## Call to Order

A commission meeting of the Louisiana Commission on Human Rights was held on December 10, 2021 via Zoom and in person. It began at 11:15 p.m. and was presided over by for Chairwoman Jacobson, with Dr. Leah Raby, as Executive Director.

## Attendees

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| **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 | Commissioner Henry Garrett |
| **Staff** |
| Dr. Leah Raby, Executive Director |  Christa Davis, MPA | Desha Gay, Esq. |

 **Approval of Minutes**

A motion to approve the minutes of the previous October 27, 2021, meeting was made by Commissioner Hunt and seconded by Commissioner Perque.

 **Chair’s Remarks**

Chairwoman Jacobson acknowledged everyone’s presence and immediately proceeded with the next item on the agenda, the Executive Director’s Report presented by Dr. Raby.

**Executive Director**

Dr. Raby’s initial presentation started with a calendar of events for the Commission.

* July 2021, Dr. Raby attended the Dudley DeBosier Leadership Academy – attendees were taught how to grow their brand. She also won a free opportunity to promote the Commission on the LaTangela Sherman show on Max 94.1.
* July 2021 – EEOC/FEPA Training Conference (Equal Employment Opportunity Commission) – was accessible to the Commissioners and staff. Presentations were not germane to the practices of the EEOC. For example, the Crown Act was very popular, and they discussed breastfeeding, which has become a big issue in the EEOC world and the COVID experience.
* August 2021- Dr. Raby attended the U.S. EEOC, U.S. Department of Health and Hospitals, and the Department of Labor’s- *Know Your Rights around Breastfeeding*. This training aligned with the newly formed partnership with A Better Balance and the Governor’s Office on Women’s Policy, who recently sponsored legislation with Senator Regina Barrow that broadened protections under pregnancy.
* August 2021 Civility in the Workplace training for the U.S. EEOC was cancelled due to Hurricane Ida.

In some instance, case investigations goals were met and exceeded; investigative met the goal of 73 case closures, while intake exceeded the ten (10) intakes concluding with 21 with an upward modification.

LCHR is scheduled to conduct some training for the Equal Opportunity and Compliance Division of the Louisiana Workforce Commission in January 2022.

Meanwhile, the EEOC Outreach Coordinator has devised a new partnership called the Louisiana Workforce Collective. The collection of agencies includes the LCHR, EEOC, A Better Balance (Tennessee), and Workplace Justice – Loyola University NOLA, and Office of Federal Contract and Compliance Programs. We are presenting on diverse EEO topics, and the first is on pregnancy and the EEOC/LCHR relationship on November 15, 2021, via Zoom.

Dr. Raby informed the Commissioners that we have new an EOS and Law Clerk joining the team, Ms. Danta Cobb Lewis and Johnny Ross, respectively. Their contracts were submitted in August to the Governor’s Office; we are awaiting completion before we bring them on so that there is no delay in their pay.

Dr. Raby concluded the Executive Director’s report reminding the Commissioners to complete their Ethics training by December 31, 2021, if not sooner, the sexual harassment training will be done collectively on December 10, 2021, and should complete the Tier 2.1 form by May.

Commission Latimer asked if the Commissioners needed to provide any assistance in helping expedite the contracts of the two staff persons.

In response, Dr. Raby explained the situation’s dynamics and stated that we would hold off at this time.

Chairwoman Jacobson sought clarification on whether we were doing ethics or sexual harassment training together; Dr. Raby confirmed it would be sexual harassment training.

Chairwoman Jacobson stated that there was no unfinished business or new business.

The next meeting date was approved for December 10, 2021, in New Orleans at Chairwoman Jacobson’s office. Commissioner Perque indicates that Zoom will be operable for those who cannot attend.

Chairwoman Jacobson accepted a motion for adjournment. The motion was made by Commissioner Perque and seconded by Commissioner Faulk.

The meeting ended at 12:25 p.m.