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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF OCTOBER 23, 2023

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Adrienne L. Slash,
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 North, 100 North Senate Avenue,
Room N300, Indianapolis, Indiana, on Monday,
October 23, 2023 at 1:03 o'clock p.m.

- - -

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1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Adrienne L. Slash, Chairperson
4 Alpha Blackburn
5 Steven A. Ramos
6 Holli Harrington
7 Sue Silberberg
8 James W. Jackson
9 Terry Tolliver

10 INDIANA CIVIL RIGHTS COMMISSION
11 By Gregory Wilson, Director
12 & David Fleischhacker, Deputy Director
13 Indiana Government Center North
14 100 North Senate Avenue, Room N300
15 Indianapolis, Indiana 46204
16 On behalf of the Commission.

17 OTHER COMMISSION STAFF PRESENT:

18 Michael Lostutter
19 Christiana Afuwape
20 Janette Umbarger
21 Vanessa Powell
22 Yvette Kirchoff
23 Marcus Norris

ALSO PRESENT:

 Sarah Jones
 Keith McCoy
 Joseph Amaral

- - -

1 1:03 o'clock p.m.
2 October 23, 2023

3 - - -

4 CHAIRPERSON SLASH: Well, it's 1:03,
5 and it does look like we're all here that are
6 going to be here, so we'll go ahead and we'll
7 begin for the day. I will go ahead and call
8 today's meeting of the Indiana Civil Rights
9 Commission to order at 1:03 p.m.

10 MR. LOSTUTTER: All right. Quickly,
11 please be advised no party will be allowed to
12 speak directly to the Commission during any
13 Commission meeting except during a previously
14 scheduled oral argument. Commissioners will make
15 their initial determination based on the
16 complaint, the notice of finding, the appeal, and
17 the final investigative report.

18 You must not address the Commission
19 members unless and except you are addressed
20 directly, and if you have any questions about
21 your case, please wait to speak to the Docket
22 Clerk until after the Commission meeting.

23 CHAIRPERSON SLASH: Thank you. We
can begin with the announcement of the agenda.

1 MR. LOSTUTTER: All right. We're
2 going to have a pretty full one. We have the
3 approval of previous meeting minutes, we will
4 then have the ICRC Director's Report, Old
5 Business, listening to -- with regard to any
6 notice of finding, no probable cause, cases that
7 were assigned to the Commissioners last month.

8 We then have two cases that need to be
9 assigned, notice of finding, no probable cause,
10 and then we have motions involving the Chubb
11 versus Fike Investments. We then have three
12 Reviews of ALJ Decisions and Orders, and then we
13 have the final orders to be read into the record.

14 CHAIRPERSON SLASH: Thank you.

15 Okay. We'll go ahead and begin. Is there
16 a motion to approve last month's meeting minutes?

17 COMM. JACKSON: So moved.

18 VICE-CHAIR RAMOS: Second.

19 MR. LOSTUTTER: All right. We'll
20 take the roll.

21 COMM. BLACKBURN: The sound is
22 breaking up badly.

23 CHAIRPERSON SLASH: Okay. We'll try

1 really hard to use our outside voices, everybody
2 at the table.

3 MR. LOSTUTTER: All right.

4 We're voting on approval of previous
5 meeting minutes.

6 Comm. Blackburn?

7 CHAIRPERSON SLASH: Comm. Blackburn?

8 COMM. BLACKBURN: Blackburn, yes.

9 CHAIRPERSON SLASH: Thank you.

10 MR. LOSTUTTER: Comm. Harrington?

11 COMM. HARRINGTON: Comm. Harrington,
12 yes.

13 MR. LOSTUTTER: Comm. Jackson?

14 COMM. JACKSON: Yes.

15 MR. LOSTUTTER: Comm. Tolliver?

16 COMM. TOLLIVER: Aye.

17 MR. LOSTUTTER: Commissioner -- or
18 Vice-Chair Ramos?

19 VICE-CHAIR RAMOS: Aye.

20 MR. LOSTUTTER: Chair Slash?

21 CHAIRPERSON SLASH: Aye.

22 MR. LOSTUTTER: The ayes have it.

23 CHAIRPERSON SLASH: Okay. We'll go

1 ahead and have the ICRC Director's Report.

2 MR. FLEISCHHACKER: Thank you,
3 Chair --

4 CHAIRPERSON SLASH: That's you,
5 David?

6 MR. FLEISCHHACKER: That is me today.
7 Thank you, Chair Slash.

8 We've got a couple of things going on, and
9 then I'll go over some numbers. We had a very
10 successful Days of Service in September. We had
11 a number of participants from our agency, from
12 other agencies, and from the public, and we were
13 able to do a lot of work in Watkins Park and in
14 the nearby Pocket Park. There are pictures that
15 are available on the ICRC Facebook page, and then
16 I know that there's a -- kind of a video recap
17 that's in production as well that should be
18 shared soon.

19 But we had a lot of agencies. We had the
20 Hoosier Youth Challenge Academy come out from --
21 they're out near -- what's it called out there?
22 Out east about an hour or so. They had a bus and
23 they all came in and participated on the second

1 day. So, a great event, a great two days of
2 service, and I know that the community benefited
3 from it.

4 Upcoming events, we've got both the MLK
5 Holiday Observation and the Holocaust Remembrance
6 event coming up in January of 2024. Both of
7 those are important events nonetheless, but I
8 think the Holocaust Remembrance event takes on
9 additional importance given some of the current
10 things going on globally right now.

11 But -- and that was -- typically that had
12 been held in November, but it moved to January to
13 permit additional participation from legislators
14 and all of that, since it's going to be during
15 the middle of the legislative session.

16 As far as our projects are concerned, CMS
17 continues to see enhancements to make it better
18 serve both us and the public that we serve, and
19 actually recently it was recognized with an award
20 from IOT. It was -- it received an award last
21 week for the best application serving an agency's
22 business needs, so we were excited about that.

23 Our staff put together a nomination for

1 that with IOT, and it ended up being selected, so
2 very cool stuff going on there. CMS is not
3 entirely perfect yet, but we're getting there and
4 making it more manageable day by day.

5 The same thing with the Genesys Cloud
6 phone system. It continues to meet and serve our
7 needs in serving the public and making sure that
8 those who need to get in touch with us can do so
9 in an expeditious and timely manner.

10 We continue to do fair housing testing,
11 which has resulted in a number of
12 Director-initiated complaints, and we've been
13 able to settle a number of those. We've had one
14 that went on to be a cause case, so we're getting
15 that initiated.

16 So, I think that the testing portion is
17 going to be wrapping up here pretty soon, at
18 least for this year, and then we'll continue to
19 look at that testing program for years on. We do
20 have a contract with the Indiana Housing
21 Community Development Authority to do annual
22 testing with them for -- over the next five years
23 for properties that fall under them. So, it's

1 something that we'll continue to do.

2 September saw the end of our EEOC
3 contract, which we ended up meeting. That
4 contract was for 350 complaints processed and 120
5 intake processed, and we met those goals for that
6 contract, and we have the same goals for this
7 next year moving forward, and we do have the
8 current inventory to meet those goals for this
9 next year.

10 So, at some point, typically in the
11 six-to-nine-month range, we work with EEOC to see
12 where we're at and see if the contract needs any
13 adjustments for the year, and we may be able to
14 adjust up from 350, so we'll see where we're at
15 at that point as far as what we have and what
16 additional cases come in since that point.

17 Also, speaking about awards, today the
18 Governor held an awards ceremony for an award
19 that -- or recognition that returned this year
20 after a several-year absence. He initiated the
21 Public Service Achievement Awards, and our agency
22 submitted a number of submissions, and one of
23 which was selected to be recognized.

1 And our -- three members of our ADR and
2 Compliance Team were recognized for the
3 contributions that they've done in getting cases
4 settled and getting that relief for individuals.
5 So, not only did they get recognized at that
6 awards ceremony, but they each all will receive a
7 thousand-dollar spot bonus from the Governor's
8 Office. So, we're very excited about that and
9 very thrilled that we had staff recognized for
10 the work that they do.

11 As far as metrics go, our calls continue
12 to be up this year, again, as we've attributed
13 that to the phone system, where we're better able
14 to track those, but so far in 2023, we've tracked
15 almost 7600 calls that have come in through the
16 system. That's resulted in 2,082 inquiries,
17 which is up from 1,844 last year at this point,
18 a 13-percent increase.

19 From the inquiries, we've generated 762
20 complaints this year, which is up 28 percent from
21 last year at this point, at 596. I think all of
22 last year we had 792, so at this point likely, in
23 October, we've eclipsed our total for 2022.

1 And then as far as settlement relief goes,
2 by the end of September, complainants or
3 aggrieved persons have received almost \$630,000
4 in settlement award relief, which is up 12
5 percent from the 563,000 during the same time
6 period last year.

7 For litigation purposes, we had about 70
8 open cases last year at this time, and we've
9 got 58 that are open currently, and I've got
10 three or four cause cases for review in my office
11 right now, so that number may go up, but we're
12 also obviously in the process of continuing
13 settling cases and working them towards a
14 resolution.

15 So, again, we continue to be busy. This
16 year the numbers continue to be up, and our staff
17 are doing a great job of working through those
18 cases and making sure that we serve the
19 individuals that come to us in a timely manner.

20 CHAIRPERSON SLASH: Thank you.

21 MR. FLEISCHHACKER: Yeah.

22 CHAIRPERSON SLASH: Does anyone have
23 any questions for David or for the staff?

1 (No response.)

2 CHAIRPERSON SLASH: Okay. Thank you,
3 and thank you for continuing to do all of the
4 good work.

5 Okay. At this time, we'll go through Old
6 Business, and --

7 MR. LOSTUTTER: But before we do, it
8 looks like we had one person to call in. I
9 just --

10 CHAIRPERSON SLASH: Oh.

11 MR. LOSTUTTER: So, the person who
12 just joined us a little while ago, could you
13 please announce yourself?

14 MR. WILSON: Yeah. This is Greg
15 Wilson, the Executive Director.

16 MR. LOSTUTTER: Oh.

17 CHAIRPERSON SLASH: Hi, Greg.

18 MR. WILSON: Hi, everyone. I heard
19 David's Director's Report.

20 I was going to say, Deputy, did you
21 mention to them about the -- our Case Management
22 System winning an award?

23 MR. FLEISCHHACKER: Yes, I did, sir.

1 MR. WILSON: Okay. All right. Thank
2 you.

3 It's good to hear everybody. Thank you.

4 CHAIRPERSON SLASH: Thank you for
5 joining us.

6 And that's great news, actually. I think
7 that the uptick in the cases and where we are
8 this year versus where we've been is attributed
9 to better case management and data tracking. So,
10 it's very well deserved. I'm glad to hear that
11 this agency got that award, because they're
12 tremendously helpful. Okay.

13 MR. WILSON: Thank you. Thank you so
14 much.

15 CHAIRPERSON SLASH: Yes.

16 We're good?

17 MR. LOSTUTTER: Good.

18 CHAIRPERSON SLASH: Okay. We'll
19 begin with Old Business. Did Comm. Silberberg
20 submit a recommendation?

21 MR. LOSTUTTER: She did not.

22 CHAIRPERSON SLASH: Okay. All right.
23 Fantastic.

1 So, the first case is Steven LeMaster on
2 behalf of Minor Child K. L. versus Vigo County
3 School Corporation, Case EDra23020186. The case
4 was assigned to Comm. Silberberg, and at this
5 time we'll continue it to next month without a
6 recommendation.

7 The next case, Roderick Killebrew versus
8 Meijer, Case PPara23020191, the case was assigned
9 to Vice-Chair Ramos.

10 VICE-CHAIR RAMOS: Madam Chair, in
11 this case, I recommend that we uphold the Deputy
12 Director's finding of no probable cause under the
13 Indiana Civil Rights Law.

14 CHAIRPERSON SLASH: Thank you.

15 Is there a motion?

16 COMM. JACKSON: So moved.

17 CHAIRPERSON SLASH: Is there a
18 second?

19 COMM. TOLLIVER: Second.

20 CHAIRPERSON SLASH: Thank you.

21 MR. LOSTUTTER: Just to quickly note
22 that Comm. Silberberg has just called in.

23 CHAIRPERSON SLASH: Okay. Well,

1 we'll bounce back to her after a vote.

2 MR. LOSTUTTER: Okay.

3 Comm. Silberberg, we're getting ready to
4 vote on the second case on the agenda.

5 So, Comm. Blackburn?

6 COMM. BLACKBURN: I approve -- I mean
7 yes.

8 MR. LOSTUTTER: Okay.

9 Comm. Harrington?

10 (No response.)

11 MR. LOSTUTTER: I don't know --

12 CHAIRPERSON SLASH: Comm. Harrington,
13 are you still with us?

14 (No response.)

15 MR. LOSTUTTER: I guess --

16 CHAIRPERSON SLASH: Okay.

17 MR. LOSTUTTER: -- I'll move on.

18 CHAIRPERSON SLASH: We can move on,
19 because I know that we do have more than a quorum
20 today.

21 MR. LOSTUTTER: Okay.

22 Comm. Jackson?

23 COMM. JACKSON: Aye.

1 MR. LOSTUTTER: Comm. Tolliver?

2 COMM. TOLLIVER: Opposed.

3 MR. LOSTUTTER: Comm. Silberberg?

4 COMM. SILBERBERG: Aye.

5 MR. LOSTUTTER: Okay.

6 Vice-Chair Ramos?

7 VICE-CHAIR RAMOS: Aye.

8 MR. LOSTUTTER: Chair Slash?

9 CHAIRPERSON SLASH: Aye.

10 MR. LOSTUTTER: The ayes have it.

11 CHAIRPERSON SLASH: Okay. Thank you.

12 And we'll return back to the case of
13 Steven LeMaster on behalf of Minor Child K. L.
14 versus Vigo County School Corporation,
15 Case EDra23020186. The case was assigned to
16 Comm. Silberberg.

17 Do you have a recommendation?

18 COMM. SILBERBERG: Yes. I uphold the
19 findings.

20 MR. LOSTUTTER: Okay.

21 CHAIRPERSON SLASH: Thank you.

22 MR. LOSTUTTER: Is there a second?

23 CHAIRPERSON SLASH: Is there a

1 motion?

2 COMM. TOLLIVER: So moved.

3 CHAIRPERSON SLASH: Is there a
4 second?

5 VICE-CHAIR RAMOS: Second.

6 CHAIRPERSON SLASH: We'll call the
7 roll.

8 Comm. Blackburn?

9 COMM. BLACKBURN: Blackburn, yes.

10 MR. LOSTUTTER: Comm. Harrington?

11 (No response.)

12 MR. LOSTUTTER: I guess not.

13 CHAIRPERSON SLASH: We may have lost
14 her for a moment.

15 MR. LOSTUTTER: Okay.

16 CHAIRPERSON SLASH: Yes.

17 MR. LOSTUTTER: Comm. Silberberg?

18 COMM. SILBERBERG: Aye.

19 MR. LOSTUTTER: Comm. Jackson?

20 COMM. JACKSON: Aye.

21 MR. LOSTUTTER: Comm. Tolliver?

22 COMM. TOLLIVER: Aye.

23 MR. LOSTUTTER: Vice-Chair Ramos?

1 VICE-CHAIR RAMOS: Aye.

2 MR. LOSTUTTER: Chair Slash?

3 CHAIRPERSON SLASH: Aye.

4 MR. LOSTUTTER: The ayes have it.

5 CHAIRPERSON SLASH: Okay. Next case,

6 Andrey Hall versus Chase Bank,

7 Case PAr22110647, the case was assigned to

8 Comm. Tolliver.

9 COMM. TOLLIVER: I recommend that we
10 uphold the Commission's finding of no probable
11 cause under the Indiana Civil Rights Law.

12 CHAIRPERSON SLASH: Thank you.

13 Is there a motion?

14 COMM. JACKSON: So moved.

15 CHAIRPERSON SLASH: Is there a
16 second?

17 VICE-CHAIR RAMOS: Second.

18 MR. LOSTUTTER: We'll call the roll.
19 Comm. Blackburn?

20 COMM. BLACKBURN: I'm sorry; what?

21 MR. LOSTUTTER: We're taking a vote
22 on upholding the notice of finding of no probable
23 cause on Hall versus Chase Bank.

1 COMM. JACKSON: Uphold the Director's
2 finding of no probable cause. It's got three
3 issues.

4 CHAIRPERSON SLASH: Uphold for all
5 three issues?

6 COMM. JACKSON: Uh-huh.

7 CHAIRPERSON SLASH: Okay.

8 COMM. TOLLIVER: So moved.

9 VICE-CHAIR RAMOS: Second.

10 CHAIRPERSON SLASH: Thank you.

11 MR. LOSTUTTER: We will call the
12 roll.

13 Comm. Blackburn?

14 COMM. BLACKBURN: Comm. Blackburn
15 says aye.

16 MR. LOSTUTTER: Was that aye?

17 CHAIRPERSON SLASH: Is that aye?

18 COMM. BLACKBURN: Aye.

19 CHAIRPERSON SLASH: Thank you.

20 MR. LOSTUTTER: Comm. Harrington?

21 (No response.)

22 CHAIRPERSON SLASH: Comm. Harrington,
23 your little Zoom square is lighting, but we can't

1 necessarily hear you. You could use the chat if
2 you are trying to talk to us.

3 VICE-CHAIR RAMOS: But if you're
4 driving, don't do that.

5 (Laughter.)

6 CHAIRPERSON SLASH: She wasn't
7 supposed to drive till 2:00.

8 MR. LOSTUTTER: All right.

9 Well, Comm. Silberberg?

10 COMM. SILBERBERG: Aye.

11 MR. LOSTUTTER: Comm. Jackson?

12 COMM. JACKSON: Aye.

13 MR. LOSTUTTER: Comm. Tolliver?

14 COMM. TOLLIVER: Aye.

15 MR. LOSTUTTER: Vice-Chair Ramos?

16 VICE-CHAIR RAMOS: Aye.

17 MR. LOSTUTTER: Chair Slash?

18 CHAIRPERSON SLASH: Aye.

19 MR. LOSTUTTER: The ayes have it.

20 CHAIRPERSON SLASH: Okay.

21 The next case, Lacole Bennett versus
22 Forest River, Inc., Case EMha22110682, the case
23 was assigned to Comm. Tolliver.

1 COMM. TOLLIVER: Yes. I recommend
2 that we uphold the Commission's finding of no
3 probable cause under the Indiana Civil Rights
4 Law.

5 CHAIRPERSON SLASH: Thank you.

6 Is there a motion?

7 COMM. JACKSON: So moved.

8 CHAIRPERSON SLASH: Thank you.

9 Is there a second?

10 VICE-CHAIR RAMOS: Second.

11 MR. LOSTUTTER: All right. We will
12 call the roll.

13 Comm. Blackburn?

14 COMM. BLACKBURN: Blackburn, aye.

15 MR. LOSTUTTER: Comm. Harrington?

16 (No response.)

17 MR. LOSTUTTER: I don't hear her.

18 Comm. Silberberg?

19 COMM. SILBERBERG: Aye.

20 MR. LOSTUTTER: Comm. Jackson?

21 COMM. JACKSON: Aye.

22 MR. LOSTUTTER: Comm. Tolliver?

23 COMM. TOLLIVER: Aye.

1 MR. LOSTUTTER: Vice-Chair Ramos?

2 VICE-CHAIR RAMOS: Aye.

3 MR. LOSTUTTER: Chair Slash?

4 CHAIRPERSON SLASH: Aye.

5 MR. LOSTUTTER: The ayes have it.

6 CHAIRPERSON SLASH: Okay. I have
7 found Comm. Harrington, and she's still having a
8 hard time hearing, but we also can't hear her.

9 MR. LOSTUTTER: Yeah, as before we
10 could, and I don't --

11 COMM. TOLLIVER: Can you kick her out
12 and have her log back in?

13 MR. LOSTUTTER: She's free to hang
14 up, yes, and then maybe try -- attempt to call
15 back in. That might work.

16 CHAIRPERSON SLASH: We're close to
17 getting to hers. We'll --

18 VICE-CHAIR RAMOS: I can call her.

19 CHAIRPERSON SLASH: Okay. Her
20 screen's frozen. She trying to log back in.
21 That makes a little bit better sense. I get it
22 now.

23 (Discussion off the record.)

1 CHAIRPERSON SLASH: Comm. Harrington,
2 are you back yet?

3 (No response.)

4 CHAIRPERSON SLASH: Okay. We'll
5 continue, and we'll take a mini pause until we
6 get -- when we get to her case, if she's not here
7 yet.

8 MR. LOSTUTTER: Okay.

9 CHAIRPERSON SLASH: Okay. The next
10 case, Shirl Davies versus Premium Brands
11 Services, LLC, Case EMha23030280.

12 COMM. JACKSON: I recommend we uphold
13 the Director's findings, and there were two
14 issues there.

15 CHAIRPERSON SLASH: Okay. Thank you.

16 Is there a motion?

17 COMM. TOLLIVER: So moved.

18 VICE-CHAIR RAMOS: Second.

19 MR. LOSTUTTER: Okay. I believe we
20 have Comm. Harrington back.

21 CHAIRPERSON SLASH: There she is.

22 MR. LOSTUTTER: Okay. We'll call the
23 roll.

1 Comm. Blackburn?

2 COMM. BLACKBURN: Blackburn, aye.

3 MR. LOSTUTTER: Comm. Harrington?

4 COMM. HARRINGTON: Comm. Harrington,
5 aye. Can you hear me?

6 MR. LOSTUTTER: Yes.

7 CHAIRPERSON SLASH: Yes.

8 MR. LOSTUTTER: Yes.

9 Comm. Silberberg?

10 COMM. SILBERBERG: Aye.

11 MR. LOSTUTTER: Comm. Tolliver?

12 COMM. TOLLIVER: Aye.

13 MR. LOSTUTTER: Comm. Jackson?

14 COMM. JACKSON: Aye.

15 MR. LOSTUTTER: Vice-Chair Ramos?

16 VICE-CHAIR RAMOS: Aye.

17 MR. LOSTUTTER: Chair Slash?

18 CHAIRPERSON SLASH: Aye.

19 MR. LOSTUTTER: The ayes have it.

20 CHAIRPERSON SLASH: Thank you.

21 The next case, Sarah Jones versus New
22 Style of Anderson, LLC D/B/A Sports Clips
23 Haircuts, Case EMha23060568. The case was

1 assigned to Comm. Silberberg.

2 MR. LOSTUTTER: One -- I believe the
3 Complainant wanted to speak, if I remember
4 correctly.

5 MS. JONES: Yeah, I definitely do
6 want to talk.

7 MR. LOSTUTTER: If there's an oral
8 argument --

9 MS. JONES: Am I allowed to talk?

10 MS. AFUWAPE: Did you explain that --
11 well, she knows that she can't say anything until
12 after the --

13 MR. LOSTUTTER: Okay.

14 MS. AFUWAPE: So, she -- I think
15 there was a request for her to make an oral
16 argument, so that is the request on -- if she
17 wants to make an oral argument.

18 MS. JONES: I was supposed to be
19 allowed to come to the October meeting, and I put
20 the request in for an oral argument, and then
21 come back in November was my understanding, and
22 then I got a letter last week that said it
23 basically had been assigned, and I'm just trying

1 to learn, because no matter what happens here
2 today, I'm sure that I'll be back, and if a
3 termination paper and a video isn't enough
4 evidence, like what -- what can I do better next
5 time?

6 MS. AFUWAPE: Unfortunately, we won't
7 be able to answer that. If you have any
8 questions, you can speak to the Docket Clerk.

9 The request on file is she wants to have
10 an oral argument, and the Commissioner assigned
11 to the case will make a determination if she's
12 allowed or not.

13 CHAIRPERSON SLASH: Okay.

14 Comm. Silberberg, did you hear what's
15 occurring here in the room today?

16 COMM. SILBERBERG: No, I'm sorry; I
17 can't hear.

18 CHAIRPERSON SLASH: Okay. So, today
19 you have -- your Complainant is present, and she
20 has made a request to have an oral argument
21 today. That is a determination that is up to you
22 if you would like to have her speak.

23 COMM. SILBERBERG: That's okay with

1 me.

2 CHAIRPERSON SLASH: Okay.

3 MS. AFUWAPE: Yes. We'll have to
4 schedule it for the next Commission meeting for
5 her --

6 CHAIRPERSON SLASH: So, this case we
7 will continue until the next Commission meeting.

8 MS. JONES: And may I play a video as
9 well?

10 MS. AFUWAPE: Your evidence, which
11 you have submitted --

12 MS. JONES: Uh-huh.

13 MS. AFUWAPE: -- is what the
14 Commissioner will use to make her determination.

15 MS. JONES: And see, I'm not sure
16 about that either, because when I was sending in
17 the evidence, it was like contracted out to this
18 third party, and he told me that I didn't need to
19 send him anything else, so --

20 MS. AFUWAPE: So, did you -- when you
21 were filing your appeal, did you submit your
22 evidence?

23 MS. JONES: I assumed that it was

1 all -- I've already sent it.

2 MS. AFUWAPE: Yes. So, that --

3 MS. JONES: But I don't know --

4 MS. AFUWAPE: -- has been --

5 MS. JONES: -- if you've watched the
6 video. Did you watch the video?

7 MS. AFUWAPE: No, that has been
8 submitted to the Commission, and so, you can't
9 submit additional --

10 MS. JONES: I don't know what's been
11 submitted, because he was like a third-party
12 vendor and like he -- I have no idea -- I kind of
13 was hoping even by coming here today I could
14 figure out like what was in my file, because I
15 don't know what's been submitted and what hasn't.
16 And it's so cut and dry, like if you just read
17 the termination paper, then there's two
18 violations clearly on the paper.

19 MS. AFUWAPE: So --

20 MS. JONES: I don't -- I'm a little
21 bit confused. I have no idea what's in there,
22 but --

23 MS. AFUWAPE: You can speak to the

1 Docket --

2 MS. JONES: -- I wanted to know about
3 the video, too.

4 MS. AFUWAPE: You can speak to the
5 Docket Clerk after --

6 MR. LOSTUTTER: I'll speak with you
7 what all would be before the Commissioners.

8 MS. JONES: I'm just -- I'm sorry;
9 I'm just really dumbfounded.

10 MS. AFUWAPE: Okay. The Respondent
11 is not here to respond to you --

12 MS. JONES: Oh, okay.

13 MS. AFUWAPE: -- to your statement,
14 so unfortunately you can't make any statements
15 until the Respondent is present.

16 MS. JONES: Oh, no, no, no, I'm not
17 trying to make statements about that. I'm just
18 talking to the process in general.

19 MS. AFUWAPE: And that's what the
20 Docket Clerk --

21 MR. LOSTUTTER: Right.

22 MS. JONES: They'll talk to me about
23 it later and it'll be contin -- okay. Thank you.

1 I apologize. I'm trying to figure it out.

2 CHAIRPERSON SLASH: That's okay.

3 Clarity's always a good thing. We're glad to
4 assist you with that, and he'll take care of that
5 after today's finished --

6 MS. JONES: Okay.

7 CHAIRPERSON SLASH: -- okay?

8 MS. JONES: Thank you.

9 CHAIRPERSON SLASH: And
10 Comm. Silberberg, we are going to continue that
11 until next month, when we can actually have both
12 parties present. Thank you.

13 The next case, Quinn Tailor versus
14 Government Employees Insurance Company (GEICO),
15 Case EMse23030315, the case was assigned to
16 Comm. Harrington.

17 COMM. HARRINGTON: Can you hear me?

18 CHAIRPERSON SLASH: Yes.

19 MR. LOSTUTTER: Yes.

20 COMM. HARRINGTON: Okay. I recommend
21 that we uphold the finding of no probable cause
22 under the Indiana Civil Rights Law.

23 CHAIRPERSON SLASH: Thank you.

1 Is there a motion?

2 COMM. TOLLIVER: So moved.

3 CHAIRPERSON SLASH: Is there a
4 second?

5 VICE-CHAIR RAMOS: Second.

6 CHAIRPERSON SLASH: Thank you.

7 MR. LOSTUTTER: I'll call the roll.
8 Comm. Blackburn?

9 (No response.)

10 CHAIRPERSON SLASH: Comm. Blackburn,
11 are you still with us?

12 COMM. BLACKBURN: Yes.

13 CHAIRPERSON SLASH: We are calling
14 the roll on a motion to uphold the Deputy
15 Director's finding in the case of Quinn Tailor
16 versus GEICO.

17 COMM. BLACKBURN: Aye.

18 CHAIRPERSON SLASH: Thank you.

19 MR. LOSTUTTER: Comm. Harrington?

20 COMM. HARRINGTON: Comm. Harrington,
21 aye.

22 MR. LOSTUTTER: Comm. Silberberg?

23 COMM. SILBERBERG: Aye.

1 MR. LOSTUTTER: Comm. Jackson?

2 COMM. JACKSON: Aye.

3 MR. LOSTUTTER: Comm. Tolliver?

4 COMM. TOLLIVER: Aye.

5 MR. LOSTUTTER: Vice-Chair Ramos?

6 VICE-CHAIR RAMOS: Aye.

7 MR. LOSTUTTER: Chair Slash?

8 CHAIRPERSON SLASH: Aye.

9 MR. LOSTUTTER: The ayes have it.

10 CHAIRPERSON SLASH: Okay. The next
11 case is Derek Randolph versus Alliance Technical
12 Group, Case EMha23020123. The case was assigned
13 to me and had two issues, and it is my
14 recommendation that we uphold the Deputy
15 Director's finding of no probable cause under the
16 Indiana Civil Rights Law on both issues.

17 Is there a motion?

18 COMM. TOLLIVER: So moved.

19 CHAIRPERSON SLASH: Thank you.

20 VICE-CHAIR RAMOS: Second.

21 CHAIRPERSON SLASH: Thank you.

22 MR. LOSTUTTER: We will call the
23 roll.

1 Comm. Blackburn?

2 COMM. BLACKBURN: Blackburn, aye.

3 MR. LOSTUTTER: Comm. Harrington?

4 COMM. HARRINGTON: Aye.

5 MR. LOSTUTTER: Comm. Silberberg?

6 COMM. SILBERBERG: Aye.

7 MR. LOSTUTTER: Comm. Jackson?

8 COMM. JACKSON: Aye.

9 MR. LOSTUTTER: Comm. Tolliver?

10 COMM. TOLLIVER: Aye.

11 MR. LOSTUTTER: Vice-Chair Ramos?

12 VICE-CHAIR RAMOS: Aye.

13 MR. LOSTUTTER: Chair Slash?

14 CHAIRPERSON SLASH: Aye.

15 MR. LOSTUTTER: The ayes have it.

16 CHAIRPERSON SLASH: Okay. Thank you.

17 All right. Next we have New Business.

18 The first case of Keith McCoy versus Biomat USA,

19 Inc. A/K/A Grifols Plasma, Case PAse22080393,

20 I'll assign that case to Comm. Harrington. The

21 next case, Melvin Lipscomb versus Meijer,

22 PAra23040381, I'll assign that case to

23 Comm. Tolliver.

1 MR. MCCOY: Oral argument for McCoy,
2 because that's why I'm here.

3 MR. LOSTUTTER: Yeah, the Commiss --
4 Mr. McCoy wants to just make sure that he gets a
5 chance to do an oral argument at next month's --

6 MR. MCCOY: Is it supposed to be
7 determined?

8 CHAIRPERSON SLASH: Okay. And you're
9 making a request for an oral argument?

10 COMM. SILBERBERG: Repeat that.

11 COMM. HARRINGTON: We couldn't hear
12 the comment.

13 MR. MCCOY: Request for oral
14 argument.

15 CHAIRPERSON SLASH: Mr. McCoy is
16 requesting an oral argument at next month's
17 meeting, and that's the case that we assigned to
18 you, Comm. Harrington.

19 It's her choice; right?

20 COMM. HARRINGTON: Okay.

21 CHAIRPERSON SLASH: This would make
22 it your call.

23 COMM. HARRINGTON: I haven't seen

1 anything, so I'm fine with that --

2 MR. LOSTUTTER: Okay.

3 COMM. HARRINGTON: -- since it was
4 just assigned.

5 MR. LOSTUTTER: Okay.

6 CHAIRPERSON SLASH: Okay.

7 So, your request is approved.

8 MR. MCCOY: Oh.

9 CHAIRPERSON SLASH: Okay.

10 MR. MCCOY: All right.

11 CHAIRPERSON SLASH: Okay.

12 All right. Those are the two New Business
13 cases to appoint. So, the next, we have a series
14 of filings. These are all -- this whole section
15 is this section; right? In the case of ICRC/John
16 Chubb versus Fike Investments, and so, I have two
17 things in front of me. One was requesting a
18 continuance and the other one was requesting that
19 we deny the continuance; correct?

20 MR. LOSTUTTER: Correct.

21 CHAIRPERSON SLASH: And so, in this
22 case, I would like to deny the request for
23 continuance and affirm the request to deny the

1 continuance; okay?

2 COMM. JACKSON: Based on?

3 CHAIRPERSON SLASH: Based on all of
4 the materials. There is a very large body of
5 work, including facts and findings of law, that
6 are very detailed that support that. So, I would
7 like to also not continue a case that's been now
8 going since 2016; okay?

9 So, in this section -- okay. I want to
10 make sure that I'm doing all of these correctly,
11 but I have them numbered differently. Okay.
12 Walk me through here, David. I want to make sure
13 that I'm making decisions on all of the things
14 that are in order here.

15 MR. FLEISCHHACKER: Well, the first
16 item on the filing was a motion from Respondents
17 for leave to file objections to the recommended
18 findings of fact, conclusions of law and order as
19 to damages. Complainant filed a response in
20 opposition to that motion, and then since that
21 time, Respondent has filed additional
22 supplemental motions in further support of that
23 motion for leave to file objections. So,

1 ultimately it comes down to whether to grant
2 their motion for leave to file the objections or
3 not.

4 CHAIRPERSON SLASH: And so, I have
5 taken extreme time to consider this case, and I
6 would like to deny the request to continue.

7 VICE-CHAIR RAMOS: Motion to deny the
8 request.

9 MR. FLEISCHHACKER: So, you're
10 denying their motion for leave to file the
11 objections?

12 VICE-CHAIR RAMOS: To continue.

13 CHAIRPERSON SLASH: To continue, yes.

14 MR. FLEISCHHACKER: Oh, okay. So,
15 the first motion for continuance?

16 CHAIRPERSON SLASH: Uh-huh.

17 MR. FLEISCHHACKER: Okay. And then
18 you'll do the other motion for leave?

19 CHAIRPERSON SLASH: Uh-huh.

20 MR. FLEISCHHACKER: Okay. Thank you.

21 CHAIRPERSON SLASH: So, it's to deny
22 the motion. Do I need to do them separately?

23 MR. FLEISCHHACKER: Yes.

1 CHAIRPERSON SLASH: Okay. So, I
2 just -- I have them written in one order, and our
3 agenda today is a slightly different order than
4 how I made them in my notes, so I want to make
5 sure that I am procedurally covering all of the
6 things that need to be done properly. So, the
7 first is for continuance and the second is for
8 the leave?

9 MR. LOSTUTTER: Correct.

10 CHAIRPERSON SLASH: Okay. Can we
11 take them in one vote, or is a vote needed?

12 MR. LOSTUTTER: I do not believe a
13 vote is needed on this.

14 CHAIRPERSON SLASH: So, it was my
15 determination; correct?

16 MR. FLEISCHHACKER: Uh-huh.

17 CHAIRPERSON SLASH: Okay. All right.

18 Is that clear for you?

19 THE REPORTER: Yes.

20 CHAIRPERSON SLASH: Okay.

21 All right. I want to make sure that
22 that -- so, that's my section here; correct?

23 MR. LOSTUTTER: That's --

1 CHAIRPERSON SLASH: That's section b.

2 MR. LOSTUTTER: That's section b.

3 CHAIRPERSON SLASH: All right. Thank
4 you. Thank you, everyone, for bearing with me on
5 this. I want to make sure that we are covering
6 all of the things.

7 All right. So, as we are on section c,
8 Review of the ALJ Decisions and Orders, the case
9 of ICRC/Eric Harden versus John Johnson,
10 Case HOha23010061, the Proposed Default Order was
11 issued on August 7th, 2023, in which it was
12 stated that the allegations contained in the
13 Notice of Finding and Issuance of Charge by the
14 ICRC, dated June 29th, 2023, were accepted as
15 true.

16 The Administrative Law Judge decides in
17 favor of the Complainant, ordering the Respondent
18 to cease and desist from discriminating against
19 people based on disability in the protected area
20 of housing, citing in its Order the actions and
21 step necessary to demonstrate and prove the
22 compliance with said order.

23 The objection period in this matter has

1 closed, but objections to the Proposed Order were
2 filed by the Complainant on September 22nd, 2023.
3 Respondent has 30 days, and we are not quite
4 there yet. Oral arguments will be scheduled for
5 the November meeting, so no action is needed
6 here; correct?

7 MR. LOSTUTTER: Correct.

8 CHAIRPERSON SLASH: Okay.

9 The next case, ICRC -- we're going to have
10 a busy meeting next month.

11 MR. FLEISCHHACKER: Yes.

12 CHAIRPERSON SLASH: Okay.

13 The next case, ICRC/Tara Wolfe versus Jeff
14 Welborn, Case H0se22090487, the Administrative
15 Law Judge in this matter held a public hearing in
16 this matter on September 28th, 2023. The
17 Complainant, Tara Wolfe, and ICRC General Counsel
18 appeared personally, the Respondent did not.

19 The ALJ issued a Notice of Proposed
20 Default Order on August 29th, 2023 because
21 Respondent failed to attend a properly noticed
22 prehearing conference. The ALJ issued a Default
23 Order on September 7th, 2023, after Respondent

1 failed to timely respond to the Notice of
2 Proposed Default Order. The Default Order states
3 the allegations contained in the Notice of
4 Finding and Issuance of Charge are accepted as
5 true.

6 The Respondent must cease and desist from
7 discriminating against people on the basis of sex
8 on the protected area of housing, that the sum
9 of two thousand dollars thirteen cents is awarded
10 to -- is awarded as compensatory damages to the
11 Complainant, with the sum of thirty thousand
12 dollars awarded as compensation for emotional
13 distress.

14 The Respondent must allow -- must also
15 follow the measures as put forward in the Default
16 Order. The objection period in this matter has
17 closed, and no objections have been filed.

18 Is there a motion to affirm?

19 VICE-CHAIR RAMOS: So moved.

20 CHAIRPERSON SLASH: Is there a
21 second?

22 COMM. BLACKBURN: So moved.

23 CHAIRPERSON SLASH: We'll take

1 Comm. Blackburn as a second.

2 MR. LOSTUTTER: As a second, and we
3 will call the roll.

4 Comm. Blackburn?

5 COMM. BLACKBURN: Blackburn, aye.

6 MR. LOSTUTTER: Comm. Harrington?

7 COMM. HARRINGTON: Comm. Harrington,
8 aye.

9 MR. LOSTUTTER: Comm. Silberberg?

10 COMM. SILBERBERG: Aye.

11 MR. LOSTUTTER: Comm. Jackson?

12 COMM. JACKSON: Aye.

13 MR. LOSTUTTER: Comm. Tolliver?

14 COMM. TOLLIVER: Aye.

15 MR. LOSTUTTER: Vice-Chair Ramos?

16 VICE-CHAIR RAMOS: Aye.

17 MR. LOSTUTTER: Chair Slash?

18 CHAIRPERSON SLASH: Aye.

19 MR. LOSTUTTER: The ayes have it.

20 CHAIRPERSON SLASH: Okay. This next
21 one goes back to where we were a few moments ago.
22 I'm going to read the whole thing. Bear with me
23 as we can, and we'll try to make our way through.

1 All right. ICRC/John Chubb versus Fike
2 Investments, LLC, Jim Fike and Kim Fike,
3 Case HOra15070510 and Case HOrt15090649.

4 The Administrative Law Judge in this
5 matter incorporated all Findings of Facts
6 contained in the Order granting the ICRC's Motion
7 for Summary Judgment and Notice of Final
8 Prehearing Conference from March 26, 2021, and
9 the ICRC Motion for Summary Judgment filed
10 December 22nd, 2021, as well as any Conclusion of
11 Law deemed a Finding of Fact and this Order's
12 Statement of Procedural History.

13 Based on this and Conclusions of Law, John
14 Chubb's July 16th, 2015 and September 11th, 2015
15 complaint and the ICRC Director's charge are
16 dismissed with prejudice. The Respondent must
17 cease and desist from discriminating against
18 people on the basis of disability in the
19 protected area of housing, and awards Mr. Chubb
20 the amount of twenty-six thousand six hundred
21 seventeen dollars and eleven cents, along with
22 other forms of compensation as listed in this
23 Order, and must provide proof of compliance to

1 the ICRC again according to the guidelines put
2 forth in this Order.

3 The objection period in this matter has
4 closed, but objections to the Proposed Order were
5 filed by the Complainant on September 25th, 2023.
6 Respondent has 30 days to respond to the
7 Objections, for which this time has not yet
8 expired. There is a pending motion from the
9 Respondent to allow the Respondent to file late
10 objections, September 27th, 2023, and again on
11 October 11th, 2023, to which the Complainant
12 filed a response on 9/28.

13 This was the one that we denied earlier,
14 so we can have a motion to affirm this today;
15 correct?

16 MR. FLEISCHHACKER: (Shook head no.)

17 CHAIRPERSON SLASH: No?

18 MR. LOSTUTTER: No.

19 CHAIRPERSON SLASH: We still have to
20 wait two days? Okay. So, we'll continue this to
21 next month.

22 All right. Thank you, everyone, for
23 coming along on that ride.

1 The next one -- the following cases are
2 automatically confirmed by the ALJ. We are just
3 reading them into the record. Case ICRC/Karen
4 Gooding versus Bonaparte Residents and Shane
5 Bonaparte, Case HOha21040114, that was submitted
6 to the Commission on October 2nd, 2023. And the
7 second automatically confirmed case is Nellie
8 Cathey versus JC Penny Op Co LLC,
9 Case PPara22110653, that was submitted to the
10 Commission on October 12th, 2023.

11 All right. That concludes our Business,
12 both New and Old, for this month. We have an
13 upcoming meeting date on November 17th, and I
14 would love for us to pause and make sure that
15 everyone is available, or if we have any
16 conflicts, that we discuss them. We may need the
17 entire full two hours, and maybe a cushion, just
18 in case. So, if we could all just take a moment.

19 MR. AMARAL: Excuse me, Commissioner,
20 Madam Chairman?

21 CHAIRPERSON SLASH: Yes.

22 MR. AMARAL: I didn't quite hear -- I
23 didn't quite hear your determination about Fike.

1 May I ask a question or two?

2 CHAIRPERSON SLASH: Sure, go ahead.

3 MR. AMARAL: Okay. Did I understand
4 you to say that the time for filing objections to
5 the recommended order has not expired, as we
6 had -- as we had thought, and we still have an
7 opportunity to file those? Is that what you
8 said?

9 CHAIRPERSON SLASH: So, the motion to
10 object -- to file objections has passed; correct?
11 But the procedural motion has two days left.

12 MR. AMARAL: Okay. So, we have two
13 days left to file our objections; correct? We
14 have --

15 CHAIRPERSON SLASH: No. The -- so,
16 you have -- let's see. This is a very confusing
17 case at this point.

18 MR. FLEISCHHACKER: They have time
19 left to file their response to Complainant's
20 objection.

21 CHAIRPERSON SLASH: Yes.

22 You have -- you have a couple of days left
23 to file your response to the Complainant's

1 objectives -- objections; sorry.

2 MR. AMARAL: Okay. But not as to the
3 Respondent?

4 CHAIRPERSON SLASH: Correct, correct.

5 MR. AMARAL: And then the final
6 determination is going to be moved over until the
7 next meeting next month; is that --

8 CHAIRPERSON SLASH: Correct, because
9 that last period has not yet closed.

10 MR. AMARAL: Okay. So, nothing -- no
11 final -- no final determination until next month?

12 CHAIRPERSON SLASH: Correct.

13 MR. AMARAL: Okay.

14 THE REPORTER: Have him identify
15 himself.

16 CHAIRPERSON SLASH: Can you identify
17 yourself, please, for the record?

18 MR. AMARAL: Oh, I'm sorry. I'm
19 Mr. Amaral, Joseph Amaral, of May Oberfell
20 Lorber, and one of the attorneys for the
21 Respondents.

22 CHAIRPERSON SLASH: Thank you, sir.
23 Does that address your questions at this time?

1 MR. AMARAL: Yes.

2 CHAIRPERSON SLASH: Okay.

3 MR. AMARAL: So -- okay. Yeah, we --
4 we have -- yes, it does. We don't have an
5 opportunity to file objections to the
6 recommendation, but we have an opportunity to
7 file essentially objections to the Complainant's
8 objections; is that correct?

9 CHAIRPERSON SLASH: Yes. It would be
10 in the form of a response, that's correct.

11 MR. AMARAL: Okay.

12 CHAIRPERSON SLASH: Okay.

13 MR. AMARAL: And then everything will
14 be decided next month?

15 CHAIRPERSON SLASH: Correct.

16 MR. AMARAL: Okay. Thank you.

17 CHAIRPERSON SLASH: Thank you.

18 MR. AMARAL: That does answer my
19 questions. Thank you.

20 CHAIRPERSON SLASH: Thank you.

21 MR. AMARAL: I appreciate it.

22 CHAIRPERSON SLASH: You're very
23 welcome.

1 Okay. Commissioners, if you could -- I am
2 opening my very own calendar right now, but if we
3 could look at -- as of right now, we have this
4 scheduled for November 17th.

5 MR. FLEISCHHACKER: I know we have
6 been moving to Mondays.

7 CHAIRPERSON SLASH: We have been
8 moving to Mondays, but if that Friday is a day
9 that works --

10 COMM. JACKSON: Okay for me.

11 CHAIRPERSON SLASH: We have one it
12 works for, one it looks like it doesn't work for.

13 COMM. SILBERBERG: I won't be there.

14 CHAIRPERSON SLASH: Okay.

15 VICE-CHAIR RAMOS: I'm fine.

16 COMM. TOLLIVER: I'm available, too.

17 COMM. HARRINGTON: I'm available on
18 the 17th.

19 MR. LOSTUTTER: For the record, I
20 learned today that the Commission's Thanksgiving
21 luncheon is taking place that day --

22 CHAIRPERSON SLASH: Oh.

23 MR. LOSTUTTER: -- so --

1 COMM. TOLLIVER: That may change
2 Comm. Silberberg's --

3 CHAIRPERSON SLASH: There's going to
4 be lunch.

5 VICE-CHAIR RAMOS: Bring your forks.

6 MR. FLEISCHHACKER: Bring your forks.

7 MR. LOSTUTTER: Bring -- I guess
8 bring forks and bring your appetite.

9 CHAIRPERSON SLASH: Okay. I am also
10 available on the 17th, so that would be --

11 COMM. TOLLIVER: All of us.

12 CHAIRPERSON SLASH: It's all but --

13 COMM. TOLLIVER: Oh, I'm sorry.

14 CHAIRPERSON SLASH: It's all but one,
15 so that does actually give us a quorum. Okay.

16 So, we'll go ahead and take the 17th at 1:00 p.m.

17 COMM. TOLLIVER: What time do we need
18 to be here?

19 CHAIRPERSON SLASH: You'll get a
20 special invitation.

21 MR. LOSTUTTER: Well, the luncheon, I
22 think, is supposed to start at noon, so --

23 CHAIRPERSON SLASH: Yeah. So, you'll

1 get a special invitation. Okay.

2 MR. FLEISCHHACKER: Can we look
3 forward to December, too?

4 CHAIRPERSON SLASH: Sure. Let's go
5 ahead and look at -- is it looking to be a long
6 meeting as well?

7 MR. FLEISCHHACKER: I don't know, but
8 I know on the 15th we're looking at doing our
9 all-staff retreat that day, which is the day that
10 a Commission meeting is currently scheduled --

11 CHAIRPERSON SLASH: Okay.

12 MR. FLEISCHHACKER: -- so --

13 CHAIRPERSON SLASH: So, would you
14 prefer that we move the December meeting to
15 that -- to a Monday?

16 MR. FLEISCHHACKER: If that is --

17 COMM. SILBERBERG: Yes.

18 CHAIRPERSON SLASH: Okay. So, Monday
19 the 18th of December. Does anyone have
20 conflicts?

21 VICE-CHAIR RAMOS: No.

22 COMM. TOLLIVER: No.

23 VICE-CHAIR RAMOS: No, I'm good.

1 CHAIRPERSON SLASH: Comm. Harrington?

2 COMM. SILBERBERG: I can move things
3 to be available.

4 CHAIRPERSON SLASH: Okay. So, we'll
5 go ahead --

6 COMM. HARRINGTON: If you change the
7 meeting notice now, then we can coordinate.

8 CHAIRPERSON SLASH: Please change the
9 meeting notice now, so Comm. Harrington's
10 schedule can be blocked.

11 COMM. HARRINGTON: Yes.

12 MR. FLEISCHHACKER: The Docket Clerk
13 will be right on it.

14 CHAIRPERSON SLASH: Yes. Anything
15 that we can do to make sure you all can have your
16 staff retreat and not impede upon that, I think,
17 is a really good thing.

18 COMM. TOLLIVER: We have no meeting
19 for January.

20 CHAIRPERSON SLASH: Would you like a
21 meeting for January called already?

22 COMM. BLACKBURN: November --

23 CHAIRPERSON SLASH: Say that -- can

1 you repeat your question, Comm. Blackburn?

2 COMM. BLACKBURN: The dates now are
3 November 17th --

4 CHAIRPERSON SLASH: Yes. November --

5 COMM. BLACKBURN: -- and --

6 CHAIRPERSON SLASH: -- 17th --

7 COMM. BLACKBURN: -- December --

8 CHAIRPERSON SLASH: November 17th and
9 December 18th.

10 COMM. BLACKBURN: Got it. Thank you.

11 CHAIRPERSON SLASH: Yes.

12 MS. AFUWAPE: And since we have
13 everyone here now, it's better for us to decide
14 going forward for next year, do we want it on the
15 third Monday, so that for our next meeting we'll
16 have some --

17 CHAIRPERSON SLASH: That's a big
18 question.

19 Commissioners, we have a question in front
20 of us. Do we want Mondays or Fridays?

21 COMM. TOLLIVER: The third Monday has
22 been okay.

23 COMM. SILBERBERG: Monday's better

1 for me.

2 COMM. HARRINGTON: Mondays.

3 CHAIRPERSON SLASH: Okay. Mondays
4 are fine.

5 COMM. BLACKBURN: Mondays.

6 COMM. SILBERBERG: Yeah, I vote for
7 Mondays.

8 COMM. HARRINGTON: Mondays are fine
9 for me as well.

10 CHAIRPERSON SLASH: All right. It
11 looks like we're okay with Mondays.

12 (Discussion off the record.)

13 CHAIRPERSON SLASH: Okay. So, it
14 looks like we're moving it to Mondays moving
15 forward, and as long as we get those on our
16 calendars quickly, I think we'll be in great
17 shape.

18 MR. LOSTUTTER: Well, I don't know
19 that we've gotten anything for 2024 on the
20 calendar yet, so --

21 CHAIRPERSON SLASH: Correct.

22 Okay. So, do we have anything for
23 Election, Training or Other today?

1 (No response.)

2 CHAIRPERSON SLASH: Okay. Are there
3 any announcements, anyone?

4 (No response.)

5 CHAIRPERSON SLASH: Announcements?

6 COMM. HARRINGTON: Can you guys hear
7 me?

8 CHAIRPERSON SLASH: Yes.

9 MR. LOSTUTTER: Yes.

10 COMM. HARRINGTON: I just want to
11 congratulate Comm. Blackburn. She was honored at
12 a Martin University Tea this past Friday, and it
13 was well deserved.

14 CHAIRPERSON SLASH: Congratulations,
15 Comm. Blackburn.

16 MR. LOSTUTTER: Congratulations.

17 CHAIRPERSON SLASH: Congratulations
18 are also in order for our newest Woman of
19 Influence.

20 COMM. JACKSON: Congratulations,
21 Comm. Blackburn.

22 COMM. BLACKBURN: Thank you very
23 much. I was over the moon. Thank you very much.

1 CHAIRPERSON SLASH: Very, very well
2 deserved. And also in the --

3 MR. WILSON: Well, deserved,
4 Comm. Blackburn, well deserved.

5 CHAIRPERSON SLASH: And also in the
6 well-deserved category, our very own
7 Comm. Harrington as being one of IBJ's newest
8 Women of Influence. My very own mentor, so I'm
9 very glad to have her, but at the same time, I'm
10 glad that you got the public recognition.

11 COMM. HARRINGTON: Thank you so much.

12 CHAIRPERSON SLASH: Okay. Next, do
13 we have anyone here for public comment?

14 (No response.)

15 CHAIRPERSON SLASH: Okay. All right.
16 Well, with that being said, it's 1:49, and we'll
17 go ahead and we'll adjourn today's meeting.

18 - - -
19 Thereupon, the proceedings of
20 October 23, 2023 were concluded
21 at 1:49 o'clock p.m.
22 - - -

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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 Monday, October 23, 2023 in this matter and transcribed by me.

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

My Commission expires August 26, 2024.

Commission No. NP0690003

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