

# **MINUTES OF THE COMMISSION FOR HUMAN RIGHTS**

**September 28, 2012**

**A meeting of the Commission for Human Rights was held in the agency conference room on Friday, September 28, 2012. Present at the meeting were Commissioners Dr. John B. Susa, Chair, Commissioners Rochelle Bates Lee and Nancy Kolman Ventrone. Commissioner Iraida Williams arrived at 1:50 pm. Absent were Commissioner Camille Vella-Wilkinson., Alberto Aponte Cardona and Alton W. Wiley, Jr. Commissioner Susa called the meeting to order at 1:35 p.m.**

**A motion was made by Commissioner Lee to approve the minutes of August 31, 2012. The motion to approve was seconded by Commissioner Ventrone and carried.**

**Status Report of Michael D. Évora, Executive Director**

**A written report was handed out. All new information is in bold print.**

**Case Production Report – Attached**

**Aged Case Report - Attached**

**Outreach Report - Attached**

**STATUS REPORT – COMMISSIONERS:**

**STATUS REPORT:**

**No report at this time.**

**OUTREACH:**

**No Commissioner outreach to report at this time.**

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**STATUS REPORT - LEGAL COUNSEL by Cynthia Hiatt and Francis Gaschen**

**LITIGATION: Report Attached. Review of pending litigation.**

**LEGISLATION: No report at this time.**

**REGULATIONS: Still pending at this time.**

**HEARING SCHEDULE: Discussed.**

**DECISIONS: No Discussion at this time.**

**The meeting adjourned at 2:35 p.m. The next regular meeting will be on Friday, October 19, 2012 at 11: 15 pm.**

**Respectfully Submitted,**

**Michael D. Évora  
Executive Director**

**Notes taken by: B. Ross  
EXECUTIVE DIRECTOR'S  
REPORT TO COMMISSIONERS  
28 September 2012**

**I. BUDGET**

**S = State/General Revenue; F = Federal (EEOC/HUD); T = Total**

	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2014</b>
	<b>(Supp.)</b>	<b>(Enacted)</b>	<b>(Rev. Req.)</b>	<b>(Unconstr.)</b>	<b>(Constr.)</b>
<b>S</b>	<b>1,142,820</b>	<b>1,137,768</b>	<b>1,137,768</b>	<b>1,192,069</b>	<b>1,121,778</b>
<b>F</b>	<b>277,069</b>	<b>325,992</b>	<b>306,689</b>	<b>258,638</b>	<b>301,405</b>
<b>T</b>	<b>1,419,889</b>	<b>1,463,760</b>	<b>1,444,457</b>	<b>1,450,707</b>	<b>1,423,183</b>

**On May 31, House Finance passed a budget containing the FY 2012 Supplemental Revenues and FY 2013 Revenues highlighted in bold above. According to our Budget Analyst, the FY 2013 General Revenue reduction (\$23,949) is attributable to an offset for savings in retirement costs for current employees based on the Rhode Island Retirement Security Act of 2011. The Committee's budget also authorized the Commission's full 14.5 FTEs. (The 0.5 FTE – Sr. Compliance Officer – was vacated in August 2009 and we have not yet received authorization to fill this part-time position.) The budget has since passed the full House and Senate and has been signed by the Governor.**

**The Commission's FY 13 (Revised) and FY 14 (Proposed) Budgets were submitted to the Governor on September 25. The submission included a Budget Impact Statement detailing the consequences to be realized should the seven percent general revenue decrease requested of all state agencies be implemented for the Commission.**

## **II. FEDERAL CONTRACTS**

**EEOC – For federal FY 2012 (beginning October 1, 2011), according to EEOC Project Director Marlene Toribio, we have closed 208 co-filed cases. Our contract with EEOC for FY 2012, received and signed by me on April 23, was for 228 cases, a decrease from our FY 11 (revised) contract amount. EEOC has increased the per-case payment from \$600 to \$650. On August 23, I was advised that our request for an upward modification of seven cases was approved by EEOC, bringing our contract obligation to 235 cases. We must close an additional 27 co-filed cases by September 30 to meet the modified contract.**

**HUD – For FY 12, according to HUD Project Director Angela Lovegrove, we took in 40 new housing charges, 37 of which were co-filed with HUD. Within this same time period, we processed 45 housing charges, 43 of which were co-filed with HUD. For FY 13 (beginning July 1, 2012), we have taken in 13 new housing charges, 12 of which are co-filed with HUD. Within this same time period, we have processed four cases, all of which were co-filed with HUD.**

## **III. PERSONNEL**

**No new information.**

#### **IV. OUTREACH – Refer to attached report**

#### **V. GENERAL STATUS**

**&#9679;Meetings with staff members – I continue to meet with individual investigative staff members on a monthly basis to monitor case production.**

**&#9679;Case Closures – Refer to attached report.**

**We ended FY 2012 slightly behind the prior fiscal year's case processing rate. In FY 2011, we processed 422 cases; in FY 2012, we processed 411 cases (approx. 3.5% decrease). For FY 2013 (as of August 31, 2012), we have processed 65 cases (compare to 72 cases in this same time period in FY 12).**

**&#9679;Aged Cases – Refer to attached report. There are no aged cases in the Commission's inventory.**

**&#9679;Overall Case Inventory – The Commission had over 1000 cases in its inventory at the end of FY 1998. We ended FY 12 with 255 cases in inventory. As of 9/24/12, we had a total of 280 cases in inventory, 16 of these cases were pending assignment.**

**&#9679;Information Technology – DoIT has conducted a review of the Commission's server/IT system and determined that the server will end its useful life in 2014. DoIT has recommended the purchase of a**

**service agreement through Dell to cover the server until 2014, at which point the Commission will have to assess the benefit of purchasing a new server vs. connecting to the state’s “virtual” server system. The Commission has submitted a purchase order for the service agreement.**

**&#9679;Performance Management Initiative – On August 14, I met with the Governor’s Performance Management Team to discuss the Commission’s agreed-upon performance goals. The Team noted that the Commission is one of the only state agencies that consistently complies with the Performance Management Directive in a complete/timely manner. These meetings will occur quarterly.**

**&#9679;Fair Housing Conference – Frank Gaschen, Angela Lovegrove, Dina Quezada and I attended a HUD-sponsored Fair Housing Conference in Boston from Sept. 11-13. Frank participated in a panel on the topic of Case Successes Working Jointly with HUD and I participated on a panel on the topic of LGBT Equal Access to HUD Programs and Cultural Competency.**

**&#9679;EEOC/FEPA Regional Meeting: I attended the annual EEOC/FEPA meeting in Boston on September 19.**

**Respectfully submitted,**

**Michael D. Évora**

**Executive Director**

**Attachments**