



VT Human Rights Commission
14-16 Baldwin Street
Montpelier, VT 05633-6301
<http://hrc.vermont.gov>

[phone] 802-828-2480
[fax] 802-828-2481
[tdd] 877-294-9200
[toll free] 1-800-416-2010

**VERMONT HUMAN RIGHTS COMMISSION
MINUTES
June 27, 2019**

PRESENT: Commissioners: Kevin Christie, Chair, Nathan Besio, Donald Vickers, Joan Nagy and Dawn Ellis (via telephone from 9:00am-12:15pm, then present in person). Staff: Bor Yang, Executive Director; Cassandra Burdyslaw, Melissa Horwitz, and Nelson Campbell (via telephone), Administrative Law Examiners; John McKelvie, Executive Staff Assistant (minutes).

Commissioner Christie called the meeting to order at 9:12 a.m.

BUSINESS MEETING

PRE-DETERMINATION CONCILIATION AGREEMENT

HRC Case No. HV19-0007
HUD Case No. 01-19-1294-8

EXECUTIVE SESSION:

Commissioner Ellis made a motion to go into executive session to hear confidential cases at 9:31 am. The motion was seconded by Commissioner Nagy. Vote 5-0.

Commissioner Christie brought the VHRC out of executive session at 12:15 pm.

HRC Case No. PA18-0027

Commissioner Nagy moved to accept the recommendation of no reasonable grounds to believe that discrimination occurred on the basis of national origin, color, race, or disability. The motion was seconded by Commissioner Vickers. Vote 5-0.

HRC Case No. PA19-0004

Commissioner Vickers moved to accept the recommendation of no reasonable grounds to believe that discrimination occurred on the basis of race, color, or disability. The motion was seconded by Commissioner Besio. Vote 5-0.

Commissioner Vickers made a motion to go into executive session to hear confidential cases at 12:58 pm. The motion was seconded by Commissioner Nagy. Vote 5-0.

Commissioner Christie brought the VHRC out of executive session at 2:45 pm.

HRC Case No. HV19-0013

Commissioner Ellis moved to accept the recommendation of reasonable grounds to believe that discrimination occurred on the basis of disability. The motion was seconded by Commissioner Nagy. Vote 2-3. Motion failed.

BUSINESS MEETING CONTINUED

MINUTES: Commissioner Vickers moved to accept the minutes of the May 23, 2019 meeting as written. The motion was seconded by Commissioner Ellis. Vote 5-0.

EXECUTIVE DIRECTOR REPORT:

ED Yang reported that the HRC received \$85,000 in base funding to support a permanent position: Director of Policy, Education and Outreach. ED Yang will work with DHR to create this position after the fiscal year (July 1st). The hope is to advertise, interview and have someone on board by the end of September.

ED Yang also noted that the HRC received \$25,000 in partnership funds from HUD to engage in outreach to immigrant communities, thanks to a proposal completed by Staff Attorneys Burdyslaw and Campbell. ED Yang explained that an outreach initiative would provide immigrant communities with information and resources to protect them from unlawful harassment and discrimination in housing. In order to avoid overburdening HRC staff members who currently conduct investigations and provide an extensive number of trainings, ED Yang plans to submit an RFP in the coming months.

POST-CASE UPDATES

Francois v. DMH: The Commission found reasonable grounds in this case in 2018 based on a racially hostile work environment at VPCH. Since that time, the HRC continued to monitor for compliance while DMH attempted to find a qualified trainer for the hospital. A recent update from DMH indicates that they selected a training proposal and ED Yang is waiting to receive more information.

Congress v. DOC: The Commissioners voted to support a recommendation of reasonable grounds during the April 2019 meeting. Mediation for this matter occurred on June 25th and did not result in a settlement. ED Yang will continue her attempts to settle the matter before updating Commissioners during the August 22nd Commission meeting.

EXECUTIVE SESSION

Commissioner Vickers made a motion to go into executive session at 3:01pm to discuss a personnel matter. The motion was seconded by Commissioner Ellis. Vote 5-0.

Commissioner Christie brought the VHRC out of executive session at 3:30 pm.

NEXT MEETING August 22, 2019.

The meeting was adjourned at 3:30pm.

Dated at Montpelier, Vermont this 27th day of June 2019.

Respectfully submitted:



Bor Yang
Executive Director