



VT Human Rights Commission
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**VERMONT HUMAN RIGHTS COMMISSION
MINUTES
December 3, 2015**

PRESENT: Commissioners: Mary Marzec-Gerrior, Chair, Mary Brodsky, Nathan Besio, Dawn Ellis and Don Vickers (by telephone). Staff: Karen Richards, Executive Director, Nelson Campbell, Ellen Maxon, and Bor Yang Administrative Law Examiners, Jocelyn Bolduc, Executive Staff Assistant (minutes). Katherine Spence, former ALE (by telephone for executive session only), Melissa Kent, VHRC Intern

Commissioner Marzec-Gerrior called the meeting to order at 9:00a.m.

BUSINESS MEETING

MINUTES: Besio moved to accept the minutes of the October 22, 2015 meeting as written. The motion was seconded by Brodsky. Vote 5-0

EXECUTIVE DIRECTOR REPORT:

Budget:

The 2017 Budget Request is due to the business office by mid-December and to the Administration by the end of December. Copies will be provided to the Commissioners in the January 2016 meeting packet. The VHRC is also being required this year to participate in the Results Based Accountability (RAB) process.

Commissioner suggestion to change dollar reporting to percentage in RAB.

Hiring:

Ms. Bor Yang was hired to fill the vacant ALE position. She started on November 30, 2015.

Litigation Updates:

The Hartford Elks Club has filed for bankruptcy. The VHRC will not see any of the money it is owed as there are no assets.

EXECUTIVE SESSION:

Marzec-Gerrior made a motion to go into executive session to discuss confidential cases. The motion was seconded by Besio. Vote 5-0

Marzec-Gerrior brought the VHRC out of executive session.

Ellis moved to accept the recommendation of reasonable grounds in Rababah v. Vermont Department of Motor Vehicles, VHRC Case No. PA15-0012. The motion was seconded by Besio. Vote 5-0

Commissioners requested that the Executive Director add an Addendum to the Investigative Report clarifying that references in the report to the U.S. "Border Patrol" should properly be to the U.S. Immigration and Customs Enforcement (ICE).

BUSINESS MEETING RESUMED:

EXECUTIVE DIRECTOR REPORT (continued):

Responsibilities and Roles of Commissioners:

ED Richards provided Commissioners with updated document as per discussion from October 22, 2015. Motion to approve by Vickers. Seconded by Brodsky. Vote 5-0

LEGISLATIVE REPORT – SUGGESTED AGENDA:

School Discipline - Proposed amendments to 16 V.S.A. § 1162 Suspension and expulsion of students. Based on the findings that students of color and those with disabilities are disproportionately subjected to exclusionary disciplinary practices, ED recommends actively supporting this legislation.

Roadside Stop Data Aggregation and Analysis – Act 193 which the VHRC actively supported last year, requires all police agencies in the state to collect roadside stop data and work with the Criminal Justice Training Council to adopt uniform storage methods and periods and ensure that the data can be analyzed. The ED recommends actively supporting this legislation.

Racial Impact Studies – Legislation passed in other states requires that any changes to the law related to sentencing of offenders be studied to determine whether the change has a negative racial impact. A statute on this subject may be introduced this session. If it is, the ED recommends that VHRC actively support this legislation.

RESTORATIVE JUSTICE:

If considered, this would be a complete systems change for the HRC and a very long, gradual process. ED Richards feels it is an opportunity to broaden human rights perspective, bring more people into the process and bring more understanding into the community.

VISION and STRATEGIC PLANNING:

Commissioners to read Restorative Justice book. ED Richards to then schedule meeting with previous ED of Nova Scotia HRC to spend a day with Commissioners and staff to discuss process of changing to Restorative Justice model. HRC Commissioners and staff to then meet and discuss pros and cons.

Have Commissioners and staff involved in process.

April meeting to be for strategic planning, no cases. ED to get facilitator.

SUCCESSION PLANNING:

ED Richards to give Commissioners as much time as they require when leaving position. Commissioners would still like to provide list of potential commissioners to the Governor for consideration in the event of a vacancy.

PRE-DETERMINATION CONCILIATION AGREEMENTS (by staff)

Individual Tenant v. Rental Company
VHRC Case No. HV16-0009

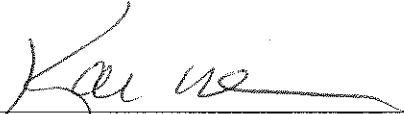
POST-DETERMINATION CONCILIATION AGREEMENTS (by staff)

Smith v. Windsor County Sheriff's Department and the Vermont Judiciary
VHRC Case No. PA14-0028

NEXT MEETING January 28, 2016.

The meeting was adjourned at 2:06.
Dated at Montpelier, Vermont this 3rd day of December 2015.

Respectfully submitted:



Karen L. Richards
Executive Director