

BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF MARCH 28, 2014

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, March 28, 2014 at
11:12 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

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APPEARANCES:

COMMISSION MEMBERS:

- Alpha Blackburn, Chairperson
- David C. Carter
- Steven A. Ramos
- Barry Baynard
- Charles D. Gidney

INDIANA CIVIL RIGHTS COMMISSION
By Akia Haynes, Deputy Director
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, Indiana 46204
On behalf of the Commission.

OTHER COMMISSION STAFF PRESENT:

- Noell Allen
- Pamela Cook
- Debbie Rincones-Chavez

- - -

1 11:12 o'clock a.m.
2 March 28, 2014

3 - - -

4 CHAIRPERSON BLACKBURN: Good morning.
5 The Indiana Civil Rights Commission is now in
6 public session. We do indeed have a quorum. I
7 would ask for the approval of the minutes.

8 COMM. CARTER: So moved.

9 COMM. GIDNEY: Second.

10 CHAIRPERSON BLACKBURN: All in favor.

11 COMM. CARTER: Aye.

12 COMM. BAYNARD: Aye.

13 COMM. RAMOS: Aye.

14 COMM. GIDNEY: Aye.

15 CHAIRPERSON BLACKBURN: Aye.

16 Anyone opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you.

19 And you have the Financial Report.

20 Ms. Cook, if you would like to present.

21 MS. COOK: Okay.

22 Good morning. You've had a chance to
23 review the Financial Report. It's located in
your packet. We are currently awaiting our first

1 quarterly drawdown for the HUD Partnership Funds,
2 in the amount of \$62,500, and we're gearing up
3 for our final quarter of this fiscal year, and we
4 have do anticipate being on target. We probably
5 won't have anything to revert this year. I do
6 anticipate using all of our general funds to
7 cover salaries.

8 If you have any questions, I'd like to
9 entertain those at this time.

10 (No response.)

11 MS. COOK: Thank you.

12 CHAIRPERSON BLACKBURN: Thank you
13 very much.

14 May I have a motion to approve the
15 Financial Report?

16 COMM. GIDNEY: So moved.

17 COMM. RAMOS: Second.

18 CHAIRPERSON BLACKBURN: All in favor?

19 COMM. CARTER: Aye.

20 COMM. BAYNARD: Aye.

21 COMM. RAMOS: Aye.

22 COMM. GIDNEY: Aye.

23 CHAIRPERSON BLACKBURN: Aye.

1 Anyone opposed?

2 (No response.)

3 CHAIRPERSON BLACKBURN: Thank you.

4 Under Old Business, Report by
5 Commissioners on the Complaint Appeals. I need
6 to ask for a continuance in the case of -- cases
7 of Lonnie L. Johnson versus First Cash Pawn and
8 Lonnie L. Johnson versus the City of Indianapolis
9 Fire Department.

10 We'll go now then to Comm. Crenshaw, who
11 has reported, though she's not here, in the case
12 of Leroy -- well, let's start in the proper order
13 on your agenda. Aboubakar Badiane versus Federal
14 Mogul, she would like to uphold the Deputy
15 Director's decision of no probable cause.

16 May I have a motion to accept that
17 recommendation?

18 COMM. CARTER: So moved.

19 COMM. BAYNARD: Second.

20 CHAIRPERSON BLACKBURN: All in favor?

21 COMM. CARTER: Aye.

22 COMM. BAYNARD: Aye.

23 COMM. RAMOS: Aye.

1 COMM. GIDNEY: Aye.

2 CHAIRPERSON BLACKBURN: Aye.

3 Anyone opposed?

4 (No response.)

5 CHAIRPERSON BLACKBURN: Thank you.

6 And in the case of Leroy Alexander versus
7 Indianapolis Public Schools, her recommendation
8 is to uphold the Deputy Director's decision of no
9 probable cause.

10 May I have a motion to accept?

11 COMM. RAMOS: So moved.

12 COMM. GIDNEY: Second.

13 CHAIRPERSON BLACKBURN: All in favor?

14 COMM. CARTER: Aye.

15 COMM. BAYNARD: Aye.

16 COMM. RAMOS: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRPERSON BLACKBURN: Aye.

19 Anyone opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Thank you.

22 Comm. Carter.

23 COMM. CARTER: Yes. In the case of

1 Marcus L. Sanders verses Brothers United, I
2 recommend we uphold the Deputy Director's no
3 probable cause finding.

4 CHAIRPERSON BLACKBURN: May I have a
5 motion to accept Comm. Carter's recommendation?

6 COMM. BAYNARD: So moved.

7 COMM. RAMOS: Second.

8 CHAIRPERSON BLACKBURN: All in favor?

9 COMM. CARTER: Aye.

10 COMM. BAYNARD: Aye.

11 COMM. RAMOS: Aye.

12 COMM. GIDNEY: Aye.

13 CHAIRPERSON BLACKBURN: Aye.

14 Anyone opposed?

15 (No response.)

16 CHAIRPERSON BLACKBURN: Thank you.

17 Comm. Gidney.

18 COMM. GIDNEY: Okay. In the matter
19 of -- I believe this is Dybala versus Custom
20 Mechanical Systems my recommendation is to uphold
21 the finding of no probable cause.

22 CHAIRPERSON BLACKBURN: May I have a
23 motion to accept that recommendation?

1 COMM. CARTER: So moved.

2 COMM. BAYNARD: Second.

3 CHAIRPERSON BLACKBURN: All in favor?

4 COMM. CARTER: Aye.

5 COMM. BAYNARD: Aye.

6 COMM. RAMOS: Aye.

7 COMM. GIDNEY: Aye.

8 CHAIRPERSON BLACKBURN: Aye.

9 Anyone opposed?

10 (No response.)

11 CHAIRPERSON BLACKBURN: Thank you.

12 Comm. Baynard.

13 COMM. BAYNARD: Yes, Madam Chair. In
14 the case of Steven Cundiff verses Crown Point
15 School Corporation, I recommend that we uphold
16 the Deputy Director's finding of no probable
17 cause.

18 CHAIRPERSON BLACKBURN: May I have a
19 motion to accept that recommendation?

20 COMM. RAMOS: So moved.

21 COMM. CARTER: Second.

22 CHAIRPERSON BLACKBURN: Is there a
23 second?

1 COMM. CARTER: Second.

2 CHAIRPERSON BLACKBURN: All in favor?

3 COMM. CARTER: Aye.

4 COMM. BAYNARD: Aye.

5 COMM. RAMOS: Aye.

6 COMM. GIDNEY: Aye.

7 CHAIRPERSON BLACKBURN: Aye.

8 Anyone opposed?

9 (No response.)

10 CHAIRPERSON BLACKBURN: Assignment of
11 New Appeals. Hmm. Okay. I have a question.

12 My -- I thought that the Janice Taylor versus
13 Securitas Security Service had been dismissed.

14 MS. RINCONES-CHAVEZ: No, ma'am. She
15 just filed an appeal a few weeks ago.

16 CHAIRPERSON BLACKBURN: I'm sorry?

17 MS. RINCONES-CHAVEZ: She just filed
18 the appeal a few weeks ago.

19 CHAIRPERSON BLACKBURN: Okay.

20 In that case, Comm. Carter, if you could
21 please review. And assigned to me, I think is
22 Respondent's Objections and Request for Oral
23 Argument, and that case is Andrew Straw versus

1 Indiana Democratic Party. I don't know that any
2 action is required.

3 Okay. Findings of Fact, Conclusions of
4 Law and Order.

5 MS. ALLEN: Madam Chair?

6 CHAIRPERSON BLACKBURN: Yes.

7 MS. ALLEN: Before you move on, were
8 you going to make a decision on if you would
9 accept the request for oral arguments in the
10 Andrew Straw case?

11 CHAIRPERSON BLACKBURN: Uh-huh. Yes.
12 And any other questions about that?

13 MS. ALLEN: I would defer to
14 Ms. Haynes.

15 MS. HAYNES: The only other question
16 we would have is if you are granting the request
17 for oral argument, would you like to schedule
18 that for the next Commission meeting?

19 CHAIRPERSON BLACKBURN: Not if we
20 already have two, so I will leave the scheduling
21 up to you of what works best.

22 MS. HAYNES: Okay.

23 CHAIRPERSON BLACKBURN: Okay. Thank

1 you.

2 Findings of Fact, Conclusions of Law and
3 Order. If there are no questions about any of
4 those -- do I hear any?

5 (No response.)

6 CHAIRPERSON BLACKBURN: Are there
7 comments you want to make regarding --

8 MS. ALLEN: No, ma'am.

9 CHAIRPERSON BLACKBURN: All right.
10 Then I move -- may I have a motion to
11 accept --

12 COMM. CARTER: So moved.

13 CHAIRPERSON BLACKBURN: -- the
14 findings?

15 COMM. GIDNEY: Second.

16 CHAIRPERSON BLACKBURN: And all in
17 favor?

18 COMM. CARTER: Aye.

19 COMM. BAYNARD: Aye.

20 COMM. RAMOS: Aye.

21 COMM. GIDNEY: Aye.

22 CHAIRPERSON BLACKBURN: Aye.

23 Anyone opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: All right.
3 Hearing no Consent -- having no Consent
4 Agreements to consider nor Oral Arguments, we
5 will move to the Executive Director's Report.

6 MS. HAYNES: Good morning,
7 Commissioners.

8 COMM. RAMOS: Good morning.

9 CHAIRPERSON BLACKBURN: Good morning.

10 MS. HAYNES: So, as you guys have
11 probably heard, our Commission has been quite
12 busy during the month of March. On the 5th, we
13 had the 10th Annual Torchbearer Awards; that went
14 very well.

15 And on the 14th, we had the Disability
16 Update CLE in Bloomington, where our very own
17 Comm. Carter participated, so again, we'd like to
18 thank him for that.

19 And on the 27th was the kickoff of the
20 Indiana Black Barbershop Health Initiative, and
21 that will officially occur on April 5th. It's
22 taking place in 13 cities this time.

23 And then the next really big event that's

1 coming up, of course, is the Indiana Fair Housing
2 Summit, and it's entitled, "Breaking Boundaries:
3 Empowering and Furthering Fair Housing." That
4 will be a two-day event over April 3rd and 4th.
5 On April 3rd, it'll take place from approximately
6 1:00 p.m. to 6:00, and the second day is the
7 entire day, from 9:00 to 5:00, and that will
8 offer eight CLE and CE credits, including one
9 ethics credit.

10 CHAIRPERSON BLACKBURN: Is there a
11 point in the schedule in particular where you
12 would like Commissioners to be present?

13 MS. HAYNES: Yes. We'd actually like
14 if you could be present for the entire event,
15 because let me explain how it works. We have
16 concurrent workshops on both days, and so on day
17 one, there's part one of the workshop. Part two
18 is that subsequent day.

19 CHAIRPERSON BLACKBURN: What day of
20 the week are we talking about?

21 MS. HAYNES: April 3rd is a Thursday,
22 and the actual workshops are from 1:00 to 3:45.
23 4:00 to 6:00 is the Networking Reception. And

1 then day two is Friday, and that is from 9:00
2 until 5:00 p.m., and we will have two concurring
3 workshop sessions as well as that ethics training
4 on professional conduct in fair housing.

5 As part of that, we will be getting
6 results from our testing program. We have a few
7 preliminary ones. We conducted some testing in
8 Terre Haute, and we did approximately 31 tests.
9 Of course, some of those were thrown out because
10 of incomplete results, but out of the ones that
11 weren't, we did find some evidence of
12 differential treatment, and we will go into more
13 detail on that during the actual Summit itself.

14 CHAIRPERSON BLACKBURN: Was the
15 testing done by staff here at the Civil Rights
16 Commission, or did you train people for those?

17 MS. HAYNES: We use outside sources,
18 and we trained and worked with them, because we
19 did not want to have a conflict of any sort.

20 COMM. RAMOS: Will you be videotaping
21 or providing Webinar access to the Fair Housing
22 seminar sessions?

23 MS. HAYNES: I will have to check

1 with you on that one. I'm not sure of the
2 answer.

3 COMM. RAMOS: Yeah. I'm going to be
4 in Washington, D.C., and it would be interesting
5 to be able to at least capture that perhaps over
6 the weekend or at another time, if it's
7 available.

8 MS. HAYNES: Uh-huh. I will get back
9 with you on that one.

10 And last but not least -- well,
11 second-to-last, actually -- on the 30th, it'll be
12 the Holocaust Memorial Day Remembrance. And then
13 moving into the beginning of June, June 2nd
14 through the 6th, we will be hosting week two of
15 the NAFTA training. We had week one previously,
16 and now we will move to the second portion.

17 Do you guys have any questions?

18 COMM. GIDNEY: No.

19 MS. HAYNES: Thank you.

20 CHAIRPERSON BLACKBURN: Thank you
21 very much.

22 Are there any announcements?

23 (No response.)

1 CHAIRPERSON BLACKBURN: Any small
2 talk?

3 COMM. RAMOS: Actually, on the -- I
4 believe it's the first Saturday in May, there is
5 an Indiana Latino Expo, where people from across
6 the state, Latinos, will be having events and
7 activities. That might be something to have a
8 booth at. I mean it's not very much. It's only
9 like \$150 for nonprofit kind of stuff.

10 MS. HAYNES: Uh-huh.

11 COMM. RAMOS: And especially if you
12 have -- Debbie, you speak Spanish, don't you?

13 MS. RINCONES-CHAVEZ: Yes, oh, yes.

14 COMM. RAMOS: So, you definitely want
15 to have somebody there that speaks Spanish, but
16 they have a pretty good turnout. They expect to
17 have ten -- probably ten thousand people.

18 MS. RINCONES-CHAVEZ: I'm sorry; what
19 was the date again? Is it the first Saturday or
20 the third?

21 COMM. RAMOS: Actually, what I'll do
22 is I'll send you the --

23 MS. RINCONES-CHAVEZ: Okay.

1 COMM. RAMOS: -- admission card --

2 MS. RINCONES-CHAVEZ: Awesome.

3 MS. HAYNES: That's great.

4 COMM. RAMOS: -- for the event, and
5 then you can --

6 CHAIRPERSON BLACKBURN: Where is it
7 going to be?

8 COMM. RAMOS: It's at the State
9 Fairgrounds.

10 CHAIRPERSON BLACKBURN: Okay.

11 Comm. Carter, you don't have any
12 announcements?

13 COMM. CARTER: Well, I don't know. I
14 was thinking whether I should say anything about
15 the CLE.

16 CHAIRPERSON BLACKBURN: Yes, please.

17 COMM. CARTER: It was very
18 interesting. Two days earlier I had done a
19 presentation with another person with
20 disabilities for a 5th grade class, and I was
21 really hoping that the 5th grade class would come
22 up with questions that I could use to the
23 lawyers, you know, "This is the kind of thing the

1 kids think about," and lawyers don't seem to be
2 able to grasp the basic ideas the way kids can.
3 But there wasn't anything like that; it was left
4 to my mind.

5 But there was a presentation in great
6 detail about the requirements, accessibility
7 requirements, of those, and overview of some
8 court cases, including one of ours. And Diane --
9 I can't think of her last name.

10 MS. ALLEN: Diane Graves.

11 COMM. CARTER: Graves, yeah, that's
12 right. Well, she had a different last name when
13 I started here. Diane was -- covered some
14 material very competently, and then I rant and
15 raved -- or ranted and raved -- and got into,
16 strangely enough, the Building Code.

17 But it was -- I thought there were a lot
18 of different points of view presented so that the
19 lawyers who -- I've always been amazed over the
20 years how often I'm talking to a lawyer who has
21 no clue about the Americans with Disabilities
22 Act. I sometimes wonder if they have any clue
23 about the Civil Rights Act. But I think it was

1 good for them.

2 MS. ALLEN: Yes, and what I would
3 like to add, and I just explained to Comm. Carter
4 when he first arrived, that oftentimes at CLE's,
5 attorneys are speaking at a very high level about
6 the law, and that's fine, but rarely do they get
7 an opportunity to hear from an individual who's
8 in the trenches about a disability or any other
9 subject matter, for that matter.

10 So, I think it was a really good CLE. The
11 feedback we received was very positive. I will
12 call on Comm. Carter again when we're in
13 Bloomington. It was a really good event, so I'm
14 really happy that Comm. Carter was able to
15 participate, and I hope that you all can attend
16 if we're ever in your neck of the woods.

17 As a matter of fact, I will be in Hammond
18 May 23rd for a CLE. We will discuss Title 7 and
19 how that may affect other areas of the law,
20 including corporations, bankruptcy, and I think
21 credit was the other one.

22 And one other thing: Debbie here, she is
23 being so modest, but I would like for her to at

1 least explain or tell you about some of the
2 events that she's participated in in the last few
3 weeks.

4 MS. RINCONES-CHAVEZ: Thank you,
5 Judge Allen.

6 I've been a part of the Commission for a
7 while, and I'm growing with them, so now I'm
8 actually doing some radio interviews for the
9 Spanish community here in Indiana, and it's been
10 fun and wonderful and a learning experience. So,
11 I've been, gosh, in Gary doing a live-stream
12 radio interview, and then in Bloomington over the
13 phone. So, I'm hoping to grow in that and move
14 on.

15 COMM. RAMOS: Have you done anything
16 for the Host?

17 MS. RINCONES-CHAVEZ: No. I haven't
18 contact -- no one's contacted me.

19 COMM. RAMOS: Let me provide an
20 introduction to the Host. The Host is a
21 Latino --

22 MS. RINCONES-CHAVEZ: A large Latino
23 magazine.

1 COMM. RAMOS: -- magazine, and
2 clearly it's free, because they're like Nuvo,
3 except it's Latino.

4 MS. RINCONES-CHAVEZ: Right.

5 COMM. RAMOS: It actually has a
6 fairly wide distribution.

7 MS. RINCONES-CHAVEZ: I know Danny
8 was pretty well in contact with them, but
9 unfortunately I don't speak too much anymore, so
10 I want to continue to grow in that.

11 COMM. RAMOS: Sure. Remind me, we'll
12 do an introduction.

13 MS. RINCONES-CHAVEZ: Great. Thank
14 you.

15 COMM. RAMOS: Maybe we can go to
16 lunch with Sam and Leon.

17 MS. RINCONES-CHAVEZ: Okay. It
18 sounds great.

19 COMM. RAMOS: They're pretty good
20 people.

21 MS. RINCONES-CHAVEZ: Great.

22 COMM. RAMOS: And you should be at
23 the next one.

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MS. RINCONES-CHAVEZ: I will. I
will.

CHAIRPERSON BLACKBURN: Wonderful.
Hearing no other announcements, this
meeting is adjourned.

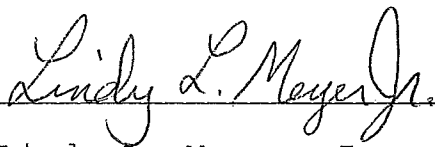
- - -
Thereupon, the proceedings of
March 28, 2014 were concluded
at 11:29 o'clock a.m.

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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, March 28, 2014 in this matter and transcribed by me.



Lindy L. Meyer, Jr.,
Notary Public in and
for the State of Indiana.

My Commission expires October 27, 2016.

<p style="text-align: center;">\$</p> <p>\$150 [1] - 16:9 \$62,500 [1] - 4:2</p> <p style="text-align: center;">1</p> <p>100 [1] - 2:8 10th [1] - 12:13 11:12 [2] - 1:18, 3:1 11:29 [1] - 22:7 12922 [1] - 1:22 13 [1] - 12:22 14th [1] - 12:15 1:00 [2] - 13:6, 13:22</p>	<p style="text-align: center;">7</p> <p>7 [1] - 19:18</p> <p style="text-align: center;">8</p> <p>848-0088 [1] - 1:23</p> <p style="text-align: center;">9</p> <p>9:00 [2] - 13:7, 14:1</p> <p style="text-align: center;">A</p> <p>a.m [3] - 1:18, 3:1, 22:7 able [3] - 15:5, 18:2, 19:14 Aboubakar [1] - 5:13 above-captioned [1] - 1:10 accept [7] - 5:16, 6:10, 7:5, 7:23, 8:19, 10:9, 11:11 access [1] - 14:21 accessibility [1] - 18:6 ACCURATE [1] - 1:21 Act [2] - 18:22, 18:23 action [1] - 10:2 activities [1] - 16:7 actual [2] - 13:22, 14:13 add [1] - 19:3 adjourned [1] - 22:5 admission [1] - 17:1 affect [1] - 19:19 agenda [1] - 5:13 ago [2] - 9:15, 9:18 Agreements [1] - 12:4 Akia [1] - 2:7 Alexander [1] - 6:6 Allen [2] - 2:11, 20:5 ALLEN [6] - 10:5, 10:7, 10:13, 11:8, 18:10, 19:2 Alpha [2] - 1:11, 2:3 amazed [1] - 18:19 Americans [1] - 18:21 amount [1] - 4:2 Andrew [2] - 9:23, 10:10 announcements [3] - 15:22, 17:12, 22:4 Annual [1] - 12:13 answer [1] - 15:2 anticipate [2] - 4:4, 4:6 appeal [2] - 9:15, 9:18 Appeals [2] - 5:5, 9:11 APPEARANCES [1] - 2:1 approval [1] - 3:6 approve [1] - 4:14 April [4] - 12:21, 13:4, 13:5, 13:21 areas [1] - 19:19</p>	<p>Argument [1] - 9:23 argument [1] - 10:17 Arguments [1] - 12:4 arguments [1] - 10:9 arrived [1] - 19:4 assigned [1] - 9:21 Assignment [1] - 9:10 attend [1] - 19:15 attorneys [1] - 19:5 available [1] - 15:7 Avenue [2] - 1:22, 2:8 awaiting [1] - 3:23 Awards [1] - 12:13 Awesome [1] - 17:2 Aye [40] - 3:10, 3:11, 3:12, 3:13, 3:14, 4:19, 4:20, 4:21, 4:22, 4:23, 5:21, 5:22, 5:23, 6:1, 6:2, 6:14, 6:15, 6:16, 6:17, 6:18, 7:9, 7:10, 7:11, 7:12, 7:13, 8:4, 8:5, 8:6, 8:7, 8:8, 9:3, 9:4, 9:5, 9:6, 9:7, 11:18, 11:19, 11:20, 11:21, 11:22</p>	<p>Brighton [1] - 1:22 Brothers [1] - 7:1 Building [1] - 18:16 Business [1] - 5:4 busy [1] - 12:12</p>
<p style="text-align: center;">2</p>	<p style="text-align: center;">B</p> <p>Badiane [1] - 5:13 bankruptcy [1] - 19:20 Barbershop [1] - 12:20 Barry [1] - 2:4 basic [1] - 18:2 Baynard [2] - 2:4, 8:12 BAYNARD [12] - 3:11, 4:20, 5:19, 5:22, 6:15, 7:6, 7:10, 8:2, 8:5, 8:13, 9:4, 11:19 BEFORE [1] - 1:1 beginning [1] - 15:13 behalf [1] - 2:9 best [1] - 10:21 big [1] - 12:23 Black [1] - 12:20 BLACKBURN [49] - 3:3, 3:9, 3:14, 3:17, 4:12, 4:18, 4:23, 5:3, 5:20, 6:2, 6:5, 6:13, 6:18, 6:21, 7:4, 7:8, 7:13, 7:16, 7:22, 8:3, 8:8, 8:11, 8:18, 8:22, 9:2, 9:7, 9:10, 9:16, 9:19, 10:6, 10:11, 10:19, 10:23, 11:6, 11:9, 11:13, 11:16, 11:22, 12:2, 12:9, 13:10, 13:19, 14:14, 15:20, 16:1, 17:6, 17:10, 17:16, 22:3 Chairperson [2] - 1:12, 2:3 chance [1] - 3:21 Charles [1] - 2:5 CHAVEZ [15] - 9:14, 9:17, 16:13, 16:18, 16:23, 17:2, 20:4, 20:17, 20:22, 21:4, 21:7, 21:13, 21:17, 21:21, 22:1 Chavez [1] - 2:12 check [1] - 14:23 cities [1] - 12:22 City [2] - 5:8, 23:4 CIVIL [2] - 1:1, 2:6 Civil [4] - 1:11, 3:4, 14:15, 18:23 class [2] - 17:20, 17:21 CLE [5] - 12:16, 13:8, 17:15,</p>	<p style="text-align: center;">C</p> <p>captioned [1] - 1:10 capture [1] - 15:5 card [1] - 17:1 Carmel [1] - 1:22 Carter [8] - 2:3, 6:22, 9:20, 12:17, 17:11, 19:3, 19:12, 19:14 CARTER [18] - 3:7, 3:10, 4:19, 5:18, 5:21, 6:14, 6:23, 7:9, 8:1, 8:4, 8:21, 9:1, 9:3, 11:12, 11:18, 17:13, 17:17, 18:11 Carter's [1] - 7:5 case [8] - 5:6, 5:11, 6:6, 6:23, 8:14, 9:20, 9:23, 10:10 cases [2] - 5:6, 18:8 Cash [1] - 5:7 CE [1] - 13:8 Center [3] - 1:15, 2:7 CERTIFICATE [1] - 23:1 certify [1] - 23:5 Chair [2] - 8:13, 10:5 CHAIRPERSON [49] - 3:3, 3:9, 3:14, 3:17, 4:12, 4:18, 4:23, 5:3, 5:20, 6:2, 6:5, 6:13, 6:18, 6:21, 7:4, 7:8, 7:13, 7:16, 7:22, 8:3, 8:8, 8:11, 8:18, 8:22, 9:2, 9:7, 9:10, 9:16, 9:19, 10:6, 10:11, 10:19, 10:23, 11:6, 11:9, 11:13, 11:16, 11:22, 12:2, 12:9, 13:10, 13:19, 14:14, 15:20, 16:1, 17:6, 17:10, 17:16, 22:3 Chairperson [2] - 1:12, 2:3 chance [1] - 3:21 Charles [1] - 2:5 CHAVEZ [15] - 9:14, 9:17, 16:13, 16:18, 16:23, 17:2, 20:4, 20:17, 20:22, 21:4, 21:7, 21:13, 21:17, 21:21, 22:1 Chavez [1] - 2:12 check [1] - 14:23 cities [1] - 12:22 City [2] - 5:8, 23:4 CIVIL [2] - 1:1, 2:6 Civil [4] - 1:11, 3:4, 14:15, 18:23 class [2] - 17:20, 17:21 CLE [5] - 12:16, 13:8, 17:15,</p>	
<p>2014 [5] - 1:5, 1:17, 3:1, 22:7, 23:7 2016 [1] - 23:15 23rd [1] - 19:18 27 [1] - 23:15 27th [1] - 12:19 28 [5] - 1:5, 1:17, 3:1, 22:7, 23:7 2nd [1] - 15:13</p>	<p>Abouobakar [1] - 5:13 above-captioned [1] - 1:10 accept [7] - 5:16, 6:10, 7:5, 7:23, 8:19, 10:9, 11:11 access [1] - 14:21 accessibility [1] - 18:6 ACCURATE [1] - 1:21 Act [2] - 18:22, 18:23 action [1] - 10:2 activities [1] - 16:7 actual [2] - 13:22, 14:13 add [1] - 19:3 adjourned [1] - 22:5 admission [1] - 17:1 affect [1] - 19:19 agenda [1] - 5:13 ago [2] - 9:15, 9:18 Agreements [1] - 12:4 Akia [1] - 2:7 Alexander [1] - 6:6 Allen [2] - 2:11, 20:5 ALLEN [6] - 10:5, 10:7, 10:13, 11:8, 18:10, 19:2 Alpha [2] - 1:11, 2:3 amazed [1] - 18:19 Americans [1] - 18:21 amount [1] - 4:2 Andrew [2] - 9:23, 10:10 announcements [3] - 15:22, 17:12, 22:4 Annual [1] - 12:13 answer [1] - 15:2 anticipate [2] - 4:4, 4:6 appeal [2] - 9:15, 9:18 Appeals [2] - 5:5, 9:11 APPEARANCES [1] - 2:1 approval [1] - 3:6 approve [1] - 4:14 April [4] - 12:21, 13:4, 13:5, 13:21 areas [1] - 19:19</p>	<p style="text-align: center;">B</p> <p>Badiane [1] - 5:13 bankruptcy [1] - 19:20 Barbershop [1] - 12:20 Barry [1] - 2:4 basic [1] - 18:2 Baynard [2] - 2:4, 8:12 BAYNARD [12] - 3:11, 4:20, 5:19, 5:22, 6:15, 7:6, 7:10, 8:2, 8:5, 8:13, 9:4, 11:19 BEFORE [1] - 1:1 beginning [1] - 15:13 behalf [1] - 2:9 best [1] - 10:21 big [1] - 12:23 Black [1] - 12:20 BLACKBURN [49] - 3:3, 3:9, 3:14, 3:17, 4:12, 4:18, 4:23, 5:3, 5:20, 6:2, 6:5, 6:13, 6:18, 6:21, 7:4, 7:8, 7:13, 7:16, 7:22, 8:3, 8:8, 8:11, 8:18, 8:22, 9:2, 9:7, 9:10, 9:16, 9:19, 10:6, 10:11, 10:19, 10:23, 11:6, 11:9, 11:13, 11:16, 11:22, 12:2, 12:9, 13:10, 13:19, 14:14, 15:20, 16:1, 17:6, 17:10, 17:16, 22:3 Chairperson [2] - 1:12, 2:3 chance [1] - 3:21 Charles [1] - 2:5 CHAVEZ [15] - 9:14, 9:17, 16:13, 16:18, 16:23, 17:2, 20:4, 20:17, 20:22, 21:4, 21:7, 21:13, 21:17, 21:21, 22:1 Chavez [1] - 2:12 check [1] - 14:23 cities [1] - 12:22 City [2] - 5:8, 23:4 CIVIL [2] - 1:1, 2:6 Civil [4] - 1:11, 3:4, 14:15, 18:23 class [2] - 17:20, 17:21 CLE [5] - 12:16, 13:8, 17:15,</p>	<p style="text-align: center;">C</p> <p>captioned [1] - 1:10 capture [1] - 15:5 card [1] - 17:1 Carmel [1] - 1:22 Carter [8] - 2:3, 6:22, 9:20, 12:17, 17:11, 19:3, 19:12, 19:14 CARTER [18] - 3:7, 3:10, 4:19, 5:18, 5:21, 6:14, 6:23, 7:9, 8:1, 8:4, 8:21, 9:1, 9:3, 11:12, 11:18, 17:13, 17:17, 18:11 Carter's [1] - 7:5 case [8] - 5:6, 5:11, 6:6, 6:23, 8:14, 9:20, 9:23, 10:10 cases [2] - 5:6, 18:8 Cash [1] - 5:7 CE [1] - 13:8 Center [3] - 1:15, 2:7 CERTIFICATE [1] - 23:1 certify [1] - 23:5 Chair [2] - 8:13, 10:5 CHAIRPERSON [49] - 3:3, 3:9, 3:14, 3:17, 4:12, 4:18, 4:23, 5:3, 5:20, 6:2, 6:5, 6:13, 6:18, 6:21, 7:4, 7:8, 7:13, 7:16, 7:22, 8:3, 8:8, 8:11, 8:18, 8:22, 9:2, 9:7, 9:10, 9:16, 9:19, 10:6, 10:11, 10:19, 10:23, 11:6, 11:9, 11:13, 11:16, 11:22, 12:2, 12:9, 13:10, 13:19, 14:14, 15:20, 16:1, 17:6, 17:10, 17:16, 22:3 Chairperson [2] - 1:12, 2:3 chance [1] - 3:21 Charles [1] - 2:5 CHAVEZ [15] - 9:14, 9:17, 16:13, 16:18, 16:23, 17:2, 20:4, 20:17, 20:22, 21:4, 21:7, 21:13, 21:17, 21:21, 22:1 Chavez [1] - 2:12 check [1] - 14:23 cities [1] - 12:22 City [2] - 5:8, 23:4 CIVIL [2] - 1:1, 2:6 Civil [4] - 1:11, 3:4, 14:15, 18:23 class [2] - 17:20, 17:21 CLE [5] - 12:16, 13:8, 17:15,</p>
<p style="text-align: center;">3</p> <p>30th [1] - 15:11 31 [1] - 14:8 317 [1] - 1:23 3:45 [1] - 13:22 3rd [3] - 13:4, 13:5, 13:21</p>	<p>Abouobakar [1] - 5:13 above-captioned [1] - 1:10 accept [7] - 5:16, 6:10, 7:5, 7:23, 8:19, 10:9, 11:11 access [1] - 14:21 accessibility [1] - 18:6 ACCURATE [1] - 1:21 Act [2] - 18:22, 18:23 action [1] - 10:2 activities [1] - 16:7 actual [2] - 13:22, 14:13 add [1] - 19:3 adjourned [1] - 22:5 admission [1] - 17:1 affect [1] - 19:19 agenda [1] - 5:13 ago [2] - 9:15, 9:18 Agreements [1] - 12:4 Akia [1] - 2:7 Alexander [1] - 6:6 Allen [2] - 2:11, 20:5 ALLEN [6] - 10:5, 10:7, 10:13, 11:8, 18:10, 19:2 Alpha [2] - 1:11, 2:3 amazed [1] - 18:19 Americans [1] - 18:21 amount [1] - 4:2 Andrew [2] - 9:23, 10:10 announcements [3] - 15:22, 17:12, 22:4 Annual [1] - 12:13 answer [1] - 15:2 anticipate [2] - 4:4, 4:6 appeal [2] - 9:15, 9:18 Appeals [2] - 5:5, 9:11 APPEARANCES [1] - 2:1 approval [1] - 3:6 approve [1] - 4:14 April [4] - 12:21, 13:4, 13:5, 13:21 areas [1] - 19:19</p>	<p style="text-align: center;">B</p> <p>Badiane [1] - 5:13 bankruptcy [1] - 19:20 Barbershop [1] - 12:20 Barry [1] - 2:4 basic [1] - 18:2 Baynard [2] - 2:4, 8:12 BAYNARD [12] - 3:11, 4:20, 5:19, 5:22, 6:15, 7:6, 7:10, 8:2, 8:5, 8:13, 9:4, 11:19 BEFORE [1] - 1:1 beginning [1] - 15:13 behalf [1] - 2:9 best [1] - 10:21 big [1] - 12:23 Black [1] - 12:20 BLACKBURN [49] - 3:3, 3:9, 3:14, 3:17, 4:12, 4:18, 4:23, 5:3, 5:20, 6:2, 6:5, 6:13, 6:18, 6:21, 7:4, 7:8, 7:13, 7:16, 7:22, 8:3, 8:8, 8:11, 8:18, 8:22, 9:2, 9:7, 9:10, 9:16, 9:19, 10:6, 10:11, 10:19, 10:23, 11:6, 11:9, 11:13, 11:16, 11:22, 12:2, 12:9, 13:10, 13:19, 14:14, 15:20, 16:1, 17:6, 17:10, 17:16, 22:3 Chairperson [2] - 1:12, 2:3 chance [1] - 3:21 Charles [1] - 2:5 CHAVEZ [15] - 9:14, 9:17, 16:13, 16:18, 16:23, 17:2, 20:4, 20:17, 20:22, 21:4, 21:7, 21:13, 21:17, 21:21, 22:1 Chavez [1] - 2:12 check [1] - 14:23 cities [1] - 12:22 City [2] - 5:8, 23:4 CIVIL [2] - 1:1, 2:6 Civil [4] - 1:11, 3:4, 14:15, 18:23 class [2] - 17:20, 17:21 CLE [5] - 12:16, 13:8, 17:15,</p>	<p style="text-align: center;">C</p> <p>captioned [1] - 1:10 capture [1] - 15:5 card [1] - 17:1 Carmel [1] - 1:22 Carter [8] - 2:3, 6:22, 9:20, 12:17, 17:11, 19:3, 19:12, 19:14 CARTER [18] - 3:7, 3:10, 4:19, 5:18, 5:21, 6:14, 6:23, 7:9, 8:1, 8:4, 8:21, 9:1, 9:3, 11:12, 11:18, 17:13, 17:17, 18:11 Carter's [1] - 7:5 case [8] - 5:6, 5:11, 6:6, 6:23, 8:14, 9:20, 9:23, 10:10 cases [2] - 5:6, 18:8 Cash [1] - 5:7 CE [1] - 13:8 Center [3] - 1:15, 2:7 CERTIFICATE [1] - 23:1 certify [1] - 23:5 Chair [2] - 8:13, 10:5 CHAIRPERSON [49] - 3:3, 3:9, 3:14, 3:17, 4:12, 4:18, 4:23, 5:3, 5:20, 6:2, 6:5, 6:13, 6:18, 6:21, 7:4, 7:8, 7:13, 7:16, 7:22, 8:3, 8:8, 8:11, 8:18, 8:22, 9:2, 9:7, 9:10, 9:16, 9:19, 10:6, 10:11, 10:19, 10:23, 11:6, 11:9, 11:13, 11:16, 11:22, 12:2, 12:9, 13:10, 13:19, 14:14, 15:20, 16:1, 17:6, 17:10, 17:16, 22:3 Chairperson [2] - 1:12, 2:3 chance [1] - 3:21 Charles [1] - 2:5 CHAVEZ [15] - 9:14, 9:17, 16:13, 16:18, 16:23, 17:2, 20:4, 20:17, 20:22, 21:4, 21:7, 21:13, 21:17, 21:21, 22:1 Chavez [1] - 2:12 check [1] - 14:23 cities [1] - 12:22 City [2] - 5:8, 23:4 CIVIL [2] - 1:1, 2:6 Civil [4] - 1:11, 3:4, 14:15, 18:23 class [2] - 17:20, 17:21 CLE [5] - 12:16, 13:8, 17:15,</p>
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