



HUMAN RELATIONS
COMMISSION

TROY HUMAN RELATIONS COMMISSION

Thursday, August 20, 2020, 6:30 p.m.

Hobart Arena Bravo Room

**(Meeting also available via Zoom
Meeting Id: 865 6189 2551)**

AGENDA

- | | | |
|-------------|--|-------------------|
| I. | Call to Order | M. Major |
| II. | Roll Call | S. Brown |
| III. | Approval of August 6, 2020 Minutes | M. Major |
| IV. | Presentation – Recruitment and Hiring Practices | |
| | a. City of Troy (15 Minutes) | Thomas Funderburg |
| | b. City of Troy Schools (15 Minutes) | Mark Barhorst |
| | c. Commission Questions (10 Minutes) | |
| V. | Committee Reports (20 Minutes) | |
| | a. Inter-group Relationships Advisory Committee | |
| | b. Community Relations Committee | |
| | c. Education and Outreach Committee | |
| | d. Employment Challenges Committee | |
| VI. | Public Comments (Three Minute Time Limit per Person) | |
| VII. | Adjourn | M. Major |

Next Meeting September 3, 2020, 6:30 p.m. to 8:00 p.m., Location to be Announced

MINUTES OF HUMAN RELATIONS COMMISSION

A regular session of Human Relations Commission was held on Thursday, August 6, 2020, at 6:30 pm at the Hobart Arena Bravo Room.

Members Attending: Atkins, Brown, Feltner, Fong, Holycross, Hudson, Johnson, Keller, Kniceley, Major, Phillips, Severt

Presiding Officer: Chairman Marvin Major, Sr.

Others Attending: City Staff
Kathi Roetter (Troy Chamber of Commerce)
Melissa Kleptz (The Troy Foundation)
Citizens

CALL TO ORDER: The meeting commenced at 6:32 p.m. by Chairman's call to order.

ROLL CALL: Roll call was conducted by Secretary, Ms. Brown. All members were present in person except Mr. Severt. Mr. Severt attended the meeting via Zoom.

MINUTES: Upon motion of Ms. Brown, seconded by Ms. Holycross, the July 8, 2020 minutes were approved by the commission unanimously having no corrections or additions to these minutes.

PRESENTATIONS: Two longtime Troy residents, Kenny Block and Stacy Robinson spoke at the meeting to share their connection to Troy, life experiences, and challenges they have been facing in the community. Committee members responded with questions of each resident and expressed gratitude for sharing their experiences.

COMMITTEES: Based on the results of the committee selection exercise conducted at the previous meeting, the commission members received a membership list. They were given an option to select additional committees on which they would like to serve. Ms. Holycross expressed interest in serving on all four committees, Ms. Phillips asked to be added to the Education and Outreach Committee, and Mr. Hudson asked to be added to the Community Relations Committee. Mr. Block was invited to join the Employment Challenges Committee as an ad hoc member by Chairman. Upon motion of Ms. Holycross, seconded by Ms. Kniceley, the updated Committee Membership list was approved by the commission unanimously.

The HRC members also discussed the time, date, and place of the first committee meetings. City Hall and Fire Station #2 were suggested as meeting places by City Staff, and the committee meetings schedule was agreed as follows:

Inter-group Relationships Advisory Committee

Members – D Fong, S Holycross, T Hudson, J Keller, L Phillips, T Severt

Meeting Date & Time: August 11, 2020, 6:00 PM

Location: City Hall, 100 S. Market Street, 2nd Floor Conference Room

Community Relations Committee

Members – J Atkins, S Brown, S Holycross, T Hudson, J Keller, M Major, Sr., L Phillips

Meeting Date & Time: August 12, 2020, 6:00 PM

Location: City Hall, 100 S. Market Street, 2nd Floor Conference Room

Education and Outreach Committee

Members – J Atkins, K Feltner, D Fong, S Holycross, S Johnson, C Kniceley, M Major, Sr., L Phillips

Meeting Date & Time: August 13, 2020, 6:00 PM

Location: City Hall, 100 S. Market Street, 2nd Floor Conference Room

Employment Challenges Committee

Members – S Brown, K Feltner, S Holycross, T Hudson, S Johnson, C Kniceley, T Severt, K Block

Meeting Date & Time: August 17, 2020, 5:30 PM,

Location: Fire Station #2, 1528 N. Market Street

Mr. Major asked the Commission Members if they had comments regarding the handout Chairman distributed at the July 23rd meeting, or if the members had a list of initiatives they would like to share. After a short discussion, the Commission Members decided to work on the selection of initiatives at the scheduled committee meetings. It was also agreed that each committee would select a secretary to take meeting minutes.

NAMING POLICY: The Commission Members discussed community naming policy related to streets, buildings, and statues. Chairman noted that he had requested a list of city of Troy's street names, which was included in the meeting packet. He added that he did not see any issues, and none of the street names stood out. Other commission members did not have concerns or comments regarding street names. Mr. Major asked for clarification on changing legally recorded street names. Mr. Titterington explained that according to the Troy City Council Policy Naming of City Facilities, street names shall not be altered once legally recorded. Afterward, Mr. Major inquired on secondary or honorary street names. Mr. Titterington noted that according to the policy, City Council may consider a secondary street name.

The Commission members also discussed placing plaques in several minority neighborhoods to honor the history of those neighborhoods.

The naming policy of school buildings was also discussed. Mr. Fong said that most of the time, school buildings are named after superintendents.

The Commission members agreed to explore naming policies further at Community Relations Committee meetings.

PUBLIC COMMENTS: Troy resident, Eric Johnson, offered to reach out to Michael E. Carter, Chief Diversity Officer at Sinclair College, to be a speaker at one of the HRC meetings if the Commission was interested. The HRC members liked the idea, and Mayor Oda also noted that having speakers at the meetings is one of the initial intents of the Commission.

The Executive Director of the Troy Foundation, Melissa Kleptz, asked if there would be interest from the HRC members to participate in The Troy Foundation's Diversity, Equity, and Inclusion (DEI) online assessment. The goal of the survey is to capture how residents of Troy feel about diversity, equity, and inclusion within the community. Ms. Kleptz added she would send the information to the City Staff member to forward on to the members of HRC.

ANNOUNCEMENT: The commission was asked to make an announcement on the event hosted by a nonprofit organization, the Light Stop, taking place on August 8, 2020, from 2:00 p.m. to 4:00 p.m. at Treasure Island.

OTHER: Chairman read the article "A Challenge to do, be better" handed out by Ms. Phillips to commission members and attendees.

Ms. Phillips suggested to the Commission to consider adding a member from the Hispanic community to represent the minority group. Mr. Major asked if the request of adding a new member to the Commission has to go to the City Council. Mr. Titterington confirmed and added that attempts had been made by the City Staff and Mayor to find a representative from the Hispanic community, but they were unsuccessful. Mayor suggested that if HRC members can find such a person, they can provide his/her contact information to the City Staff.

The Commission inquired on the process of bid submittals on City posted jobs and bid openings. Mr. Titterington gave a brief explanation of how the bids are received and opened. Ms. Holycross asked if the City has set a minority participation goal. Mr. Titterington explained that the City is not required to have such a goal and added that some grant programs, such as CDBG, have minority participation goals. Ms. Holycross also inquired on the inspections on the City properties. Ms. Roetter and Mr. Titterington answered that County performs inspections. The members of the HRC decided to discuss the subject at Employment Challenges Committee.

At the next HRC meeting, Mr. Titterington stated that the City of Troy and Troy Schools Human Resources Directors would be presenting on recruitment and hiring practices. He also mentioned a few dates when

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Hobart Arena Bravo Room would be unavailable for the Commission to meet, and that the alternative meeting space should be considered.

Question regarding the percentage of the city of Troy minority populations was brought up by Chairman. Mr. Titterington answered that according to 2010 census data, Troy had approximately 4.9 percent African American population, and the total percentage of minority population was 10. Ms. Brown asked if the census information was available on the City of Troy website. Mr. Titterington said the data can be accessed at the City website or official US Census website.

There being no further business to be discussed, the meeting adjourned at 8:27 p.m.