

Members Present

Shirley Decker
Maureen Eke
Raquel Fruh
Laura Gonzales
Nicholas Hanes
Elizabeth Husbands
Jeannie Jackson
David Ling
Robert Newby
Susan Poindexter
Amy Shawboose
Anne Swift

Members Absent

None

1. Welcome and Introduction

The meeting was called to order by Laura Gonzales. Laura Gonzales announced that today is Jeannie Jackson's last meeting as she is retiring from CMU.

2. Approval of Agenda

Amy Shawboose motioned to approve the agenda and Raquel Fruh seconded the motion.

3. Public Comment

No public comment was made.

4. Approval of February 2013 Minutes and March 2013 Minutes

The February meeting minutes had been sent through email and were approved by the committee. The March meeting minutes were motioned to be approved as amended by Amy Shawboose and seconded by Jeannie Jackson. The motion was unanimously carried.

5. Old Business

a. Saginaw Chippewa Indian Tribe 2% Grant Funding on Study of Micro-Aggressions

David Ling said that they are done with the interviews and are now focusing on the transcriptions. There are about 75 interviews and 3 focus groups completed. About 30 interviews have been transcribed. A few interviews may still be completed but the official time period is over. Six people from the Human Rights Committee are completing the coding which are: Elizabeth Husbands, Maureen Eke, Laura Gonzales, Bob Newby, David Ling, and Anne Swift. Further reports will be shared in May.

b. Inmate Information from the Sheriff

Jeannie Jackson was unable to do an adverse impact analysis because there was no even base. The inmates were taken by different counties. For the year 2012, Jeannie Jackson was able to give the committee a quick summary of the racial percentage that was booked. Based on the population and ethnicities for Isabella County there seems to be a disparity in the amount of people booked who are of color. Laura Gonzales will type out the summary and pass them out for the next meeting. Bob Newby needs to contact Justin Smith, but the data is not enough for analysis. He and the committee agreed that we need to have raw data. Laura Gonzales and Bob Newby will contact and meet with the sheriff for further information on the county break up and getting raw data.

c. HRC By-Laws

Jeannie Jackson sent information on the by-laws. Both Bob Newby and Laura Gonzales will continue to work on the by-laws.

d. *HRC Graduate Intern*

The Morning Sun, Tribal Observer, and CM Life newspapers have posted an advertisement for a HRC Graduate Intern. Laura Gonzales asked the committee to support this effort by sharing the information about this position with their contacts. She also stated that we need some volunteers for interviewers and that the last time an intern was hired, the three officers and a representative from the County Administrator's Office interviewed the candidates.

e. *MI Roundtable for Diversity and Inclusion*

About 200 people attended the Equity Network Conference and the next conference is in March 2014. Elizabeth Husbands gave information about the Equity Network. It is a membership driven organization that can award grants. They are given twice during the year. Laura Gonzales was interested in knowing if the HRC might want to be a member of the Equity Network. There is no financial cost for membership. Elizabeth Husbands will email us further information and the committee will vote on this next month.

Laura Gonzales, Bob Newby, and David Ling attended the Roundtable Forum at the Ziibiwing Center. Bob Newby stated that three projects were discussed. Bob Newby wanted clarification on the \$19,000 that is committed to Mt Pleasant by the Roundtable. Elizabeth Husbands stated this money was allotted for the regional coordinator. The Roundtable decided not to re-hire a coordinator. She believes this needs to change and someone should be hired. David Ling felt that the meeting changed direction from delineating our different roles to signing up for collaborative projects. He did not feel that this was the original intent of uniting all of the Isabella groups. Bob Newby feels that between the HRC committee and diversity group the same people are being spread out. Bob Newby stated that different groups make demands on our time. He was concerned that the Roundtable Forum turned into another group requiring time and commitment.

f. *Showcase*

Elizabeth Husbands will not be able to complete the showcase and she is giving this to project back to Laura Gonzales. Raquel Fruh suggested that the Intern complete the showcase. However, if the Intern is unable to complete the showcase, Raquel Fruh will complete it. Bob Newby suggested that we get our bios online through the website or Facebook. Elizabeth Husbands will forward Raquel Fruh and Laura Gonzales the information she has. Bob Newby motioned that all of the bios be forwarded to Laura Gonzales and Raquel Fruh by April 15th. Elizabeth Husbands seconded the motion.

g. *Promotional/Publicity Items*

Due to time constraints the issue was tabled and it will be discussed at the next meeting. Laura Gonzales thanked Raquel Fruh for buying and having the pencils inscribed for the Pow Wow.

h. *Pow Wow*

Raquel Fruh thanked Laura Gonzales, Elizabeth Husbands, Sue Poindexter, and Anne Swift for volunteering. The location of the booth was not ideal and will have to be reviewed next year.

i. *Soup and Substance*

Laura Gonzales said there were no openings to schedule a Soup and Substance in April. The HRC will have to schedule for the fall 2013 semester.

j. *Brochure on the HRC Website*

The revised Brochure has been placed on the Isabella County website.

k. *CMU Pre-School*

Raquel Fruh and Maureen Eke are scheduled to give a presentation at the CMU pre-school on April 10th. Elizabeth Husbands will not be able to attend and Amy Shawboose will check her schedule and let Raquel Fruh know.

I. MAC TV

Raquel Fruh completed the training and can use the equipment.

6. New Business

a. Homelessness in Mount Pleasant

There are meetings taking place discussing the types of shelters that can be set up in Mt. Pleasant. If anyone has questions or would like to join a committee, contact Charlie Farnum. Laura Gonzales can give further information at the next meeting.

7. Announcements

- a. Bob Newby stated that the Michigan Department of Civil Rights is having its 50 year celebration. It started off in 1963 and it is the first one that was constitutionally established. As part of the celebration, they are touring the state. Bob Newby would like to take part in their visit to Mt. Pleasant. Bob Newby would like us, along with other regional groups to co-sponsor a presentation on a movie. A few people in the micro-aggression study had serious complaints about their treatment. Bob Newby suggested that they come to the HRC.
- b. Laura Gonzales ended with a special thank you to Jeannie Jackson for her commitment to the community and society, in general. Jeannie Jackson stated that she will continue to be committed to equality until she takes her last breath.

Bob Newby motioned to adjourn and it was seconded by Amy Shawboose. The motion was unanimously carried by all members present.

Submitted by Raquel Fruh, Secretary
April 15, 2013