



Human Relation Commission
20 N 6th Street • Lafayette, Indiana 47901
Phone 765-807-1062 • [***.lafayette.in.gov](http://www.lafayette.in.gov)

**NOTICE OF PUBLIC MEETING
HUMAN RELATIONS COMMISSION
October 21, 2021 – Noon to 1 pm
City Council Chambers**

**Alternative Attendance Option:
Virtual-GoToMeeting**

[*****global.gotomeeting.com/join/360978861](https://global.gotomeeting.com/join/360978861)

You can also dial in using your phone.

[+1 \(571\) 317-3122](tel:+15713173122)

AGENDA

1. Call meeting to order at 12:03 p.m.

Present Online: Michelle Reynolds, Chad Young, Cassie Wade
Present In Person: Susan Brouillette, Nohemi Lugo, Stephen Smith,
Guest: Floyd Keith
City of Lafayette: Brad Mitchell

- a. Approval of July 22, 2021 Minutes: Susan motioned, Nohemi seconded, all approved

2. Old Business: None

3. New Business

Cassie brought up the 2022 Meeting schedule, dates, and times that will work best for all, will talk about in member updates

Floyd Keith, Senior Director Racial and Social Justice with YWCA presentation

- goal to see what can be accomplished in 100 days
- external and environmental scan
- climate survey
- focus research and data collection, listening, asking questions
- creating culture, values, and goals; created focus groups, evaluating needs of the community
- putting together program content
- social justice knowledge, missing some of the components, implicit bias content, developing curriculum





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- created plan: defined goals and objectives; diversity education program workshops
- diversity, equality, power of language, intersectionality, bias, hiring equality, systemic racism, domestic violence
- educating within, moving externally
- executing coaching

Racism as Public Health Crisis

2 additional meetings set up with the City of Lafayette and City Council - October 29 and November 12, to be on the council agenda after meetings, move forward with joint commissions

Nohemi - asked a question about complaints, have we received any, Stephen discussed commission has received a few complaints, complaints not getting to us. Nohemi said people don't know what we do, is there something we should, more, let people know about us, be more proactive

4. Member Updates

5. Staff Report

- a. 2022 Meeting Schedule: schedule not set yet, tentative dates - January, April, July, October, 1 meeting per year evening meeting for youth council, discussed, confirm dates. Brad to send out a survey about time preference
- b. Virtual-GoToMeetings Update: attendance counts until the end of the public health crisis
- c. Mail sent to HRC:
- d. HRC Brochures – Updating & Ordering: HRC brochure - brochure only in PDF, Brad doesn't have access to the original document, Cassie to check files to see if she has the original version. Nohemi never received a final version of the Spanish version, brought up the logo, looks cartoonish, asked if the logo can be changed, maybe the youth commission can update it along with the brochure. Brad updated the brochure with City's new logo, can print brochure if needed from PDF
- e. HRC Name Tags: Discussed name tags, Brad will see if he can find something that matches, if not order more

6. Adjourn: Susan made the motion to adjourn, Nohemi seconded, the meeting ended at 12:42 p.m.

