



MINUTES

OFFICE OF THE GOVERNOR LOUISIANA COMMISSION ON HUMAN RIGHTS COMMISSION MEETING

Date: December 18, 2024

Time: 10:00 A.M.

Facilitator: Tamara Jacobson, Chairwoman

Commissioners in Attendance

Present

- ✓ Commissioner Julia Méndez Achée
- ✓ Commissioner Roxanna Foret
- ✓ Commissioner Terry Jackson
- ✓ Commissioner Angela Faulk
- ✓ Commissioner Louis Garrett
- ✓ Commissioner Tamara Jacobson
- ✓ Commissioner Rikki David
- ✓ Commissioner Alison Bordelon

Absent

- ✚ Commissioner Courtney Hunt

Staff in Attendance

- ✓ Exec. Dir. Dr. Leah Raby
- ✓ Christa Davis

➤ *Call to Order*

A commission meeting of the Louisiana Commission on Human Rights was held on Wed., Dec. 18, 2024, in person, in the Louisiana Workforce Commission - 1st floor conference room. The meeting was called to order at 10:30 a.m. by Tamara Jacobson, Chairwoman.

It was determined that a quorum had been established.

Chairwoman Tamara Jacobson requested roll call and roll call was conducted by Christa Davis. Chairwoman Tamara Jacobson requested a motion for the acceptance of the minutes of the Oct. 28, 2024 meeting. Motion made by Commissioner Terry Jackson and seconded by Commissioner Julia Mendez Achée. The motion carried.

Chairwoman Tamara Jacobson wished all a happy holiday and thanked them for their service in the capacity as commissioners. She wished Commissioner Julia Mendez Achée well in her future endeavors, as this was her last meeting as commissioner.

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

- The system migration presented issues where our office was offline transitioning from our Lchr.gov. tenant to the state tenant, la.gov. Therefore, we were not able to meet our quarterly standard for the EEOC and our local entity. We only had to meet 25 cases for this quarter; from October to December, we got up to 17; 12 submitted for credit; and five mediations.
- On October 31, 2024 we participated with the EBR Sheriff's office - Trick-or-Treat with Deputies event at the Ben Hur BREC Park in the Gardere area. There were approximately 500 plus children /parents in attendance.
- The EEOC has continued with their expanded topics, which included models of proof in retaliation, autism spectrum, and ADA training which has been a growing issue. There have been increased cases of individuals being discriminated against because of a disability while being diagnosed of being on the spectrum. ADAAAA expanded scoped provides protection.
- The EEOC has expanded their partnership with Guam.
- We had intake training with Marvis Hicks, outreach coordinator with EEOC, and is our former FEPA coordinator, and Mildred Johnson, CRTIU Supervisor, with EEOC (retiring). They met with us for a couple of hours to work on streamlining and shoring up our intake in our office to try to diminish errors and making it tighter than what it is, which is Ms. Burns' department.

- The website is actively being updated and should be up by February.
- International Human Rights Day is being celebrated by the International Association of Official Human Rights Agencies on December 19, 2024. The Zoom invitation has been sent to everyone.
- On November 14, 2024, we were informed of the impending audit by the EEOC. This audit is designed to ensure compliance in the intake and investigative processes applied by FEPAs and that it is in alignment with Federal standards. They asked that all the cases be uploaded into ARC by December 6, 2024. They are going to begin the audit February 3, 2025 and then they want those investigators to be available February 10-21, 2025.
- Dr. Raby has been requested to be the keynote speaker for the Black History Month Program in February for FEMA Region 6. That particular program will actually be broadcast across the country.
- Congratulations Commissioner Hunt, even in her absence; She was announced as an appointee to the transition team as the president of 100 Black Women, the Metropolitan Baton Rouge chapter for the electoral candidate who will be sworn in in January, Sid Edwards.
- For those who weren't in the room earlier or if I wasn't on the Zoom, condolences to Ms. Burns in the passing of her aunt, who transitioned on Monday, December 16, 2024.

Executive Director's report concluded

➤ *Unfinished Business*

None

➤ *New Business*

None

Commissioner Rikki David – Inquired about the dashboard: Is that something that once it's ready we could get as part of our regular meeting - a snapshot of where we are on cases - for each meeting?

Dr. Raby – Yes. It can be provided at any given time.

Reminded the Commissioners that LCHR is slated to host the IAOHRA Conference in 2026

(Dr. Raby SHARED SCREEN WITH THE COMMISSIONERS)

Showed complaint form and real time scenarios for status reporting.

- Commissioner Rikki David made a motion to accept the Executive Director's report. Commissioner Angela Faulk seconded. The motion carried.

➤ **Unfinished Business** (revisited by Chairwoman Tamara Jacobson)

None

- **Dr. Raby** reminded all to complete sexual harassment and ethics training as soon as possible.
- **Chairwoman Tamara Jacobson** - Announced that James Carter, former law clerk/Investigator, was honored as the king of a Mardi Gras organization, Allah. It was the first time in history for an African American to be bestowed this honor. Additionally, when she first became a commissioner, she was pregnant with Ross, who is now 23 years old. He is now moving back to New Orleans and will be starting medical school
- **Commissioner Angela Faulk** – reminded all to file their income disclosure paperwork.
- Chairwoman Tamara Jacobson made a motion to adjourn. Commissioner Angela Faulk seconded.

➤ Meeting Adjourned - 11:10 a.m.

Minutes submitted by LeTricia L. Burns