

MINUTES OF THE COMMISSION FOR HUMAN RIGHTS

February 27, 2015

A regular meeting of the Commission for Human Rights was held on Friday, February 27, 2015. Present at the meeting were Commissioners John B. Susa, Chair, Iraida Williams, Angelyne E. Cooper, Esq., Tolulope Kevin Olasanoye, Esq. and Alberto Aponte Cardona, Esq. Absent was Commissioner Camille Vella-Wilkinson. The meeting commenced at 12:20 p.m. Commissioner Rochelle Bates Lee arrived at 12:30 p.m.

Commissioner Williams moved to approve the minutes of January 30, 2015. Commissioner Cardona seconded and the motion carried unanimously.

Status Report of Michael D. Évora, Executive Director

A written report was handed out. All new information is in bold print. The Director reported that the Commission's Facebook page is up to date and encouraged the Commissioners to give submissions to Francis Gaschen for posting on Facebook.

Case Production Report – Attached

Aged Case Report – No aged cases to report.

Outreach Report – Attached

STATUS REPORT – COMMISSIONERS

OUTREACH: Commissioner Williams reported that she and her family were given the Lifetime Achievement Award from Cochlear America for their advocacy for persons with cochlear implants.

GENERAL STATUS: No report at this time.

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STATUS REPORT – LEGAL COUNSEL: by Cynthia M. Hiatt and Francis Gaschen.

LITIGATION: Counsel and the Commissioners reviewed pending

litigation in which the Commission has a role. Report attached.

LEGISLATION: Legal Counsel reported on pending bills relating to civil rights and the bills were discussed.

HEARING SCHEDULE/STATUS OF HEARING CASES: Commission Counsel discussed with the Commissioners the hearing schedule.

The meeting adjourned at 1:15 p.m. The next regular meeting of the Commission is March 27, 2015 at 12:00 noon.

Respectfully Submitted,

**Michael D. Evora
Executive Director**

Notes taken by B. Ross

**EXECUTIVE DIRECTOR'S
REPORT TO COMMISSIONERS
27 February 2015**

I. BUDGET

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

FY 2014	FY 2015	FY 2015	FY 2015	FY 2016
(Rev.)	(Gov. Rec..)	(Enacted)	(Rev. Req)	(Req.)
S 1,146,066	1,193,083	1,193,083	1,206,185	1,231,273
F 317,367	287,096	287,096	332,950	319,355
T 1,463,433	1,480,179	1,480,179	1,539,135	1,550,628

On June 13, the House passed a budget which included funding for the Commission consistent with the Governor's recommendations for FY14 and FY15 (see above). The Senate passed the budget on June 16, 2014 and it was signed by the Governor on June 19, 2014.

The Commission's FY15 (Revised) and FY16 (Requested) budget requests were submitted to the Governor, House/Senate Fiscal Advisors and Budget Office officials on September 12, 2014. See above for details.

On January 26, I submitted the Commission's FY15 Second Quarter Report to the State Budget Office. The Commission projects a deficit of approximately \$13,100 in General Revenue at the close of FY15, attributable to the recently implemented (and unanticipated) two percent salary increases for staff, and over-budget expenses for

leasing of office equipment. The Commission also projects a deficit of approximately \$45,800 in Federal Revenue at the close of FY15, attributable in large part to the two percent salary increases as well as expenses for the Community Liaison Specialist, funded out of the HUD Special Projects Grant (which was not included in the FY15 enacted budget).

II. FEDERAL CONTRACTS

EEOC – For federal FY12 (ending September 30, 2012), according to EEOC Project Director Marlene Toribio, we closed 237 co-filed cases.

Our contract with EEOC for FY12 was for 235 cases. For federal FY13 (ending September 30, 2013), we closed 201 co-filed cases. Our contract with EEOC for FY13 was for 199 cases. For federal FY14 (ending September 30, 2014), we closed 232 co-filed cases. Our modified contract for FY14 was for 230 cases. For federal FY15 (beginning October 1, 2014), we have closed 68 co-filed cases. Our contract for federal FY15 is yet unknown.

HUD – For FY12, according to HUD Project Director Angela Lovegrove, we took in 40 new housing charges, 37 of which were co-filed with HUD, and we processed 45 housing charges, 43 of which were co-filed with HUD. For FY13, we took in 51 new housing charges, all of which were co-filed with HUD, and we processed 50 cases, 47 of which were co-filed with HUD. For FY14, we took in 49 new housing charges, 47 of which are co-filed with HUD, and we

processed 51 cases, 50 of which were co-filed with HUD (three of these processed cases were post-PC conciliations). For FY15 (beginning July 1, 2014), we have taken in 82 new housing charges, 52 of which are eligible to be co-filed with HUD. (27 were not eligible for co-filing and three were deferred to HUD for investigation.) Within this same time period, we have processed 43 cases, 35 of which were co-filed with HUD; two of these processed cases were post-PC conciliations.

UPDATE ON HUD PARTNERSHIP GRANTS – The first grant, for approximately \$56,000, was for a targeted outreach (including development of training/education materials) to the LGBT community and victims of domestic violence. On March 17, former Investigator Susan Pracht began a nine-month position as Community Liaison Specialist overseeing the implementation of the LGBT/Domestic Violence grant. The project is complete. Susan Pracht has submitted her final report to HUD. Because the project came in under budget (by approximately \$11,500), we are requesting that HUD permit us to use leftover grant funds to produce a general fair housing brochure, poster and Power Point presentation for use in outreaches going forward, and to conduct several fair housing outreaches throughout the state.

III. PERSONNEL

No new information.

IV. OUTREACH – Refer to attached report.

V. GENERAL STATUS

●Meetings with staff members – I continue to meet monthly with individual investigative staff members to monitor case production.

●Case Closures – Refer to attached report.

In FY11, we processed 422 cases; in FY12, we processed 411 cases (approx. 3.5% decrease). For FY13, we processed 389 cases (approx. 5% decrease from FY12). For FY14 (beginning July 1, 2013), we processed 376 cases (decrease of approx. 3% from FY13). For FY15 (beginning July 1, 2014), we have processed 210 cases (compare to 206 cases in this same time period in FY14).

●Aged Cases – There are no aged cases in the Commission’s inventory for federal FY15 (beginning October 1, 2014).

●Overall Case Inventory – The Commission had over 1000 cases in its inventory at the end of FY 1998. We ended FY11 with 323 cases in inventory, FY12 with 255 cases, FY13 with 265 cases, and FY14 with 290 cases. As of 2/23/15, we had a total of 343 cases in inventory; 17 of these cases were pending assignment.

●HUD Onsite/Performance Assessment – An official from HUD will be conducting an onsite visit on March 16 as part of HUD’s annual performance assessment process. We are in the process of completing a pre-onsite questionnaire and preparing case files for review by the HUD official.

●New Commissioner Photos – Photographs of Commissioners Cooper and Olasanoye were taken on February 19. Once the Commissioners have selected the photo of their choice, I will order the formal prints to be produced and sent to the Commission so they can be added to the wall in the Hearing Room.

●Annual Report – the FY14 Report is nearly complete. I hope to have it to the printer in early March.

●Performance Management Initiative – The Governor’s Performance Management Team has noted that the Commission is one of the only state agencies that consistently complies with the Performance Management Directive in a complete/timely manner.

Respectfully submitted,

**Michael D. Évora
Executive Director**

Attachments