

BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

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INDIANA
CIVIL RIGHTS COMMISSION

PUBLIC MEETING OF APRIL 20, 2012

ORIGINAL

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Alpha Blackburn,
Chairperson, taken before me, Lindy L. Meyer,
Jr., a Notary Public in and for the State of
Indiana, County of Shelby, at the Indiana
Government Center South, Conference Center,
Room A, 402 West Washington Street, Indianapolis,
Indiana, on Friday, April 20, 2012 at 11:09
o'clock a.m.

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 David C. Carter, Chairman
4 Steven A. Ramos
5 Barry Baynard
6 Tehiji G. Crenshaw
7 Charles D. Gidney

8 INDIANA CIVIL RIGHTS COMMISSION
9 By Jamal Smith, Director/Secretary
10 & Joshua Brewster, Dep. Director
11 Indiana Government Center North
12 100 North Senate Avenue, Room N103
13 Indianapolis, Indiana 46204
14 On behalf of the Commission.

15 OTHER COMMISSION STAFF PRESENT:

16 Robert D. Lange
17 Pamela Cook
18 Melissa Deering
19 Debbie Rincones-Chavez

20
21
22
23

1 11:09 o'clock a.m.
2 April 20, 2012

3 CHAIRMAN CARTER: Good morning,
4 everyone. I'd like to call the Indiana Civil
5 Rights Commission public meeting for April to
6 order, and we appear to have a quorum.

7 Oh, dear, Election of Officers. Alpha's
8 always gone when we have election of officers.

9 (Laughter.)

10 CHAIRMAN CARTER: Well, I'll
11 entertain a motion to -- to elect -- no, that's
12 not it -- to nominate a Chairperson. Anyone want
13 to nominate a Chairperson? Or we could have
14 anarchy.

15 COMM. RAMOS: Or we could defer until
16 she's here.

17 MR. LANGE: The statute says elective
18 offices will be elected at the annual meeting,
19 which is in April.

20 COMM. RAMOS: All right.

21 MR. SMITH: What does it say to the
22 effect that -- what if there was no quorum?

23 MR. LANGE: I suppose that would

1 override.

2 MR. SMITH: So, the -- I guess the
3 question is: Are there provisions that would --
4 do they have the authority to wait for the full
5 Board in that regard?

6 MR. LANGE: It's silent.

7 MR. SMITH: All right.

8 CHAIRMAN CARTER: Well, in the past,
9 I have been nominated, and deferred to the fact
10 that I don't want to be Chair if Alpha can be,
11 and so, in self-protection, I will nominate Alpha
12 Blackburn as Chairperson.

13 (Laughter.)

14 MR. SMITH: That's what you get for
15 not being here; right?

16 CHAIRMAN CARTER: May I have a second
17 for that?

18 COMM. CRENSHAW: Second.

19 CHAIRMAN CARTER: All in favor?

20 COMM. BAYNARD: Aye.

21 COMM. CRENSHAW: Aye.

22 COMM. RAMOS: Aye.

23 COMM. GIDNEY: Aye.

1 CHAIRMAN CARTER: Aye. Poor Alpha.

2 (Laughter.)

3 CHAIRMAN CARTER: All right. Now,
4 may I have a nomination for Vice-Chair?

5 COMM. BAYNARD: I'd like to nominate
6 David Carter for Vice-Chair.

7 COMM. RAMOS: Seconded.

8 CHAIRMAN CARTER: We're so
9 conservative. Where's the new blood?

10 COMM. BAYNARD: You've done a good
11 job.

12 CHAIRMAN CARTER: Okay. Then I'll
13 thank you. Everybody's -- it's been moved and
14 seconded. All in favor?

15 COMM. BAYNARD: Aye.

16 COMM. CRENSHAW: Aye.

17 COMM. RAMOS: Aye.

18 COMM. GIDNEY: Aye.

19 CHAIRMAN CARTER: Aye.

20 Any opposed?

21 (No response.)

22 CHAIRMAN CARTER: No such luck.

23 Thank you.

1 Do we have any other officers that we need
2 to do? I don't think we have.

3 MR. LANGE: Unless you want to
4 make -- create some.

5 CHAIRMAN CARTER: Okay.

6 MR. LANGE: The statute says Chair
7 and Vice-Chair.

8 CHAIRMAN CARTER: Chair and
9 Vice-Chair, so someone -- to be assured that
10 someone will run the meeting.

11 MR. LANGE: Probably.

12 CHAIRMAN CARTER: It's kind of how
13 some cultures work. Marriage exists only to
14 legitimize the children.

15 MR. LANGE: No comment. No comment.

16 CHAIRMAN CARTER: Societies don't
17 want to take care of other people's children.

18 Okay. So, the minutes. We have minutes,
19 and I think you've had a chance to review them,
20 or if you have had a chance to review them -- I
21 reviewed them. May I have a motion to accept the
22 minutes, please?

23 COMM. CRENSHAW: So moved.

1 CHAIRMAN CARTER: And a second?

2 COMM. RAMOS: Second.

3 CHAIRMAN CARTER: All in favor?

4 COMM. BAYNARD: Aye.

5 COMM. CRENSHAW: Aye.

6 COMM. RAMOS: Aye.

7 COMM. GIDNEY: Aye.

8 CHAIRMAN CARTER: Aye.

9 Any opposed?

10 (No response.)

11 CHAIRMAN CARTER: Thank you.

12 Financial Report, Ms. Cook.

13 MS. COOK: Good morning.

14 CHAIRMAN CARTER: Good morning.

15 MS. COOK: You've had a chance to
16 review the March Financial Report. On page one,
17 the only adjustment I've made is to the agency's
18 appropriation of approximately \$56,000 that the
19 agency has asked to reserve. If you have any
20 questions, I'd like to entertain those at this
21 time.

22 CHAIRMAN CARTER: Thank you.

23 Hearing none --

1 MR. SMITH: I do -- one comment. I
2 think it's important to note that because of, in
3 large part -- and last year's reversion was how
4 much?

5 MS. COOK: Last year's reversion --

6 MR. SMITH: Fifteen?

7 MS. COOK: -- was fifteen percent.

8 MR. SMITH: Fifteen percent.

9 MS. COOK: Yes.

10 MR. SMITH: So, the two prior years
11 have been fifteen percent; right?

12 MS. COOK: Yes.

13 MR. SMITH: Those are starting to
14 sneak up on our ceiling, so one will be obviously
15 advocating for the agency not to have to revert
16 any more money back after this, and I'll give a
17 little bit more insight on that as we get to the
18 ED Report. But due in large part to those --
19 this year's budget, we are -- we're right at that
20 ceiling, so Pam and I have been working to make
21 sure that we don't bust through that ceiling, and
22 maintain --

23 CHAIRMAN CARTER: At what point in

1 the two-year budget is it? The next session is
2 the budget, isn't it?

3 MR. SMITH: Next year's the budget
4 session.

5 CHAIRMAN CARTER: And so, they
6 determine our budget or our allotment for two
7 years, and then --

8 MS. COOK: Yes.

9 CHAIRMAN CARTER: -- at what point
10 after that does the Governor say, "Okay. I want
11 this much of it back"? In other words, how much
12 lead time do you have to plan not to use
13 everything that's been given to you?

14 MR. SMITH: We usually get those, oh,
15 about midway through the fiscal year.

16 MS. COOK: Yes.

17 MR. SMITH: The e-mails that say,
18 "Hey, you know, all agencies will be asked to
19 revert X percentage of dollars back to the
20 general fund. Please make arrangements to do
21 so." And then we have to go sit and report to
22 the Office of Management and Budget to discuss
23 our metrics, how we're going to adjust to revert

1 those moneys back.

2 And in some cases, some agencies have to
3 make the argument for not being able to do so.
4 Some of those make that argument early on in the
5 game, when the economy was at the height of its
6 pit, I guess.

7 CHAIRMAN CARTER: Height of its
8 depth?

9 MR. SMITH: And, you know, we were
10 fortunate enough not to have to -- you know, not
11 to be in that position, and I think it's a good
12 thing, because, you know, you've only got so many
13 lifesavers, not to say that we can't revert
14 anything before they either replace you or take
15 the money out of the deal. So, we've been in a
16 good position, so now we've been able to revert
17 up to this point, but we've reached that
18 ceiling --

19 CHAIRMAN CARTER: Right.

20 MR. SMITH: -- to the point now
21 where -- and we're getting ready to absorb -- by
22 statute, absorb some additional things which I'll
23 touch on later that are going to prohibit us from

1 tampering with our budget any more. So, I just
2 wanted to make sure, while we're discussing the
3 budget, that I mention that to the Commission.

4 CHAIRMAN CARTER: Any other
5 questions, comments?

6 (No response.)

7 CHAIRMAN CARTER: Okay. We will
8 proceed to Old Business. Report by Commissioners
9 on Complaint Appeals.

10 Comm. Crenshaw, you've got something for
11 us?

12 COMM. CRENSHAW: Yes. In the case of
13 Berdina Gamble versus Marsh Supermarkets, I make
14 a motion that we uphold the Deputy Director's
15 finding of no probable cause.

16 CHAIRMAN CARTER: May I have a motion
17 to --

18 MR. SMITH: Accept.

19 CHAIRMAN CARTER: -- uphold that
20 recommendation?

21 COMM. RAMOS: So moved.

22 CHAIRMAN CARTER: And a second?

23 COMM. GIDNEY: Second.

1 COMM. BAYNARD: Second.

2 CHAIRMAN CARTER: All in favor?

3 COMM. BAYNARD: Aye.

4 COMM. CRENSHAW: Aye.

5 COMM. RAMOS: Aye.

6 COMM. GIDNEY: Aye.

7 CHAIRMAN CARTER: Aye.

8 Okay. Any opposed?

9 (No response.)

10 CHAIRMAN CARTER: In my case, Dawn
11 Ebersole versus Town of New Carlisle, I also
12 recommend that we uphold the Deputy Director's no
13 probable cause finding, and may I have a motion
14 to accept that recommendation?

15 COMM. CRENSHAW: So moved.

16 CHAIRMAN CARTER: And a second?

17 COMM. BAYNARD: Second.

18 CHAIRMAN CARTER: All in favor?

19 COMM. BAYNARD: Aye.

20 COMM. CRENSHAW: Aye.

21 COMM. RAMOS: Aye.

22 COMM. GIDNEY: Aye.

23 CHAIRMAN CARTER: Aye. Thank you.

1 Comm. Ramos?

2 COMM. RAMOS: In the case of Steven
3 Thompson versus Technicote, Inc., I recommend
4 the -- that we uphold the Director's finding of
5 no probable cause.

6 CHAIRMAN CARTER: Okay.

7 May I have a motion to accept that
8 recommendation?

9 COMM. BAYNARD: So moved.

10 COMM. CRENSHAW: Second.

11 CHAIRMAN CARTER: All in favor?

12 COMM. BAYNARD: Aye.

13 COMM. CRENSHAW: Aye.

14 COMM. RAMOS: Aye.

15 COMM. GIDNEY: Aye.

16 CHAIRMAN CARTER: Aye.

17 Any opposed?

18 (No response.)

19 CHAIRMAN CARTER: Thank you.

20 Comm. Gidney?

21 COMM. GIDNEY: Okay. In the case of
22 Gatling versus M & M Transport, my recommendation
23 is that we remand for further review.

1 CHAIRMAN CARTER: Okay. And do you
2 have a comment that you would like to add to that
3 recommendation as to why?

4 COMM. GIDNEY: I feel that there's
5 something there with regard to the issue. The
6 issue was in regards to discriminatory practices
7 that the Complainant felt relative to how he was
8 treated in the workplace. In addition to
9 documents that he compiled, he also incorporated
10 EEO statements in which the Respondent was found
11 guilty as a result of investigations through
12 EEO -- through the EEOC.

13 And I -- in my opinion, I think that there
14 may be a little more to this particular case.
15 All of it isn't there yet, but I'm just not
16 comfortable at this point recommending to uphold,
17 nor am I comfortable with reversing. I would
18 just rather remand for further review at this
19 time.

20 CHAIRMAN CARTER: Okay. Thank you.

21 Is that enough information?

22 MR. BREWSTER: Yeah.

23 CHAIRMAN CARTER: Okay.

1 And do we have anything from
2 Comm. Blackburn?

3 MS. DEERING: No, we didn't get
4 anything from her.

5 CHAIRMAN CARTER: Okay. So --

6 MS. DEERING: We'll report at the
7 next meeting.

8 CHAIRMAN CARTER: So, that case will
9 be continued.

10 MS. DEERING: Uh-huh.

11 CHAIRMAN CARTER: Thank you.

12 On to New Business and Assignment of New
13 Appeals. Comm. Ramos, if you would take that
14 of -- now, I looked over this before we started
15 to see if there were any difficult names, and I
16 somehow glossed over this one -- Sevasmia
17 Panagiotides versus Carlos Gallegos.

18 Comm. Crenshaw, if you would take Faye
19 Acord versus the Heart Hospital at Deaconess
20 Gateway and Darrin Durnil versus Bartholomew
21 Consolidated School Corporation.

22 And I will take the two cases of
23 Timothy L. Raines versus Holland Roofing of

1 Indianapolis and Juanita Brown-Wilson versus The
2 Colonies of Merrillville. I didn't know
3 Merrillville was a colonial power.

4 (Laughter.)

5 CHAIRMAN CARTER: Let's see.
6 Comm. -- between Comm. Gidney and Baynard, which
7 of you sees the month being freer to take on
8 Comm. Blackburn's case?

9 COMM. BAYNARD: I can do it.

10 CHAIRMAN CARTER: You can do it? All
11 right. So, Comm. Baynard, if you would take
12 Robin Dabner versus North Oaks of Broad Ripple
13 Lakes, and William Carter -- no relation --
14 versus Houchens Food Core -- Group.

15 And Comm. Gidney, if you would take Joy
16 Nelson versus Braford Lake Management. Is that
17 supposed to be Bradford Lake? It could be
18 Braford, I suppose.

19 COMM. RAMOS: You missed one here.

20 CHAIRMAN CARTER: Oh, I missed --
21 well, it's crossed on this one. Is Janice
22 Withers versus St. Vincent Hospital supposed to
23 be crossed out? It's crossed out on mine.

1 COMM. CRENSHAW: Yeah, because that's
2 Comm. Blackburn's.

3 CHAIRMAN CARTER: Oh. Oh, I see.
4 Okay. Well, now our confusion is on the record.

5 Findings of Fact, Conclusions of Law and
6 Order. Daniel Martin versus Law School Admission
7 Council for vote and signature, and Fabian Niles
8 versus Fenner 'N Fenner, LLC, doing business as
9 Jimmy John's. May I have a motion to accept
10 those findings, et cetera?

11 COMM. CRENSHAW: So moved.

12 COMM. GIDNEY: Second.

13 CHAIRMAN CARTER: All in favor?

14 COMM. BAYNARD: Aye.

15 COMM. CRENSHAW: Aye.

16 COMM. RAMOS: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRMAN CARTER: Aye.

19 Any opposed?

20 (No response.)

21 CHAIRMAN CARTER: And a consent
22 agreement, Michelle Van Winkle versus Jim & Lois
23 Dudas, doing business as Flowers by Carla. May I

1 have a motion to accept that consent agreement?

2 COMM. BAYNARD: I'll make a motion to
3 accept.

4 CHAIRMAN CARTER: All right.

5 COMM. RAMOS: Second.

6 COMM. CRENSHAW: Second.

7 CHAIRMAN CARTER: Second? Did I hear
8 a second?

9 COMM. RAMOS: Second.

10 CHAIRMAN CARTER: Okay. All in
11 favor?

12 COMM. BAYNARD: Aye.

13 COMM. CRENSHAW: Aye.

14 COMM. RAMOS: Aye.

15 COMM. GIDNEY: Aye.

16 CHAIRMAN CARTER: Aye.

17 Any opposed?

18 (No response.)

19 CHAIRMAN CARTER: And that brings us
20 to the Executive Director and his Administrative
21 Update.

22 MR. SMITH: Just a couple of things
23 to report. Everyone received the -- or had a

1 copy of the report, and so I won't go through
2 this thing verbatim. I'll start with a few
3 highlights on the events side. Obviously so far
4 we've had a pretty full year. April has been
5 Fair Housing Month, and we have been as busy as
6 we could possibly be.

7 One of the things to note, up in Gary we
8 partnered with the Indiana Parenting Institute
9 and their sponsor, which was the Railway Cats,
10 Rail Cats, which is the minor league baseball
11 team there, and they put on kind of a parenting
12 informational symposium conference, whereby we
13 were able to go up and talk about not only the
14 agency and what we do, but, you know, some
15 discussions about disparities in education, some
16 information about the area of education as well
17 as fair housing, equal employment, so on and so
18 forth.

19 So, that went well. They're still putting
20 together the final report and the data for that,
21 but I hear there was about a hundred fifty, two
22 hundred people there throughout the day, so a
23 pretty good turnout, and what should turn out to

1 be a pretty productive and long-lasting
2 relationship with the Indiana Parenting
3 Institute.

4 One of the reasons we decided to partner
5 with them is that, in light of all of the things
6 that we're trying to do, housing seems to be a
7 fairly easy segue, because there's relationships
8 with the housing authorities and housing
9 organizations, but the other areas, employment as
10 well as education, it's a little bit more
11 difficult to get to the people on the ground.

12 We typically find ourselves talking to a
13 lot of the administrators and supervisors and
14 things of that nature, whereas a lot of this
15 information is more useful in the hands of the
16 people in the community, right, especially in the
17 area of education, talking to a lot of the
18 parents and talking to a lot of the guardians of
19 the young people that are affected by this
20 information.

21 And it's -- you know, whether it's the
22 time of the day, whether it's the day in the
23 week, whatever the case may be, it's fairly

1 difficult to get a large number of that
2 contingency in one place to be able to present
3 the information that we have.

4 So, the Parenting Institute does a really,
5 really good job. They already have kind of that
6 built-in demographic in the folks there. And so,
7 you know, the event went off well, and we look
8 forward to continuing things like that with the
9 Parenting Institute.

10 Any questions on anything in the report so
11 far?

12 (No response.)

13 MR. SMITH: The only other thing that
14 I -- oh, a couple of things. One is also -- I'm
15 not sure if you guys have heard, but we have,
16 after all of the strategic planning and putting
17 it all together, we've kind of pushed out a lot
18 of promos. You may have heard some of the PSA's
19 on the radio now. It's running all over the
20 state.

21 We have a couple of different ones
22 running. One is -- some are funny, some are a
23 little bit more straightforward, just like the

1 Fair Housing Man, which is the funny one, which I
2 think we seem to get the most calls on, which has
3 touched a lot of the air waves and radio
4 stations, but it's running all over, everywhere
5 from Evansville all of the way up to South Bend
6 and Fort Wayne and Gary, and, of course, here in
7 Indianapolis, and all of the pockets in between.

8 We did more of a heavy push for that in
9 April, obviously, because it's Fair Housing Month
10 and we wanted to make sure we put that out, but
11 we'll roll it back out again as we've been
12 granted some funds from HUD to do specifically
13 that with communication, I want to say a quarter
14 of a million dollars to do that.

15 So, we'll continue to push and promote the
16 organization and the agency and all of the things
17 we have going on and the events and so on and so
18 forth. So, that's a good move and a good look,
19 and we've been getting a lot of good feedback
20 about what people have heard on the radio, and
21 "Hey, we didn't know that you guys were out
22 there, thanks," and all of that good stuff, so a
23 lot of good feedback on that front.

1 And then the last thing is, per this
2 legislative session, we will be inheriting -- I
3 want to say four of the cultural commissions, so
4 they will now be housed at the Civil Rights
5 Commission.

6 The Women's Commission, the Social Status
7 of Black Males, the Native American Commission
8 and the Hispanic Commission, which,
9 coincidentally, has already been there per our
10 pulling in of Danny Lopez, who is our Education
11 and Outreach Director slash the ED for the
12 Hispanic Commission. He's doing a fantastic job.

13 We kind of piloted this idea with the
14 Hispanic Commission, and Danny did such a great
15 job that the General Assembly decided to bring
16 them all over. So, they will all be officially
17 coming over; hence, my comment earlier about the
18 budget, because once we pull those people over --
19 and I've made it known to the other agencies as
20 well as the directors, the current directors, of
21 those commissions, we'll be pulling the
22 commissions over.

23 But there's no guarantee that we're

1 pulling over the staff. You know, some of them
2 have assistants and part-time assistants and some
3 vistas and some other things that -- you know,
4 obviously that we are not going to pull in and
5 incur that added head count nor that added
6 expense.

7 But we will pull over the agency,
8 obviously. Per statute, we have to, and the
9 statute specifically says that we are to provide
10 administrative support, so it doesn't mandate us
11 to hire any number of people, just to make sure
12 that we adequately support, by way of personnel,
13 the commission. So, that we will definitely do.

14 Instead of pulling over their folks, what
15 we want to do is expand our area and outreach and
16 education and bring in a couple more folks there,
17 which will obviously incur some additional folks
18 on our org chart, and just that added expense of
19 having those commissions over, you know, so we
20 need to brace ourselves for that.

21 So, when we go in and talk to the Office
22 of Management and Budget, obviously we'll be
23 making our case not to revert any more funds

1 back. In fact, we may be making an argument to
2 give us funds from what we had previously
3 reverted. I'm not sure whether that will go, but
4 we'll definitely push forward and see what we can
5 get.

6 But I just wanted to make sure that the
7 Commission was aware of this adjustment. It
8 doesn't take effect until July 1, which is when
9 the new fiscal year begins, but we are making as
10 many provisions in the meantime to make sure that
11 we are ready for that change.

12 CHAIRMAN CARTER: Do any of them have
13 their own budgets?

14 MR. SMITH: Yes, by statute, they are
15 allotted their own budgets. They're -- I mean
16 they're not large budgets. I think, on average,
17 they get somewhere in the neighborhood of a
18 hundred thousand dollars per, but, you know, once
19 the salary of whoever, that director, comes out,
20 that leaves roughly, you know, forty something to
21 fifty grand left to do whatever initiatives and
22 programs that the commissioners of that
23 particular commission decide that they want to

1 do.

2 Now, obviously, ICRC and myself as the
3 director, or whomever -- if I got hit by a truck
4 tomorrow, whoever the director is, is the
5 manager, if you will, the controller or the
6 overseer of that budget, as well as the director
7 of the commission, but the commissioners on that
8 particular board kind of govern what initiatives
9 and things that they'd like to see happen, what
10 programs and things that they'd like to get into.

11 So, there's some synergy that we need to
12 create between the ICRC and that commission to
13 make sure they're not doing anything that
14 jeopardizes the overall integrity of ICRC or gets
15 in the way of the strategic objectives of what
16 ICRC is trying to do, and instead, we'd like to
17 leverage what they have going on to further what
18 our strategic plans are.

19 And I think we can do that. You know, a
20 lot of it's already a built-in demographic of
21 people and places that we already need to tap
22 into. We've been able to leverage that and pilot
23 it with the Hispanic Commission. Obviously the

1 Hispanic community is a community that we need to
2 target.

3 We've done a heck of a lot of a better
4 job -- a heck of a better job doing that here of
5 late, since we moved over -- the Hispanic
6 Commission over, and we hope to do a lot of the
7 same things with the -- with those other
8 communities, with the Women's Commission, the
9 Social Status of Black Males, the Native American
10 Commission and so on and so forth.

11 COMM. RAMOS: Well, I mean as a
12 suggestion, since there are four them now; right?

13 MR. SMITH: Uh-huh.

14 COMM. RAMOS: Maybe on alternating
15 quarters they could come in and provide a brief
16 report, because we're still learning who all they
17 are, and since it falls kind of under this wing
18 now, that we have a better understanding of that.

19 MR. SMITH: You mean bring them in
20 to --

21 COMM. RAMOS: Yeah, once a quarter.

22 MR. SMITH: -- talk to you guys?

23 COMM. RAMOS: Yes, just to --

1 MR. SMITH: I think once we pull them
2 over, that'd be a good idea, to have them come in
3 and --

4 COMM. RAMOS: It doesn't have to be
5 formal, it could be informal, but I think that
6 would be good to do.

7 MR. SMITH: We'll do that, put them
8 on the agenda and let them, number one, introduce
9 themselves and --

10 COMM. RAMOS: Yeah.

11 MR. SMITH: -- give kind of an
12 overview to you guys as to what, you know, some
13 of their plans are.

14 One of the things I think you'll find is
15 that there's a common thread amongst all of the
16 cultural commissions and some similarities to
17 what they're trying to accomplish and what we do.
18 For example, they all have a push for education;
19 right? There's always an equity and education
20 piece that they're trying to push for. There's
21 an economic development and a push for jobs in
22 each of the commissions; right? There is a --
23 you know, or workplace disparity. There's a push

1 for health disparities within all of them.

2 But the argument that was made was that
3 they're doing it in their silos and probably
4 spending more money doing it separately than had
5 they pooled their resources, you know, talking
6 about the same topics, and you could cover more
7 and use less doing so. And so, that was the push
8 to bring it over here. Obviously we have kind of
9 a theme to what we do, and we operate -- the ICRC
10 operates in the area of discrimination and
11 disparities, right, so what they do just seems to
12 fit.

13 Furthermore, as we get out, you know, they
14 don't have to recreate the wheel. You know, one
15 of our initiatives is to get all over the state,
16 so we have tons -- as you can see in the report,
17 tons of events that are already planned, so
18 instead of them replanning those, they can hitch
19 onto the wagon and just have some auxiliary
20 events.

21 And it helps us because they're reaching
22 out to a demographic obviously within their
23 database that we need to touch base with anyway;

1 right?

2 COMM. RAMOS: Uh-huh.

3 MR. SMITH: So, it should be a
4 win-win. Of course, the tricky part is marrying
5 it all together and getting everybody to speak
6 the same language and walk the same path.

7 CHAIRMAN CARTER: Yeah. The -- at
8 least the Women's Commission and the Status of
9 Black Males Commission were previously part of --
10 or under our wing. They weren't part -- the
11 Women's Commission never wanted to be part of
12 anything other than themselves.

13 MR. SMITH: Yeah, trust me, I had to
14 go and report to the Women's Commission about
15 that exact thing, so --

16 COMM. CRENSHAW: A whole lot of neck
17 rolling there, huh?

18 MR. SMITH: Yeah, really.

19 CHAIRMAN CARTER: We used to get
20 regular reports from all of those --

21 MR. SMITH: You said very good or
22 very little?

23 CHAIRMAN CARTER: Usually it was a

1 written report from the Status of Black Males,
2 but they were at all of our conferences and
3 things doing their thing and all, back when we
4 had conferences.

5 MR. SMITH: So, that -- you know,
6 again, that'll take place and go into effect
7 officially on July 1, but we'll be working in the
8 meantime to make sure that we work out whatever
9 kinks and bugs, and I'll take as many Tylenol for
10 the headaches as we can before it actually
11 happens.

12 (Laughter.)

13 MR. SMITH: So, there you have it.

14 COMM. RAMOS: You have a Holocaust
15 event coming up, or just had it.

16 MR. SMITH: We just had the
17 Holocaust -- that should be listed in here. We
18 had that earlier this week, actually, on Tuesday?
19 I want to say Tuesday. It went well, very well
20 attended, had a number of schools, and we'll --
21 we should have a report for that as well as the
22 event up in Gary done by the next Commission
23 meeting, and we can present that to you guys so

1 you can see kind of some tangible results from
2 it.

3 But a number of schools attended the
4 Holocaust event. It went very well, got a lot of
5 good feedback, a lot of anecdotal feedback at
6 this point. But as we do with all of our events,
7 we hand out surveys and get some tangible
8 feedback from the people who've participated, and
9 we'll include that in the report. That should be
10 ready by the next Commission meeting.

11 CHAIRMAN CARTER: Okay. Any more
12 questions?

13 (No response.)

14 CHAIRMAN CARTER: Hearing none, are
15 there any announcements?

16 (No response.)

17 CHAIRMAN CARTER: I sort of have an
18 announcement, and that is that I will not be here
19 next meeting. We will be on our way to the East
20 Coast, so -- it may not be as far as Washington,
21 D.C., but it's the same kind of impractical
22 commute. So, someone else --

23 COMM. CRENSHAW: I wish I had my bags

1 packed.

2 (Laughter.)

3 CHAIRMAN CARTER: Someone else needs
4 to run the meeting, Alpha, presumably, but
5 otherwise, someone else.

6 And then we can adjourn and stay for
7 signatures, please.

8 - - -
9 Thereupon, the proceedings of
10 April 20, 2012 were concluded
11 at 11:36 o'clock a.m.
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1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Friday, April 20, 2012 in this matter and
8 transcribed by me.

9
10 

11 Lindy L. Meyer, Jr.,

12 Notary Public in and

13 for the State of Indiana.

14
15 My Commission expires October 27, 2016.
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