



MINUTES
OFFICE OF THE GOVERNOR
THE LOUISIANA COMMISSION ON HUMAN RIGHTS
COMMISSION MEETING

Date: October 28, 2024

Time: 10:00 A.M.

Facilitator: Commissioner Angela Faulk

Commissioners in Attendance

Present

- ✓ Commissioner Julia Méndez Achée
- ✓ Commissioner Roxanna Foret
- ✓ Commissioner Terry Jackson
- ✓ Commissioner Angela Faulk
- ✓ Commissioner Courtney Hunt
- ✓ Commissioner Louis Garrett

Absent

- ✚ Commissioner Tamara Jacobson
- ✚ Commissioner Rikki David
- ✚ Commissioner Alison Bordelon

Staff in Attendance

- ✓ Exec. Dir. Dr. Leah Raby
- ✓ Christa Davis
- ✓ LeTricia L. Burns

➤ *Call to Order*

A commission meeting of the Louisiana Commission on Human Rights was held on Mon., Oct. 28, 2024, in person, in the Louisiana Workforce Commission - 1st floor conference room. The meeting was called to order at 10:29 a.m. by Commissioner Angela Faulk.

It was determined that a quorum had been established.

Commissioner Angela Faulk requested roll call and roll call was conducted by LeTricia Burns. Commissioner Angela Faulk requested a motion for the acceptance of the minutes of the June 27, 2024 meeting. Motion made by Commissioner Courtney Hunt and seconded by Commissioner Julia Mendez Achée. The motion carried.

Commissioner Angela Faulk asked all to be reminded to complete ethics and sexual harassment trainings as soon as possible as well as the financial reports. At the final meeting of the year (December), sexual harassment training will be available.

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

- We're currently working on transitioning to the la.gov. Migration was completed over the weekend. They are still working on our website and will possibly have an update / test run by next week.
- We also have an outreach component that was shown to the commissioners. It will be placed on the website, our YouTube channel, and shared with other agencies.

(SHARED THE VIDEO WITH THE COMMISSIONERS)

- In an effort to enhance our investigative abilities the EEOC has extended a series of trainings. The trainings offered have consisted of investigating harassment complaints, retaliation, writing evidence, analysis, intersectional discrimination, ADA interviewing and customer service.
- All FEPA agencies that are in receipt of federal funding are being subject to auditing. Ms. Davis and staff have been working steadfastly shoring up all our procedures and files. Ms. Davis specifically; has been working diligently clearing up old files for the past few months with the EEOC office and our database system trying to make sure everything is in sync.
- Dr. Raby had the opportunity to speak at the 60th anniversary of the Civil Rights Conference, hosted by the U.S. Equal Employment Opportunity Commission, which had about 900 attendees in New Orleans; she was essentially representing the New Orleans Field Office and Houston District Office, respectively.
- Ms. Burns and Dr. Raby most recently attended the IAOHRA conference in August. Dr. Raby was elected to serve as an At-large member for the Southern region on the board for the International Association of Official Human Rights Agencies. We are looking to host the conference in 2026 and the Governor's office has committed to supporting us in that regard.
- The Governor's office had a staff meeting. It was enlightening and unique. We had to come up with our own personal walkout song to introduce ourselves. We also took staff photos and afterwards they treated us to lunch. We spent the whole day with them and that evening they held a reception, and we bowled together - it was very casual – an inviting environment.

- Dr. Raby has been requested to do a series of trainings at Southern University (September 24th, October 3rd, and November 7th). The series included: Civility in the Workplace, Understanding, Discrimination in the Workplace, and November 7th is Cultivating a Discrimination-Free Workplace.
- Dr. Raby shared that we have met and surpassed our goal with the investigation of 73 closures with the EEOC; so much so that the EEOC was asking us to take on more cases. We have requested and was approved for an upward modification to 100. We did an upward modification on intake as well, and intake is much lower. We went from three to six. Hopefully, we'll get the intake numbers that we need. We have a year to get those in going from three to six.
- Dr. Raby stated that we did successfully settle two mediations, an unsuccessful mediation and a couple of noteworthy settlements.
- AI has become a popular issue and has risen to the forefront; even SHRM is requesting it more. This issue is to neutralize the programmers to make AI more user friendly.

Executive Director's report concluded

Commissioner Faulk requested a motion to accept the Executive Director's report. Motion made by Commissioner Julia Mendez Achée and Commissioner Courtney Hunt seconded. The motion carried.

➤ *Unfinished Business*

2026 IAOHRA Conference

➤ *New Business*

None

Commissioner Angela Faulk proposed the next meeting date on or about Dec. 16, 2024, at 11 a.m. or best consensus – location TBT.

Commissioner Faulk requested a motion to adjourn the meeting. Motion made by Commissioner Terry Jackson and seconded by Commissioner Terry Jackson.

➤ *Meeting Adjourned - 10:55 a.m.*

Minutes submitted by LeTricia L. Burns