



MINUTES

October 14, 2019
6:00 pm – 7:30 pm

John Link Government Services Center
200 S. Cameron Street, Hillsborough NC

MEMBERS PRESENT	STAFF
Jamie Paulen	Tara May, Civil Rights Specialist
Samantha Beecham	Melvyn Blackwell, Intake Specialist
Marc Xavier	Annette Moore, Director
Debby Stroman	
Ana Garcia-Turner	

MEMBERS ABSENT
Stephanie Harrell (excused)
Allison Mahaley (excused)
James Spivey (excused)
Frances Castillo (excused)
GUESTS
Sherriff Charles Blackwood

- I. Call to Order
 - A. The meeting was called to order at 6:35pm by Dr. Debby Stroman, Chair. A quorum was present at 6:50pm.
- II. Introductions
 - A. Human Rights & Relations (HR&R) staff, and Human Relations Commission (HRC) members, made introductions. Mr. Charles Blackwood, Orange County Sherriff, made introductions as a guest.
- III. Minutes Approval – August 12, 2019
 - A. HRC members reviewed the minutes from the previous HRC meeting. Ms. Ana Garcia-Turner made a motion to approve the minutes. Ms. Jamie Paulen seconded the motion. All were in favor to approve the minutes.
- IV. Special Guest Sheriff Charles Blackwood

- A. Sheriff Blackwood discussed recent controversial events associated with his office. He began by discussing NC House Bill 370 and his department's position on enforcing immigration laws in Orange County. He explained that the Sherriff's department works with other organizations like Immigration and Custom Enforcement (ICE), but the Orange County Sherriff department's primary mission is to uphold the laws of this county and not immigration laws. Sheriff stated that he is the 3rd Vice President of NC's Sherriff Association and he is one of the few progressive minds on immigration in comparison to his peers.
- B. Sheriff Blackwood explained how his office was recently accused of releasing a rapist after arresting him. Sheriff Blackwood explained how this individual was detained in the Orange County jail for over 300 days, had his day in court, and was sentenced. Sherriff Blackwood explained that after the individual registered with his office a sex offender, then after he had no further right to arrest or detain this individual. Sherriff Blackwood noted his frustration and disappointment with the confusion, controversy, and stories in the media that arose from this situation.
- C. Sheriff Blackwood explained another event where his department arrested an individual for domestic assault and that individual was eventually transferred from his custody and put into ICE's. He noted that many opinions from Latino communities was that he should have not handed the man over to ICE. Sherriff Blackwood explained the processes of detaining someone under an administrative warrant. He explained how ICE sent an administrative warrant, which he honored. Sheriff Blackwood noted that he has met with members of the Latino community about this event. Sheriff Blackwood explained how moving forward he will require that ICE or any other law enforcement agency provide an order from the courts in order to pick up a prisoner from the Orange County jail. Sherriff Blackwood reiterated his office's mission to continue to work with the Latino community and try to do what he can within the law to make conditions better for people that live in this community.
- D. Dr. Stroman inquired about racial equity training at the Sherriff office staff and their relationship with Chapel Hill PD and UNC as it relates to responding to protest and crisis. Sherriff Blackwood responded by explaining that he and many of his commanding officers have received some form of racial equity training. He feels that his office may lead the county in racial equity staff training. The Sherriff also discussed controversy aimed at his office for coming to assist UNC and Chapel Hill PD during a protest. The Sherriff explained that during a protest at UNC his department was called to assist in the matter. His deputies were stationed in the command center. A protester was detained by Chapel Hill PD and brought into the command center to the Sherriff deputies. The Sherriff noted that no one detained or arrested were supposed to brought into the command center. Sherriff Blackwood explained how the command center was then attacked by protesters and the protesters persisted by crowding the Sherriff department's van when transporting the protestor detained.
- E. Ms. Jamie Paulen inquired about the KKK protestors recently seen in Hillsborough and why there weren't any arrests. Sherriff Blackwood explained that neither his officers nor Hillsborough Police officers reported that they saw a protester with a gun while they were on the scene. Sherriff Blackwood explained that after he saw pictures posted on

social media of a protester holding a gun, he acknowledged there should have been an arrest. Sherriff Blackwood took accountability by recognizing an error of his deputies by overlooking the protester that was holding the gun.

V. HRC Chair's Report

1. HRC members discussed the recent Fair Housing training and agreed it went well. Dr. Stroman reminded Mr. Marc Xavier and Ms. Paulen that they need to attend Fair Housing training. Ms. Moore noted that the next Fair Housing training will be in 2020.
2. Dr. Stroman discussed identifying organizations that are doing racial equity work in the area. She stated that she has assigned a few graduate students to a research project of identifying and creating a log of organizations doing racial equity work. Dr. Stroman will send HRC members invitations to the presentation of the project. Dr. Stroman has aims to bringing all these organizations together early 2020.
3. Dr. Stroman mentioned Chapel Hill/Carrboro community report and how the report highlights the accomplishments in the area, but doesn't discuss the disparities and inequities in the area.

B. MarComm

1. Dr. Stroman encouraged members to post on social media or recommend topics to post on social media.

VI. County Updates

- A. Ms. Annette Moore announced that Human Rights & Relations staff will look into switching HRC Chapel Hill meetings from Animal Services to Solid Waste. She informed members that Ms. Tara May will notify HRC members with updates.
- B. Ms. Moore reminded HRC members of the required annual report to submit to the Board of County Commissioners. She advised HRC members that Ms. May would email members a template of the report. The report will be an agenda item at the next meeting and time will be attributed to working on the report.
- C. Ms. Moore discussed disparate impact and disparate treatment and how the current administration is proposing a rule that would significantly change how disparate impact is looked at. She explained how this rule would not allow statistical analysis as evidence to prove disparate impact. She noted that people across the country are opposing this rule. She plans to have HR&R Department put in a comment opposing the rule.

VII. Election of Secretary

- A. Ms. Garcia-Turner nominated and motioned for Mr. Xavier to be the Secretary of the HRC. Dr. Stroman was a second to the motion. The motion was voted on and unanimously passed.

VIII. Appointment for Fair Housing Reconsideration Panel (3 members)

- A. Ms. Moore explained that HR&R has a request for Fair Housing reconsideration; which requires a panel of three members of the HRC that have had Fair Housing training. Dr. Stroman, Ms. Samantha Beecham, and Ms. Garcia-Turner will be the HRC members to serve on the reconsideration panel. HRC members will receive guidance and updates on time, date, and format of the hearing from HR&R staff.

IX. Applications and Recommendations (3 Vacancies)

- A. Dr. Stroman highlighted that there are 3 vacancies on the HRC. She named the applicants and discussed them. She requested HRC members to support Brenda Amezquita-Castro to be on the HRC.
 - B. Dr. Stroman made a motion that Ms. Brenda Amezquita-Castro be recommended to the BOCC. Ms. Paulen seconded the motion. HRC members voted and it unanimously passed.
 - C. Dr. Stroman made a motion that Ms. Tomeka Ward-Satterfield be recommended to the BOCC. Ms. Paulen seconded the motion. HRC members voted and it unanimously passed.
 - D. Ms. Paulen made a motion that Mr. Dion Graham be recommended to the BOCC. Ms. Beecham seconded the motion. HRC members voted and it unanimously passed.
- X. HRC Events & Committee Reports
- A. Pauli Murray
 - 1. Pauli Murray Awards will be held on February 23, 2020. Dr. Stroman made a motion that the HRC subcommittee are allowed to make nominations, and will report them to the HRC to vote on. Ms. Paulen seconded the motion. All members were in favor. Community nominations and HRC sub-committee nominations will have the same due date.
 - 2. Dr. Stroman reported that the sub-committee decided not to do the essay contest this year, but to do a video contest. The theme of the contest will be “What does the life of Pauli Murray mean to you?” The video could contain any dance, poetry, artistic expression, or speech and no more than 90 seconds.
 - 3. Dr. Stroman discussed some speakers that the sub-committee has been considering. Speakers such as Sara Azaransky, Llewellyn Smith, Margo Guernsey, or a Pauli Murray family member.
 - 4. Ms. Moore discussed collaborating with the Art’s Commission to do a Pauli Murray mural. She noted that this announcement will be made at the ceremony. The idea is to have the mural on an Orange County building.
 - B. Forum
 - 1. Dr. Stroman reviewed the plans for the Forum. The Forum will be held October 28, 2019 at the Whitted Building. Civil Rights Attorney Mr. Ted Shaw & BOCC member Mr. Mark Dorosin will speak on first amendment rights. Ms. Allison Mahaley will be the moderator.
 - C. Community Read
 - 1. Ms. Beecham provided updates on the sub-committee. She noted how the committee have started planning and are meeting via Zoom.
- XI. Other Business/Announcements/Upcoming Events
- 1. Dr. Stroman mentioned a presentation on racial equity and critical mentoring by Atrious Good being held tomorrow.
 - 2. Ms. Moore reported that Orange County starts the NC G.A.R.E Cohort with its first convening on October 28, 2019. She explained how multiple departments within the county and multiple jurisdictions in the Triangle and beyond would be in attendance.

XII. Adjourn

A. NEXT MEETING: Monday, November 11, 2019 at Animal Services