



VT Human Rights Commission
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**VERMONT HUMAN RIGHTS COMMISSION
MINUTES
October 25, 2018**

PRESENT: Commissioners: Kevin Christie, Chair, Donald Vickers, Mary Brodsky, Nathan Besio, and Dawn Ellis. Staff: Karen Richards, Executive Director, Nelson Campbell, Melissa Horowitz and Bor Yang, Administrative Law Examiners.

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

BUSINESS MEETING

MINUTES: Commissioner Vickers moved to accept the minutes of the September 20, 2018 meeting as written. The motion was seconded by Commissioner Brodsky. Vote 5-0.

EXECUTIVE SESSION

Commissioner Vickers made a motion to go into executive session to hear confidential cases at 9:14. The motion was seconded by Commissioner Ellis. Vote 5-0.

Commissioner Christie brought the VHRC out of executive session at 11:24 a.m. Commissioner Vickers moved to find no reasonable grounds in the case of VHRC Case No: PA17-0018. The motion was seconded by Commissioner Brodsky. Vote: 3-2 in favor of motion to find no reasonable grounds. (For: Vickers, Brodsky, Besio. Against: Christie, Ellis).

BUSINESS MEETING - Continued

EXECUTIVE DIRECTOR REPORT:

Budget: Budgets were due on October 12th. Agencies were asked to, once again, level fund. The in-coming Executive Director spoke to the Commissioners about staff salaries and the need to hire an Education and

Outreach Coordinator and the impact of these changes on the overall HRC budget. Commissioners shared their interest and approval of making this request at the upcoming Budget meeting. The budget meeting with the Agency of Administration is scheduled for October 29, 2018. .

Staffing: ALE Position(s)- Offers have been made and accepted by Melissa Horwitz, who attended the meeting and by Cassandra Burdyslaw, who will be starting on November 26th.

Mediator Contracts: We are moving forward with a Request for Proposals for mediators with the civil rights division at the Attorney General's Office. We will be requesting a waiver from AoA of the insurance amounts required for state contracts. We are also planning to explore whether the Federal Mediation & Conciliation Service might be available to do the mediations at no cost.

STATISTICS and OUTREACH

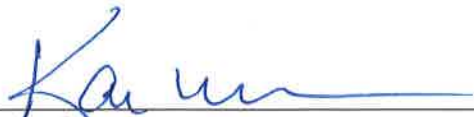
Commissioners noted that case numbers are down in all categories compared to this time last year.

NEXT MEETING Thursday, December 6, 2018.

The meeting was adjourned at 3:10.

Dated at Montpelier, Vermont this 30th day of October 2018.

Respectfully submitted:



Karen L. Richards
Executive Director