaus know tomorrow if they will be able to go. English said she would not be available. Glaze announced that the commission has a new partner, the Hickman High School Multicultural Committee. She noted that the commission had partnered before with the Multiultural Office for the school district and that office was phased out last year during the budget crunch.

- C. **Pridefest 2005:** Glaze announced that the LGBT Pride Fest is scheduled for Saturday, June 11. Steinhaus said that he had spoken with Cozad about staffing a commission booth and she has agreed to do this but anyone who would like to help would be welcome. Glaze said that the event will be held in Cosmo Park. Staff at the commission's booth will be available to answer questions about what the commission does and about complaints. Cozad should be able to handle that. Glaze said that she might be able to be there part of the time. Steinhaus will send out information and commissioners can let him know if they can attend. He also encouraged commissioners to attend any event that is sponsored by the commission as that is a good way to look around and evaluate the event, just to see how our money is being spent.
- D. **International Association of Official Human Rights Agencies (IAOHRA) Annual Conference, August 15 – 18, 2005:** Glaze is planning to attend the conference. If she does attend she will give a detailed report when she returns.

**VI. Staff Reports:**

- A. **Community Services:** No report.
- B. **Law Department:** No report.
- C. **Investigator/Community Educator:** Ward said that she had attended a five day leadership training institute put on by the National Coalition Building Institute. The focus was on training and facilitation skills. There was a chance to see modeling of training styles and small group facilitation styles as well as being a participant in both large and small groups. It was remarkable training and a good learning experience.

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

Cole made a motion to end the closed session. The motion was seconded by Glasgow. The motion was approved by a unanimous vote.

- VIII. Public Comment:** None.

- IX. Commissioner Comment:** Cole said that he may be taking a job in Kansas City, perhaps in June.

- X. Adjournment:** The meeting was adjourned.

Respectfully Submitted,

Phil Steinhaus, Manager  
Office of Community Services