



HUMAN RELATIONS
COMMISSION

TROY HUMAN RELATIONS COMMISSION

Thursday, September 3, 2020, 6:30 p.m.

Hobart Arena Bravo Room

**(Meeting also available via Zoom
Meeting Id: 882 7055 7136)**

AGENDA

- | | | |
|-------------|---|-----------------|
| I. | Call to Order | M. Major |
| II. | Roll Call | S. Brown |
| III. | Approval of August 20, 2020 Minutes | M. Major |
| IV. | Committee Reports | |
| | a. Inter-group Relationships Advisory Committee | S. Holycross |
| | b. Community Relations Committee | J. Atkins |
| | c. Education and Outreach Committee | C. Kniceley |
| | d. Employment Challenges Committee | S. Johnson |
| V. | Public Comments (Three Minute Time Limit per Person) | |
| VI. | Adjourn | M. Major |

Next Meeting September 17, 2020, 6:30 p.m. to 8:00 p.m., Location to be Announced



Roll Call

	7/8/20	7/23/20	8/6/20	8/20/20	9/3/20				
Mr. Major	✓	✓	✓	✓					
Mr. Hudson	✓		✓						
Mr. Atkins	✓	✓	✓	✓					
Ms. Brown	✓	✓	✓	✓					
Mr. Fong	✓	✓	✓	✓					
Mr. Feltner	✓	✓	✓	✓					
Ms. Holycross	✓	✓	✓						
Mrs. Johnson	✓	✓	✓	✓					
Mr. Keller	✓	✓	✓	✓					
Ms. Kniceley	✓	✓	✓	✓					
Mrs. Phillips	✓	✓	✓	✓					
Mr. Severt	✓	✓	✓	✓					

MINUTES OF HUMAN RELATIONS COMMISSION

A regular session of Human Relations Commission was held on Thursday, August 20, 2020, at 6:30 pm at the Hobart Arena Bravo Room.

Members Attending: Atkins, Brown, Feltner, Fong, 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 6:31 p.m. by Chairman's call to order.

ROLL CALL: Roll call was conducted by Secretary, Ms. Brown. All members were present except Mr. Hudson and Ms. Holycross.

MINUTES: Upon motion of Mr. Severt, seconded by Ms. Kniceley, the August 6, 2020 minutes were approved by the Commission unanimously having no corrections or additions to these minutes.

PRESENTATIONS: Thomas Funderburg, Director of Human Resources at the City of Troy, and Mark Barhorst, Business Manager and Director of Human Resources at Troy City Schools, gave presentations and answered the Commission members' questions regarding recruitment and hiring practices.

Mr. Funderburg was asked questions about the application process, set diversity goals, background checks (including checking social media accounts), bias and diversity training, performance evaluations, policies against discrimination, and current plan to increase diversity and inclusion at the workplace.

Mr. Barhorst explained where schools post job openings and how do they recruit teachers. He listed numbers of employees and students and their racial makeup. The Commission members inquired on a low number of minority teachers at Troy City Schools, an inclusive environment for students, existing or lack of support for ESL students, diversity and inclusion training, performance evaluations, and current plans to hire more minority teachers to increase diversity.

COMMITTEE REPORTS: Secretaries of Community Relations, Education and Outreach, and Employment Challenges Committees gave brief reports of their committee meetings. Upon Mr. Severt's motion, seconded by Ms. Brown, committee reports were approved by the commission members unanimously. Chairman noted that the Inter-group Relationships Advisory Committee report would be given at the next HRC meeting.

PUBLIC COMMENTS: Melissa Kleptz, the Executive Director of The Troy Foundation, noted that, based on Community Needs Assessment recently completed by The Troy Foundation, lack of transportation and childcare are the top two issues. She also added that transportation, childcare, and mental health support are the issues not only in Troy but across Miami County. She mentioned the importance of studying diversity, equity, and inclusion in the community to identify disparities. Ms. Kleptz added that The Troy Foundation's DEI assessment serves that purpose, and once completed, its results will be given to the Commission Members to review.

Deborah Hogshead, the member of We the People Miami County, invited Human Relations Commission Members to attend a virtual program, Building Community Where Everyone Thrives, featuring Baily Williams, Dick Steinman, and Jessica Munger. The program is hosted by We the People Miami County and Move to Amend on August 27, 2020, from 6:30 p.m. to 8:00 p.m. She also offered to arrange a guest speaker, if the Commission were interested in providing historical and current perspectives on the influence the large corporations have on policies that perpetuate racial injustices.

Troy resident and an ad hoc member of the Employment Challenges Committee, Kenny Block, noted that inclusion is needed in the banking industry's administrative positions to increase minority representation, who will serve as aspirations for others like them.

August 20, 2020

Troy resident and a small business owner Dr. Juan Fernandez, D.C. shared that he moved to Troy a few years ago and so far, his family and he had positive experiences living in the community. He noted that in his opinion, when it comes to racial inclusion, Troy is ahead compared to other cities he has been. Mr. Fernandez added that he would like to learn more about others' experiences to educate himself on issues and become an inspiration for other minorities.

Ms. Brown asked Mr. Fernandez if he would be interested in becoming a member of HRC. She noted that first, his name has to be submitted to Mayor for consideration. In response, Mr. Fernandez stated that he would be interested in participating and bringing value to the group and community.

After public comments, Chairman noted that the Commission agrees that Troy is a great city to live in, but understanding the issues the community faces is essential to avoid pitfalls other cities have fallen into. The goal of the Commission is to work with different groups in the community to identify where the issues may lie and to try to find ways to address those.

Mr. Feltner mentioned another person who might be willing to serve as a Hispanic representative for the Commission and expressed his hope that the Mayor would allow the Commission to have some input in the appointment of a Hispanic representative.

There being no further business to be discussed, the meeting adjourned at 8:12 p.m.