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Human Relation Commission  
20 North 6<sup>th</sup> Street • Lafayette, Indiana 47901  
Phone 765-807-1063 • www.lafayette.in.gov

**NOTICE OF PUBLIC MEETING  
HUMAN RELATIONS COMMISSION  
January 24, 2019 – Noon to 1 pm  
Council Chambers  
City Hall**

**MINUTES**

Attendance: Chad Aldridge, Kara Boyles, Susan Brouillette, Cliff Cox, Stephen Smith, Cassie Wade, Joel Wright  
Admin: Megan Thompson

1. Call meeting to order 12:02 p.m.
  - a. Approval of October 25, 2018 Minutes  
\*Minutes were provided in advance to commission members. Susan motioned to approve, Chad second, all approved, no opposed. Motion approved.
  
2. Old business
  - a. Review HRC brochure updates  
\*Cassie provided a copy of the updated brochure to commission members. Susan requested that language be added that the City of Lafayette Human Relations Commission could not investigate complaints of discrimination against the City of Lafayette and its departments. Cassie informed commission members that additional edits were being requested due to typos.  
\*Cassie motioned to approve the brochure with edits, Joel second, all approved, no opposed. Motion approved.  
\*Cassie will follow up with Sean to request updates.
  - b. Election of Officers
    - i. Stephen Smith- Chair
    - ii. Cassie Wade- Secretary
    - iii. Chad Aldridge- Commission Member  
\*Susan made a motion to accept new terms for the above members, Joel second, all approved, no opposed. Motion approved. New terms effective January 1, 2019 – January 1, 2022.
  
3. New Business
  - a. Schenke Complaint  
\*Megan provided update. Complaint filed 1/9/19. Megan spoke with the complainant, provided update on process. Megan reported that complainant reported they would file





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with ICRC. Megan sent follow up letter that HRC could not investigate complaint if filing with the ICRC.

4. Member Updates (festivals, website, brochures)

a. Ideas for continued and coordinated collaboration with other HRCs and DRT

\*Stephen reported speaking with commission member from West Lafayette, discussed options to collaborate, increase involvement, outreach to community. Stephen encouraged commission members to participate in Diversity Roundtable. Susan requested that reports from each commission be emailed to all commission members (Lafayette, West Lafayette, and Tippecanoe County). Kara discussed option regarding hosting a biannual meeting with all HRCs and Diversity Roundtable. Stephen to reach out to other HRCs to coordinate. Kara offered to help plan, coordinate.

b. Opportunities to participate in volunteer or community service outreach

\*Susan discussed options for outreach to schools if possible. Discussed hanging HRC poster in hallways.

c. Dates for upcoming events

\*Stephen provided list of dates, currently City of Lafayette HRC attends these events in collaboration with other HRCs:

- OUTfest: August 17
- Hanna Fest: September 2
- Global Fest: September 21
- Latino Festival: September 28

\*Kara discussed option to participate in Moseys, county fair, Farmer's Market. Susan discussed the creation of posters that has information about Human Relations Commission to drop off at agency locations where complaint forms were previously. Cassie offered to create a list of agencies and send to members. Kara offered to coordinate the drop off of brochures, potential posters.

d. Review of committees

\*Stephen provided overview of committees and member assignment:

Training: Cliff, Joel, Susan

Outreach: Cassie, Kara, Stephen

Ordinance/Compliance: Mary Alyce, Chad (assigned to committee)

\*Cassie discussed option to update ordinance, definition did not include veteran status.

On 1/28 Megan sent commission members the ordinance which defines discrimination as: "Discrimination" means any difference in the treatment of a person, including exclusion or segregation because of race, sex, religion, color, sexual orientation, handicap, familial status, national origin, gender identity, age or veteran status."





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5. Staff Report

a. Website updates

\*Megan reported website was updated to included links to documents to file a complaint, updated commission members information, and meeting times for 2019 meetings.

b. Commission member headshots

\*Sean O'Reilly from the City was present to take group and individual headshots. Group photo to be updated on website. Headshots to potentially be used a later time.

c. Social media usernames and passwords

\*Facebook page now disabled. Commission members discussed pros/cons of creating individual HRC page. Commission members agreed to push content through the City of Lafayette's main page. On 1/28 Megan provided contact information to submit posts: "If you have a post for the HRC, you can email it to [marketing@lafayette.in.gov](mailto:marketing@lafayette.in.gov) and Patty Payne or Sean O'Reilly will be able to post it for you."

6. Adjourn

\*Joel motioned, Kara second, all approved, no opposed. Motion to adjourn meeting approved at 12:31 p.m.

Posted: January 29, 2019

