

Minutes for the Louisiana Commission on Human Rights Office of the Governor

Call to Order

On October 25, 2018 at the Louisiana Workforce Commission, the Louisiana Commission on Human Rights (LCHR) held a commission meeting. The meeting began at 11:42 p.m. It was presided by Chairwoman Jacobson, with Dr. Leah Raby, as Executive Director.

Attendees

Commissioners ■ – Denotes Absent		
Tamara K. Jacobson, Chairwoman	Commissioner Angela Faulk	■ Commissioner Terry L. Jackson
Commissioner F. Clayton Latimer	■ Commissioner Julie Mendez Achee	Commissioner Roxanne Foret
Commissioner Courtney L. Hunt	Commissioner Richard Perque	
Staff		
Dr. Leah Raby, Executive Director	Christa Davis, MPA	Desha Gay, Esq.
April White		

Approval of Minutes

A motion to approve the minutes of the previous June 29, 2018 meeting was made by Commissioner Faulk and seconded by Commissioner Hunt.

Chairwoman's Remarks

Chairwoman Jacobson reminded everyone about the annual Ethics Financial Disclosure form and acknowledged the new promotional items produced for LCHR. Chairwoman Jacobson informed the Commissioners that this meeting was the final meeting for 2018 year. Commissioner Perque added upon completing the 2018 Code of Ethics Training you can receive one hour of continuing education credit from the Bar Association.

Executive Director's Report

Dr. Leah Raby presented the Executive Director's report. Highlights include:

- LCHR successfully fulfilled its obligations with the EEOC by closing 84 cases for the federal fiscal year and because we are reconciling aged inventory we were able to close an additional 20 cases. For the aged inventory, Complainant are sent a 30-day later in which they respond whether or not they would like to proceed with the complaint, if they do not or we do not hear from them after the 30-days a right to sue is issued by the EEOC. The staff will continue to close more aged inventory until we are current.
- A request was submitted to the Governor's Office for five new computers. LCHR had not purchased new computer in approximately 7 years. We attempted to use the Governor's Office refurbished computers with no success.
- Marvis Hicks and Dr. Raby have been working with the New Orleans Human Relations Commission Vincenzo Pasqantonio, Executive Director and assistant, Eliza Kauffman. They are seeking to revamp the New Orleans Human Relations Commission and align where possible with LCHR and EEOC's processes.
- LCHR has an official badge for onsite investigations.
- Commendations were extended to Erin Dowell for investigating and recommending a mixed cause decision on a complaint that had received media attention from across the country.

- LCHR requested to partner for Trick or Treat with the East Baton Rouge Parish Sheriff's Office, serving over 1000 families with treats and brochures.

Community Engagements

- July 15th, Dr. Raby spoke in Rapid City, South Dakota at the National Association of State Personnel Executives conference to approximately 100 attendees about diversity.
- August 9th, the staff attended the Technical Assistance Program hosted by the EEOC where we heightened our skills on EEO issues and Dr. Raby served as a speaker on Diversity in the Workplace.
- August 15th, the staff attended the Dual-Filing Training for FEPAs. EEOC is moving towards a more integrative system that will reduce paper.
- September 11th, Civil Service produced a new sexual harassment training for state employees that incorporated lead state personnel. Dr. Raby was included.
- September 21st, Marvis Hicks, EEOC FEPA Coordinator and Dr. Raby hosted a Workshop in Lafayette. Dr. Raby was asked to speak on disability laws and its applicability with employers and employees
- September 25th, Dr. Raby served as a speed interviewer, for her alma mater, Scotlandville High School. Interviews were conducted with over 150 teens in 7-minute increments to help teach the children how to engage in an interview process by being asked questions regarding personal accomplishments and failures; team building and interaction and their future career choices.

Commission Latimer asked Dr. Raby to repeat the name of the school. Dr. Raby repeated the name of her alma mater, Scotlandville High School.

- October 3rd and 4th, Dr. Raby served as speaker for Baton Rouge Recreation and Park Commission regarding diversity.
- October 9th, LCHR and the Governor's Office on Women's Policy were asked to coordinate an effort during the 2018 Women's Week. The Women's Council of Greater Baton Rouge asked us to introduce women leaders in state and local government, there were approximately 20 attendees in attendance and we had expressive dialogue; sharing where we work, what we do and how we can establish partners and resources for the people of the city.
- October 9th, the LCHR sponsored in conjunction with 100 Black Women of Metropolitan Baton Rouge, and the Mayor's Office of Baton Rouge a Domestic Violence Seminar. Angela Gabriel was the survivor this year and covered by WAFB, local media.
- October 10th, EEOC and LCHR as a part of Women's Week led a sexual harassment training. An intimate number of attendees were present. Most of the attendees were HR professionals.
- October 11th, Dr. Raby attended the Governor's Office of Women's Policy Domestic Violence Program and Angela Gabriel was the guest survivor.

- October 12th, LCHR participated in the Council on Aging Lifestyle Expo where approximately 4000 seniors attended from across the state. We shared promotional items and brochures while engaging in discussions about who LCHR is and what we do.
- October 18th LCHR and EEOC conferenced with Dr. Dana Hunter, Director of the Children's Cabinet and liaison for the Human Trafficking Commission to be at the table when discussions transpire. We are tackling human trafficking from an EEO perspective.
- October 19th, Dr. Raby served as a judge for the Gold Awards Selection Committee.

Unfinished Business

There was no Unfinished Business.

New Business

There was no New Business.

Announcements

The next tentative meeting date is January 8, 2019.

Adjournment

Chairwoman Jacobson accepts a motioned that the meeting be adjourned. The motion was made by Commissioner Perque and seconded by Commissioner Hunt. Meeting concluded at 12:36 p.m.