

MINUTES

LOUISIANA COMMISSION ON HUMAN RIGHTS - COMMISSION MEETING

**Date:** Wed., Oct. 4, 2023

**Time:** 9:00 A.M.

**Facilitator:** Angela Faulk, Commissioner

# Commissioners in Attendance

Present

***v'*** Commissioner Angela Faulk

***v"*** Commissioner Terry Jackson

***v'*** Commissioner Julia Mendez Achee

***v'*** Commissioner Rikki David

***v'*** Commissioner Alison Bordelon

***v'*** Commissioner Henry Garrett

Absent

1,Commissioner Courtney Hunt

+Commissioner Roxanna Foret

-i.Commissioner Tamara Jacobson

# Staff in Attendance

***v'*** Exec. Dir. Dr. Leah Raby

***v"*** Christa Davis

***v"*** LeTricia Burns

# Call to Order

A commission meeting of the Louisiana Commission on Human Rights was held on Wed., Oct. 4, 2023, via Zoom and was called to order at 9:11AM by Commissioner Angela Faulk.

Roll Call was conducted by Christa Davis.

It was noted that a roll call would be conducted at the end of the meeting to confirm late attendees.

A quorum was not established (five commissioners are needed) therefore the acceptance of the last meeting's minutes was postponed.



Commissioner Faulk noted Commissioners Richard Perque and Clay Latimer have left the service, and have been replaced by Commissioners Alison Bordelon and Rikki David.

Commissioner David introduced herself - currently serves as the State Americans with Disabilities Act Coordinator for the Louisiana Division of Administration; helps to educate and promote compliance with the ADA.

Exec. Dir. Dr. Leah Raby noted Commissioner Henry Garret had joined the call and a quorum was now established.

Commissioner Faulk requested approval of the minutes - motion made by Commissioner Terry Jackson and seconded by Commissioner Julia Mendez Achee. The motion carried.

Commissioner Faulk announced the following:

* Ethics training needs to be completed by December 6, 2023 or earlier if you're a State employee https://ethics.la,goy/ - and click on the online ethics training for public servants.
* With two (2) months ahead of us, please clear your calendars and make plans for the last meeting of the year. That will be on December 6, 2023, at 11AM in person (place TBD).
* There will also be mandatory sexual harassment training at that time.

***Exec. Dir. Leah Raby-Executive Director's report***

Preparations are underway for transition as we end the eight years of Governor John Bel Edwards' administration.

Transition/ New additions to the LCHR staff- Christa Davis replaced Desha Gay and will be helping to investigate cases to help close that gap. LeTricia Burns, who is on the call, is the Administrative Assistant/ Intake officer, and has been involved in all processes.

* In April we attended the Scotlandville Magnet, High school move, court classroom dedication• May 3rd

- We attended the drafting and investigated memorandums and letter of determination training with EEOC.

* March 1?1h- Attended the Legislative Black Caucus breakfast.
* May 25th- Attended the Mayor's Youth Workforce Experience Expo, where we had the opportunity to interview students for potential interns with our office, and we had a wonderful intern by the name of Alana Young.
* May 31st - Subpoena Enforcement training. One thing EEOC has been doing is making sure that we are thoroughly trained in federal state laws and processes.



* June 7th - Calculating Damages training and also Investigating the Pregnancy Discrimination Act Training, because the federal law has now caught up with state law, and so they are now investigating pregnancy at a more in depth level.
* June 20th- Dr. Raby participated in the Women in Leadership cohort for the sorority of Alpha Kappa

Alpha, Inc. - Nu Gamma Omega Chapter.

* June 2]1h\_ Dr. Raby presented with the EEOC on Understanding Discrimination. Ms. Burns had the opportunity to participate with me at that particular training.
* July 24-2?1h-The EEOC - FEPA TERO Conference. It's no longer just the EEOC FEPA Conference. We are now merged with the Native American communities.
* July 29th- Dr. Raby traveled to Monroe to participate in the Back to School Extravaganza with the Governor's office.
* August 10th - Christa, LeTricia and Dr. Raby attended the Dudley DeBosier Leadership Academy to learn how to advance our leadership skills in the organization.
* August 12 - 1]1h\_ Dr. Raby attended the IAOHRA Conference - International Association of Official Human Rights Agencies, - all of the human rights agencies convene from all over the country and we gather to basically learn how we can be impactful as agencies, and what resolve we can do to help expand and grow.
* August 19th- Dr. Raby spoke to the greater New Orleans chapter of the National Coalition of 100 black Women on advocacy.
* August 28 - Sept. 1st- Ms. Burns attended the Basic Investigator Techniques training in Austin,

Texas.

* September 7th - Summer workshop for the EEOC, where Dr. Raby was one of the speakers, and the staff attend that training as well.
* October 3rd- Dr. Raby and Marvis Hicks traveled to Lafayette and spoke to the local Workforce Development Board training on Cultivating a Discrimination Free Workforce.
* Oct. 4th - Attended the National Coalition of 100 Black Women Biennial Conference in Philadelphia, Pennsylvania.
* Lastly, Dr. Raby reported that her cohort in the same work suite - the director of the Louisiana Workforce Commission, Equal Opportunity and Compliance, who was also one ofLCHR's former investigators, Ireyan Clark Sam passed away on August 18th.

# Executive Director's report concluded

Exec. Dir. Leah Raby acknowledged the presence of Commissioner Garrett.

Commissioner Faulk expressed gratitude to Dr. Raby, thanked Ms. Davis, welcomed Ms. Burns, and offered condolences and congratulations to Dr. Raby.

Commissioner Faulk requested approval of the Executive Director's report- motion made by Commissioner Rikki David and seconded by Commissioner Terry Jackson. The motion carried.



***NewBusiness***

Commissioner Faulk encouraged individual introductions of the commissioners:

Commissioner Angela Faulk - Abbeville, Louisiana Commissioner Alison Bordelon - New Orleans Commissioner Rikki David - Baton Rouge Commissioner Terry Jackson - Shreveport Commissioner Julia Mendez Achee - Belle Chase Commissioner Henry Garrett - Monroe

Commissioner David - inquired to Dr. Raby about the investigations status/process.

Dr. Raby explained the basis of the process lies within the models of proof and we strive to investigate all cases, providing the highest degree of impartiality to those we serve.

Commissioner Faulk advised there is no need for an executive session. Commissioner Faulk restated:

* The final meeting will be December 6, 2023, at 11 am. - in person (location TBD).
* There will also be sexual harassment training at that time.

Commissioner Alison Bordelon offered space if needed for the meeting.

Commissioner Faulk requested a motion to adjourn the meeting. Motion made by Commissioner Alison Bordelon and seconded by Commissioner Rikki David. The motion carried.

Meeting Adjourned - 9:49 AM

Minutes submitted by LeTricia L. Burns