Louisiana Commission on Human Rights

Minutes

Tuesday, November 10, 2015

11:30 a.m.

Louisiana Workforce Commission

1001 North 23rd Street

Baton Rouge, Louisiana

Members Present: Members Absent:

Tamara K. Jacobson, Chairwoman Kirby Verret

Willie Littleton Terrence Ginn

Angela Faulk

Staff Present: Loyce Pierce Wright, Christa Davis, Desha Gay, Marlene Miller, Emily Andrews

Chairwoman Tamara Jacobson called the meeting to order at 12:00 p.m. and requested a roll call. There was no quorum. The last meeting minutes were not approved due to a lack of a quorum.

A discussion ensued regarding the activities and events that had occurred since last meeting on February 4, 2015.

Mrs. Wright stated that since the last meeting, Ms. Natalie Blackman had resigned from the Commission and subsequently replaced by Marlene Miller. Mrs. Wright communicated that Ms. Miller brings a wealth of knowledge to the Commission from being a former EO Specialist of the U.S. Postal Service with 29 years of service; 22 of those years were in management. Additionally, Ms. Miller worked as an investigator for the National Equal Employment Opportunity Information Service Office (NEEOISO), in Tampa, Florida. She stated that Ms. Miller had been instrumental in implementing several new programs which enabled the Commission to perform more proficiently in meeting the Customer Service, Accountability Preparedness, and Focused goals, as well as, the Fair Employment Practice Agency (FEPA) contract obligations.

Mrs. Wright proceeded with reporting that interviews of three potential staff had been conducted as a consequence of Natalie Blackman’s resignation

Then Mrs. Wright discussed that George Simpson implemented a process that improved the “checks and balances” of cases while maintaining accuracy and quality of the cases being sent to the Houston District Office of the EEOC. The use of the checklist ensures that proper assignment codes are placed in the Integrated Mission System for processing. As a result, fewer cases were returned for additional work.

Mrs.Wright announced that the staff met the goal of closing 92 cases by September 30, 2015 with two new law clerks, one intake clerk and four new investigators. The staff was complimented for their professionalism and closing current fiscal year cases by Rosa de la Cruz, EEOC Enforcement Manager, Houston District Office.

Moving forward, Mrs. Wright communicated that the EEOC had implemented a series of training sessions to enhance institutional knowledge for all FEPA’s. The iClass 4 training first presentation was on disparate impact. The seminars are typically an hour long.

Mrs. Wright stated that she attended the following conferences in 2015: Federal Employment Practice Agency National Training Conference in Atlanta, Georgia , International Association of Official Human Rights Agencies in Birmingham, Alabama, and Arbitration Conflict Resolution conference.

It was announced that the Louisiana Commission Human Rights in collaboration with the Houston District Office and New Orleans Field Office that joint outreach would be planned and discussed regarding vulnerable workers. Other outreach initiatives include: From History to Fate: Protecting the Rights of All Citizens and Re-Entry Trainings conducted by Happy Johnson consisting of 10 re-entry trainings regarding Human Civil Rights Laws and Effective Job Placement Strategies at various parish/state institutions. Lastly, LCHR participated in the Citizenship Day workshop sponsored by the Catholic Charities, Baton Rouge Bar Association and United Way in April 2015.

Thereafter, Marlene Miller and Desha Gay presented case scenarios.

Then, Mrs. Wright provided a status in the State of the Commission Report and indicated that it will be mailed to the Commissioners.

Commissioner Angela Faulk shared that her time with the Commission has heightened her awareness.

Then Mrs. Wright requested that the present Commissioners share their experience with the Commission. Commissioner Willie Littleton stated he wished the Commission could have more involvement with such issues as the Danziger Bridge in New Orleans. Nevertheless, he expressed that he enjoyed meeting fellow Commissioners from around the country.

Chairwoman Jacobson stated being on the Commission has been a very rewarding experience.

Mrs. Wright concluded the meeting by presenting each Commissioner with an award and thanked them for their service and expressed her enlightenment in doing human rights work.

The meeting ended at 1:10 p.m.