

# 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 (LCHR) was held on December 2, 2019 at Drusilla's Seafood. It began at 11:30 a.m. and was presided over by for Chairwoman Jacobson, with Dr. Leah Raby, as Executive Director.

## Attendees

<b>Commissioners</b> ■ – 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	
<b>Staff</b>		
Dr. Leah Raby, Executive Director	■ Christa Davis, MPA	Desha Gay, Esq.
April White, JD		

## Approval of Minutes

A motion to approve the minutes of the previous September 18, 2019 meeting was made after Commissioner Perque and seconded by Commissioner Hunt.

## Chairwoman's Remarks

Chairwoman Jacobson's immediate remarks were directed toward the Legislative Auditors Office, who appeared to be conducting an arbitrary "audit" in a surreptitious manner of the LCHR. She commented that they should have followed the right chain of protocol when conducting an audit.

## Executive Director's Report

Before engaging the Executive Director's Report, Dr. Raby provided sexual harassment training to the board. The training included what to know, how to recognize, and how to prevent sexual harassment in the workplace with quiz activities.

Afterwards, Dr. Raby updated the board on the status of LCHR's interaction with the Legislative Auditor's Office, in particular, Michael Kepper, whose inquiry transcended from general under the premise of knowledge of the Governor's Office programs to specifics of a disgruntled Cp. Dr. Raby worked along with Chairwoman Jacobson in drafting statements in response to Mr. Kepper's inquiries after LCHR had not received a response from the EEOC or the Governor's Office. LCHR's statements were ratified by the Governor's Office and EEOC, seemingly not satisfying Mr. Kepper's curiosity. Ultimately, it was determined that Mr. Kepper was overextended professional due diligence and courtesy.

Commissioner Perque inquired if the issue with Mr. Kepper has been resolved. Dr. Raby's response was not of the affirmative because of the repetitive change in questions that LCHR received weekly from Mr. Kepper.

Moving from the discussion of the Legislative Auditor, Dr. Raby expressed that case closures have been minimal because of the Governor's race, nuptials – congratulations to Harry Landry and his new bride, contract approvals, and other family and life commitments. She stated that after the first of the year, the staff would be back in stride to meet the April deadline of the half EEOC contractual obligations being complete, with 35 of the 70 cases being closed.

### Community Outreach

Listed below are the outreach activities LCHR has been engaged:

- September 26, 2019, Scotlandville Magnet High held speed interviews with 9th and 10th graders where they discussed business and life scenarios and presented responses while being critiqued within a series of five minutes.
- On September 28, 2019, Commissioner Courtney Hunt, Christa Davis, and Dr. Raby attended the Women's Council of Greater Baton Rouge along with a host of women leaders and community stakeholders. Those attendees included Representative Patricia Smith; Dr. Pamela Ravare-Jones, Assistant Chief Administrative Officer for Mayor Sharon Westin Broome; Kimberly Lewis Robinson – Secretary of Revenue; Nina Hunter – EmployBR, Trashica Robinson, IRIS Domestic Violence Center, and Vivian Guillory – where a fervent discussion on all things "women" transpired.
- October 2-3, 2019, Dr. Raby spoke to the city of Shreveport employees regarding medical marijuana in the workplace to about 300 employees. It was two sessions, and on October 3, there was a motivational/recognition breakfast for all the women employees of the city of Shreveport. Vendors, door prizes, photo booths, accolades, and inspirational speakers were all encompassing.
- October 21, 2019, Dr. Raby attended City Year's audit of Brookstown Middle Magnet Academy, City Year mentors and the programs instituted by the students. The programs being integrated at the school were phenomenal, including a lab where catfish and vegetables are grown.
- November 1, 2019, Dr. Raby served as a judge for the GOLD Awards for the Governor's Office of Disability Affairs.

In conclusion, of the Executive Director's Report, Dr. Raby shared with the Commissioners a copy of LCHR's first \$750-dollar check received for training employees on medical marijuana in the workplace held in Shreveport, Louisiana on October 1-3, 2019.

### Announcements

The next tentative meeting date is April 22, 2020. A poll will be taken.

### Adjournment

Chairwoman Jacobson accepts a motioned that the meeting is adjourned by Commissioner Hunt and seconded by Commissioner Perque. The meeting concluded at 12:55 p.m.