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

## Call to Order

A Commission meeting of the Louisiana Commission on Human Rights was held on October 24, 2017 at Louisiana Workforce Commission. It began at 11:38 a.m. and was presided over by Chairwoman Tamara 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 |  |
| **Staff** |
| Dr. Leah Raby, Executive Director | Christa Davis, MPA | Desha Gay, Esq. |
| April White | Erin Dowell, JD |  |
| **Guests** |
| None |  |  |

**Approval of Minutes**

A motion to approve the minutes of the previous February 21, 2017 meeting was made by Chairwoman Jacobson and seconded by Commissioner Faulk.

## Executive Director’s Report

The Executive Director’s report was presented by Dr. Leah Raby. Highlights include:

* Website has been updated, the brochures are imbedded; will request for attachments to still be included.
* New format style for meeting minutes will consist of bullets on discussed topic at the meeting.
* Equal Pay did not pass during the 2017 Legislative Session, Equal Pay protections are already provided by the state and have been added to LCHR’s website.
* Discussion was led by Dr. Raby and concurred by Commissioner Latimer that the focus should be on pay transparency.
* As per the request of Commissioner Faulk, lapel pins were provided to all the Commissioners.
* Outreach activities include:
	+ Speaker: Bayou SHRM (Society of Human Resource Managers) in Houma, LA
	+ Speaker: Central Louisiana SHRM in Alexandria, LA
	+ Speaker: Northshore SHRM in Mandeville, LA
	+ Speaker: TAPs in New Orleans and Alexandria (AGE)
	+ Speaker: ACAP-Equal Opportunity Officer Training for Louisiana Workforce Commission
	+ Concurrent speaker for the Greater Baton Rouge-SHRM
	+ Luncheon speaker for Turner Industries Human Resources Summit
	+ Gold Awards reviewer for Disability Affairs
	+ Staff participated in Human Trafficking Symposium hosted by Governor’s Office.
	+ Attended: Criminal Justice Reform meeting hosted by the Governor’s Office Equal Pay Summit – hosted by the Governor’s Office of Women’s Policy, March 29, 2017
	+ Attended: ADA Symposium hosted by the Governor’s Office of Disability Affairs
	+ Attended: EEOC/FEPA Conference July 17,2017 Cleveland, OH.

EEOC requests LCHR’s presence for a meeting with the Commissioners from DC – topics regarding national origin discrimination (migrant workers), equal pay, specifically the Strategic Enforcement Plan included proactive measures, including but not limited to:

* + Eliminating barriers and access for all who are covered by federal statutes,
	+ Equal Pay with respect to race and national origin,
	+ Protecting migrant workers through immigration outreach;
	+ Considering emerging developments and the complex relationships between temp and on demand working agencies and sites;
	+ Backlash discrimination for Asian, Arab, Hispanics, LGBT – based on sex and
	+ Accommodating pregnant women with temporary qualified disabilities.

The EEOC will also enforce jurisdictionally against violations of human trafficking based on sex. It was stressed that prevention is key.

* Attorney Iriane Lee, left April 28, 2017 transitioned to a law firm for full-time employment.
* Ahmed Soussi concluded his intern April 7th, he communicated that his experience with the Commission helped him to decide where to practice law, he is from Phoenix and decided to stay in Louisiana.
* LCHR and EEOC’s immigration symposium was held May 3, 2017 at the University of New Orleans from 11-1 pm.  The symposium helps LCHR meeting its contractual obligation with the EEOC in our joint effort educating constituents on national origin discrimination (from LCHR’s perspective); we are required to engage in outreach throughout the year.  LCHR is only moderating and giving facts relative to what we do.  We have guests who spoke about legislation that is before this session and immigration issues; purely educational.  Erin Sanders, EOS, has been working to put this together as a part of her contract to help us meet our EEOC’s contractual obligation.
* In June. 2017 we had in-service training with the EEOC FEPA Coordinator Marvis Hicks and the CRTIU Supervisor Mildred Johnson.
* July, 2017 Erin Sanders Dowell, JD became our law clerk, replacing Iriane, she is currently in school studying Nursing.
* April White, law clerk successfully completed 40 hours of mediation training through the SU Law Center, August, 2017.
* Chairwoman Jacobson motioned for acceptance of the Executive Director’s report and it was seconded by Commissioner Julia Mendez Achee.

## Announcements

 The next tentative meeting date was February 21, 2018.

## Adjournment

Chairwoman Jacobson motioned that the meeting be adjourned and seconded by Commissioner Faulk and this was agreed upon at 12:22 p.m.