



**DURHAM HUMAN RELATIONS COMMISSION**  
**May 2017 MEETING**  
**Neighborhood Improvement Services Department Conference Room**  
**Golden Belt Center, Building 2, Floor 3**  
**807 East Main Street, Durham, NC 27701**  
**Date: Tuesday, May 2, 2017**  
**Time: 7:00 PM**

**MEETING MINUTES**

*Members of Commission: Commissioners Phil Seib, Chair, Ashley Taylor-Jacobs, Vice Chair, Ricky Hart, Gerri Robinson, Richard Ford, Girija Mahajan, Susan Austin, Ian Kipp, Risa Foster, Sejal Zota, Diane Standaert, Franklin Hanes, Yolanda Keith, Ricardo Correa, Felicia Arriaga, Mikel Barton, Nicolas Coleman  
Council Persons Don Moffitt, City Council Liaison, Jillian Johnson, Alternate City Council Liaison*

**Call To Order**

Commissioner Phil Seib, Commission Chair, called the meeting to order at 7:00 PM.

**Roll Call**

Juanita English, Administrative Assistant, called the roll for the meeting.

**Commissioners Present:** Commissioners Phil Seib, Chair, Ashley Taylor-Jacobs, Vice Chair, Ricky Hart, Gerri Robinson, Richard Ford, Girija Mahajan, Susan Austin, Ian Kipp, Risa Foster, Sejal Zota, Diane Standaert, Franklin Hanes, Yolanda Keith, Ricardo Correa, Felicia Arriaga, Mikel Barton, Nicolas Coleman

**Commissioners Absent:** None

**City Council Liaisons:** City Council Persons Don Moffitt and Jillian Johnson

**City Department Staff:** James Davis, Human Relations Manager, and Juanita English, Administrative Assistant

**Orders of the Day**

**1. Ceremonial Items**

None

**2. Public Comments**

None

Commissioner Diane Standaert, Commission Chair Elect, thanked Commissioner Ricky Hart for leading the DHRC with the Durham Police Department racial bias issue.

Commissioner Ricky Hart commented to the Commission that he enjoyed working on the Commission. He thanked everyone for their good work on the Commission and wished the DHRC the best.

#### **8. Human Relations Manager's Report**

James Davis, Human Relations Manager, provided the Commission with the Human Relations Manager's Report for April 2017; copy of report attached, (see Attachment 2).

James Davis, Human Relations Manager, provided the Commission with the Human Relations Division Monthly Case and Activity Report for April 2017; copy of report attached, (see Attachment 3).

James Davis, Human Relations Manager, provided the Commission with the 2017 Hate Crime And/Or Hate Bias Incidents Log; copy of log attached, (see Attachment 4).

James Davis, Human Relations Manager, informed the Commission that May was his one year anniversary with the City of Durham as the Human Relations Manager. He thanked the Commission for their hard work, stating that he had worked on three commissions, and this one gets more done than any other he has been on.

James Davis, Human Relations Manager, invited the Commission to attend the Fair Housing Training Workshop sponsored by the Human Relations Division, to be held at the NIS Department Conference Room on Wednesday, June 21, 2017 at 1:00 PM. He asked that everyone that wants to attend the workshop to please RSVP on the human relations website.

James Davis, Human Relations Manager, invited the Commission to attend the opening ceremony of the 2017 Region IV Fair Housing Assistance Program (FHAP) Peer Training, hosted by the Human Relations Division and sponsored by HUD, at the Durham Convention Center on Wednesday, July 19, 2017 at 9:00 AM.

#### **9. Old Business**

Durham County Detention Center Recommendations:

Commissioner Phil Seib, Commission Chair, reported to the Commission that the City Council received the DHRC Durham County Detention Center Recommendations by email rather than being submitted as an agenda item on the City Council's agenda because Mayor Bell did not want it on the City Council agenda.

Commissioner Phil Seib, Commission Chair, reported to the Commission that the DHRC Durham County Detention Center Recommendations were sent to the Durham County Commission, and that Chair Wendy Jacobs sent the recommendations to the Durham County Sheriff's Office, and she informed Commissioner Phil Seib, Commission Chair, that she would respond back to him, but he has not yet heard back from her.

The committee members made a suggestion that the committee decide how the Commission should move forward with the recommendations to the City Council and County Commission, and report back to the Commission.

DHRC Social Media Guidelines and Policies Update:

Commissioner Nicolas Coleman, Website/Marketing Committee Chair, provided the Commission with a draft of the proposed DHRC Social Media Guidelines and Policies for review by email on Tuesday, April 25, 2017; copy of email and draft of the proposed DHRC Social Media Guidelines and Policies attached, (see Attachment 5 & 6).

James Davis, Human Relations Manager, informed the Commission that once he hears back from the Public Affairs Office, he would provide the Commission with an update concerning the proposed DHRC Social Media Guidelines.

DHRC Awards Ceremony Update:

Commissioner Yolanda Keith, Special Events Committee Co-Chair, provided an update to the Commission on the planning of the DHRC 2017 Advocacy Awards Ceremony, reporting that the logistics for the ceremony are set. She asked the Commission members to send the event flyer to their contacts to invite them to the event; copy of event flyer attached, (see Attachment 7).

James Davis, Human Relations Manager, informed the Commission that he would be send an all user email to City of Durham employees, announcing the award recipients and inviting employees to the awards ceremony; copy of email attached, (see Attachment 8).

Note: The DHRC 2017 award recipients are as follows: Fair Housing Project of Legal Aid of North Carolina, recipient of Fair Housing Advocacy Award, Youth Organizing Institute, recipient of Norris Wicker Youth Human Rights Advocacy Award, Spirit House, recipient of Carlie B. Sessoms Award, and Jillian Johnson, recipient of Human Rights Advocacy Award.

Commissioner Felicia Arriaga, Special Events Committee Co-Chair, asked Commission members to volunteer to help before the event starts, to be on the program, and to help with cleanup after the event.

Commissioner Mikel Barton informed the Commission that he wanted to pursue getting restaurants to sponsor a restaurant gift certificate or gift card for a free meal to the award recipients. Commissioner Ian Kipp and Commissioner Ricardo Correa volunteered to help Commissioner Mikel Barton with getting restaurant gift certificates for the award recipients.

Commissioner Gerri Robinson raised the concern as to whether it was legal to give monetary gifts to the award recipients.

James Davis, Human Relations Manager, informed the Commission that he would check with the proper department to find out if it is legal to give monetary gifts to the award recipients.

Immigrant Community Information Update:

Commissioner Girija Mahajan, of the Immigrant Community Committee, provided the Commission with an update on the Immigrant Community Information event.

DHRC Proposed Amendment to Rules of Procedure & Powers and Duties:

Commissioner Susan Austin, Policies & Procedures Committee Chair, provided the Commission with the Proposed Amendment to the Durham Human Relations Commission Rules of Procedure & Powers and Duties; copy of proposed amendment attached, (see Attachment 9).

Commissioner Susan Austin, Policies & Procedures Committee Chair, reported to the Commission that the proposed amendment to the Rules of Procedure & Powers and Duties was approved by the City Attorney's Office, so the Commission could move forward with adopting the proposed amendment.

Commissioner Phil Seib, Commission Chair, asked Juanita English, Administrative Assistant, to read the proposed amendment to the Commission, and she read the proposed amendment aloud to the Commission.

The Commission voted to accept the proposed amendment to the DHRC Rules of Procedure & Powers and Duties; the amendment was unanimously approved.

## **10. New Business**

### DHRC Officer Elections:

Commissioners Richard Ford, Franklin Hanes, and Ricky Hart, Nominations Committee Members, conducted the DHRC Officer Elections as follows:

The Nominations Committee announced that the nominations for DHRC Vice Chair were Commissioner Ashley Taylor-Jacobs, Commissioner Risa Foster, and Commissioner Sejal Zota, and that the nominations for DHRC Chair were Commissioner Phil Seib and Commissioner Diane Standaert.

Each nominee for DHRC Vice Chair spoke to the Commission about their qualifications to serve as Vice Chair of the DHRC, and their vision for the Commission for the next fiscal year, and each nominee for DHRC Chair spoke to the Commission about their qualifications to serve as Chair of the DHRC, and their vision for the Commission for the next fiscal year.

The Nominations Committee passed out the ballots to the Commission members for DHRC Chair and DHRC Vice Chair; each Commission member voted, and the ballots were collected and counted.

It was announced to the Commission that Commissioner Ashley Taylor-Jacobs was elected as DHRC Vice Chair for a second term.

Note: Commissioner Ashley Taylor-Jacobs received eight votes for DHRC Vice Chair, Commissioner Risa Foster received six votes for DHRC Vice Chair, and Commissioner Sejal Zota received three votes for DHRC Vice Chair.

It was announced to the Commission that Commissioner Diane Standaert was elected as DHRC Chair.

Note: Commissioner Diane Standaert received ten votes for DHRC Chair, and Commissioner Phil Seib received seven votes for DHRC Chair.

Commissioner Phil Seib, Commission Chair, thanked the Commission for the opportunity to serve as DHRC Vice Chair and Chair. He handed the gavel to Commissioner Diane Standaert, Commission Chair Elect, to begin her term as DHRC Chair.

Commissioner Diane Standaert, newly elected Commission Chair, thanked Commissioner Phil Seib for his service to the Commission, and she stated to the Commission that she looked forward to serving as the Commission Chair.

## **11. Durham Human Relations Commission (DHRC) Long-Range Calendar**

The DHRC June 2017 Monthly Commission Meeting is scheduled to be held on Tuesday, June 6, 2017 at 7:00 PM.

### **Adjournment**

Commissioner Diane Standaert, newly elected Commission Chair, adjourned the meeting at 8:52 PM.

# Durham Refugee Day Celebration



**Saturday, May 6th**

2pm– 5pm

**Durham Central Park**

501 Foster St in Durham

(Free On-site Parking)

<https://durhamrefugeeday.com/>

**FREE** music, activities, & workshops for celebration & welcome of refugees. **FOOD TRUCKS** and family fun make this an afternoon of joyful global solidarity.



**The City of Durham  
Neighborhood Improvement Services Department  
Human Relations Division**

**Human Relations Manager's Report  
April 2017**

- Human Relations Division had a fair housing display and banner in the lobby of City Hall during the month of April in recognition of Fair Housing Month, and Human Relations staff conducted fair housing outreach in City Hall during the month of April.
- Intake Specialist and Bilingual Human Relations Specialist participated in the Community Resource Fair at the Durham Public Schools Staff Development Center on April 1<sup>st</sup>;
- Human Relations Manager and Administrative Assistant participated the Human Relations Commission monthly meeting on April 4<sup>th</sup>;
- Human Relations Specialist made two Basic Energy Education (BEE) training presentations on April 4<sup>th</sup>;
- Human Relations Specialist and Human Relations Manager conducted an on-site visit to a new multifamily community to ascertain the property's adherence to the Fair Housing Construction & Design mandate;
- Human Relations Specialist conducted a BEE training presentation on April 5<sup>th</sup>;
- Human Relations Intake Specialist and Community Relations Specialist met to strategize how to maximize the use of Nationbuilder for the entire NIS Department;
- Human Relations Manager attended the 4<sup>th</sup> Annual Dr. Martin Luther King, Jr. Good Neighbor Prayer Brunch and presented the Human Relations Award at the event on April 8<sup>th</sup>;
- Human Relations Manager attended the Mayor's Committee for Persons with Disabilities meeting on April 11<sup>th</sup>;
- Human Relations Specialist, Intake Specialist and Human Relations Manager attended a webinar on the Fair Housing Act's Design & Construction mandate on April 12<sup>th</sup>;
- Intake Specialist participated as a judge for the "Neighborhood Spotlight" award nominations;
- Human Relations Manager participated in a conference call with HUD to discuss the agenda for the Region IV FHAP Peer Training event to be held in Durham by the Human Relations Division;
- Human Relations Manager and Intake Specialist participated in the Fair and Affordable Housing Summit in Winston-Salem on April 20<sup>th</sup>;
- Human Relations Specialist conducted a fair housing and BEE training session during the first-time homebuyer's class on April 24<sup>th</sup>;
- Human Relations staff attended the Nationbuilder Part 1 training on April 24<sup>th</sup>;
- The Human Relations staff participated in a webinar on accessible routes on April 26<sup>th</sup>;
- The Human Relations staff participated in the City of Raleigh Annual Fair Housing Conference conducted by the Raleigh Fair Housing Hearing Board on April 28<sup>th</sup>, where the Human Relations Manager was one of the panelist speakers; he spoke on reasonable accommodations for persons with disabilities.

**HUMAN RELATIONS CALENDAR OF UPCOMING EVENTS:**

- Durham Human Relations Advocacy Awards Ceremony on Thursday, May 11, 2017 at Hayti Heritage Center;
- Human Relations Division Fair Housing Training Workshop on Wednesday, June 21, 2017 Golden Belt Center.

**CITY OF DURHAM**

Neighborhood Improvement Services Department, Human Relations Division

101 CITY HALL PLAZA | DURHAM, NC 27701

Physical Address: GOLDEN BELT CENTER | 807 EAST MAIN STREET, SUITE 2-300 | DURHAM, NC 27701

919.560.4107 | F 919.560.1790

www.DurhamNC.gov

### Monthly Case and Activity Report April 2017

This report covers the period of April 1, 2017 through April 30, 2017. During this time, the Human Relations Division received 6 housing discrimination inquiries. The Human Relations Division converted 2 inquiries into complaints accepted for investigation during this reporting period. *NOTE: Complaints accepted for investigation during this period may include inquiries received during a prior reporting period.* The Division closed zero (0) complaints during this reporting period.

As of May 2, 2017, there are twenty-four (24) open housing discrimination complaints.

The numbers reflected above and in the chart below do not include the Supportive Service inquiries which were received and referred to other resources during this reporting period.

#### Cases Accepted for Investigation

Inquiries (Apr. 2017)	YTD Inquiries	Complaints (Apr. 2017)	YTD Complaints	Type of Complaints Accepted (Apr. 2017)
6	69	2	33	<ul style="list-style-type: none"> <li>One (1) – Disability</li> <li>One (1) – Sex</li> </ul>

#### Closed Cases

Closed (Apr. 2017)	YTD Closed	Age < 100 days	Age > 100 days	Closure Type
1	20	0	1	<ul style="list-style-type: none"> <li>One (1) – No cause</li> </ul>

#### Open Cases (as of May 2, 2017)

HUD Case #	Investigator	Basis of Complaint	Date Accepted (HUD)	Age
04-16-5194-8	L. Revelle	Disability	09/06/16	239
04-16-5011-8	L. Revelle	Race & Color	08/16/16	260
04-16-5453-8	L. Revelle	National Origin	09/27/16	218
04-17-6134-8	L. Revelle	Disability	11/23/16	161
04-17-5579-8	L. Revelle	Sex	10/12/16	203
04-17-7055-8	L. Revelle	Race	02/13/17	79
04-17-5913-8	L. Revelle	Disability, Religion, Familial Status	11/07/16	177

04-17-7014-8	L. Revelle	Religion	02/08/17	84
04-17-7359-8	L. Revelle	Race	03/09/17	55
04-17-5774-8	L. Martinez	Disability	10/27/16	189
04-16-4806-8	L. Martinez	National Origin	06/27/16	310
04-17-7643-8	L. Martinez	Disability	03/30/17	35
04-16-4944-8	L. Martinez	Race	08/02/16	274
04-16-5439-8	L. Martinez	Race	09/26/16	219
04-17-7336-8	L. Martinez	Disability	03/08/17	56
04-17-7013-8	L. Martinez	Religion	02/08/17	84
04-17-6133-8	L. Martinez	Race, Color, and Disability	11/23/16	161
04-17-6236-8	L. Martinez	National Origin	12/02/16	180
04-17-5983-8	L. Martinez	Disability	11/10/16	174
04-17-6234-8	L. Martinez	Sex	12/02/16	152
04-17-6776-8	L. Martinez	National Origin and Disability	01/19/17	104
04-17-7274-8	L. Revelle	Disability	03/02/17	62
04-17-7835-8	L. Revelle	Sex	04/18/17	15
04-17-7776-8	L. Martinez	Disability	04/13/17	20

Fair Housing Outreach and Educational events conducted or wherein the Human Relations Division participated are listed below:

**Outreach**

Date	Location	Type of Event	#Served	Staff
4/1/17	Durham Public Schools	Outreach	30	NJ, LM
4/4/17	DHA	Presentation	10	LR
4/5/17	Goley Pointe Comm. Ctr.	Presentation	6	LR
4/24/17	Reinvestment Partners	Presentation	12	LR
4/29/17	Durham Limpio	Outreach	50	LM

**Training**

Date(s)	Location	Presenter/Sponsor	Topic(s)/Title	Staff
4/12/17	Webinar	HUD	Fair Housing Accessibility FIRST	LR, JD, NJ
4/20/17	Winston-Salem	Winston-Salem Human Relations Department	Fair and Affordable Housing Summit	JD, NJ
4/28/17	Raleigh	Raleigh Fair Housing Hearings Board	Annual Fair Housing Conference	JD, JE, LR, LM, NJ

(2017)  
HATE CRIME AND/OR HATE BIAS INCIDENTS LOG

CODES	NO. OF INCIDENTS
A = Assault or fight (other than shootings).....	1
C= Charges (other than charges mentioned on log).....	2
D = Derogatory public statements, letters, expressions.....	2
E = Ethnic Intimidation charge.....	1
F = Arson or suspicious burnings.....	2
K = Killings.....	0
L = Leafleting or literature, other than at a march or rally.....	44+
M = March, rally, demonstration, or membership solicitation.....	3
N= Kidnapping.....	0
S = Shooting (at persons or property); if victim is killed, incident is listed as a Killing .....	0
T = Threat, disruption, or other harassment .....	5
V = Vandalism or destruction of property .....	1
X = Illegal cross burning .....	0
W = Weapons charge .....	0

**TOTAL: 61+**

JANUARY

29 M **NEW HANOVER(WILMINGTON):** On Sunday, January 29, 2017, the Revolutionary Black Panther Party (RBPP) held a news press conference at the steps of the New Hanover County courthouse armed with weapons when members of the New Hanover County Sheriff's Department and the Wilmington Police Department arrived. A lieutenant with the New Hanover County Sheriff's Department told the RBPP's leader that they were not allowed to have their weapons on courthouse property and that RBPP members who had on facial coverings needed to remove them because of the local county ordinance prohibiting the display of firearms and possession of concealed handguns on courthouse property and because of the state ordinance that prohibits wearing masks at meetings or demonstrations. Sheriff's deputies then picked up the weapons, two revolvers, five semi-automatic pistols, and three shotguns and began unloading them before taking them to be inventoried. All of the weapons were loaded and some had bullets in the chamber. Later on in the day, the RBPP continued their message at a private home and many members were armed while they spoke at the home. They talked about the deaths of black men in North Carolina that was caused by police brutality. The leader of the RBPP said that deputies with the New Hanover County Sheriff's Department told him that the RBPP would get their weapons back on Monday, January 30, 2017. *(NOTE: This Incident will be indicated at two (2) incidents listed under the "March, Rally...." category)* **(SOURCES: WECT-TV6 News-Wilmington, North**

**Carolina; Wilmington Star News Newspaper-Wilmington, North Carolina)**

See link: <http://www.wect.com/story/34373690/deputies-sieze-weapons-at-rbpbp-press-conference>

See link: <http://www.starnewsonline.com/news/20170129/black-panther-event-held-despite-earlier-disarming>

**FEBRUARY**

- C 03** **(HOKE) RAEFORD:** On or about February 2, 2017, federal prosecutors announced that a 36-year-old man was sentenced in federal court to eight months of home confinement after pleading guilty in November 2016 to a felony charge for threatening members of a mosque in order to obstruct their free exercise of religious beliefs. The man made death threats to worshippers of the mosque in Raeford, taunted children, attempted to run over one of the community's members in his vehicle and pointed a firearm at a worshipper. He was also accused of leaving bacon outside the mosque because the Qu'ran prohibits Muslims from eating pork *(NOTE: This incident will be indicated as one (1) incident listed under the "Charges....." category)* **(SOURCE: ABC 11 EYEWITNESS NEWS/WTVD 11-RALEIGH/DURHAM/FAYETTEVILLE)**  
See link: <http://abc11.com/news/army-veteran-sentenced-in-hoke-county-mosque-threat/1735136/>
- L 12-14** **DURHAM (CITY OF DURHAM AND IN THE COUNTY):** On or about February 12, 2017 through February 14, 2017, some city and county residents found disturbing Valentine's themed cards near their homes. The "cards" appeared to be Ku Klux Klan recruiting fliers with red hearts surrounding the phrases "*Love your own race*" and "*Stop homosexuality and race mixing*", according to posts on social media and on other correspondence. In some cases, the cards came in a plastic bag with candy. The cards indicate they are from the North Carolina-based Loyal White Knights, which claims to be the largest and most active KKK group in America. The cards include a drawing of a hooded figure, a phone number, and the Loyal White Knights website. A Durham Police Department's spokesperson has received at least four calls about the cards since Sunday. A Durham County Sheriff's Office's spokesperson received a few reports of fliers distributed on Bivins Road, Craig Road and Snow Hill Road over the weekend. *{NOTE: This incident will be indicated as 44+ listed under the "Leafletting...." Category}* **(SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH)**  
See link: [http://www.newsobserver.com/news/local/community/durham-news/article132875404.html#emlnl=morning\\_newsletter](http://www.newsobserver.com/news/local/community/durham-news/article132875404.html#emlnl=morning_newsletter)
- 18 T** **FORSYTH (KERNERSVILLE):** On or about February 16, 2017, a consortium of Tea Party members. Patriot group members and other conservative activists, close to 20 or so people, gathered in a private dining room at a seafood restaurant in Kernersville for presentation on supposed Muslim plot to conquer the United States. The presenter at the meeting, who soldiered through frequent interruptions

about supposed Muslims treachery paid with testimonials about preparedness for violent confrontation and even expressions of readiness to kill Muslims. The focus of the presenter's presentation centered on the Muslim Brotherhood, a culturally conservative organization founded in Egypt in 1928 that has established branches throughout the Middle East and North Africa, with members also immigrating to Europe and the United States. An expert in North African and the Middle East, stated that "*some commentators have portrayed that a document as evidence that the Brotherhood's sinister project is to take over the Western World.*" An attendee, who was identified as a Winston-Salem native who was a retired federal employee and a native of Cuba, stated, "*Do you have any recommendations as to how we could stop this? Because my only recommendation is to start killing the hell out of them.*" Later, the same man stated, "*I am beyond that point. I'm ready to start taking people out.*" The Federal Bureau of Investigations (FBI) is investigating the incident. A statement from an FBI spokeswoman stated, "*The FBI is aware of news media stories about a recent meeting in North Carolina where comments were reportedly made against the Muslim community. We are working with our local law enforcement partners to determine if a federal violation involving threats of violence that is not speech protected under the First Amendment has occurred. The safety and security of our citizens is a priority for the FBI and we have been in contact with local community leaders to assure them we take potential threats of violence very seriously.*" [NOTE: This incident will be indicated as one (1) incident under the "Threats..." category] (SOURCES: TRIAD CITY BEAT NEWSPAPER -GREENSBORO; WFMY-TV NEWS 2-GREENSBORO; THE CHARLOTTE OBSERVER-CHARLOTTE)

See link: <https://triad-city-beat.com/2017/02/local-conservative-activists-prepare-violent-confrontation-islam/>

See link: <http://www.wfmynews2.com/news/local/reports-death-threats-made-against-muslims-in-meeting-in-kernersville/410190396>

See link:

<http://www.charlotteobserver.com/news/local/crime/article133592524.html>

- 21 C **WAKE (CARY):** On or about February 19, 2017, a 27-year old male was said to have posted an online message that said, "Don't go to Cary tomorrow." In a later private message conversation to a cooperating witness, the male told the person that he was fed up with the "*kuffar*" a derogatory Arabic term for "*unbelievers.*" The U. S. Attorney Office for the Eastern District of North Carolina released the message that the 27-year-old male stated which was, "*For too long the kuffar [non-Muslims] have spit in our faces and our rights. This cannot continue. I cannot speak of anything. Say your dua [prayers], sleep, and watch the news tomorrow. It will only be the beginning....*" The U.S. Attorney's Office also indicated that law enforcement traced the message to the 27-year-old male's apartment in Cary. After obtaining a search warrant, officers found an AK-47 assault rifle, four 30-round magazines and about 340 rounds of 7.62 millimeter

ammunition. The case is being investigated by the Federal Bureau of Investigation (FBI), the Cary Police Department and the N.C. State Bureau of Investigation (SBI). *[NOTE: This incident will be indicated as one (1) incident listed under the "Charges...." category]* **(SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH)**

See link:

[http://www.newsobserver.com/news/local/crime/article134060179.html#emlnl=Breaking\\_News\\_Alerts](http://www.newsobserver.com/news/local/crime/article134060179.html#emlnl=Breaking_News_Alerts)

- 22 T **DURHAM (DURHAM):** On or about February 22, 2017, police officers with the Durham Police Department were called to a Jewish Community Day School in Durham after a bomb threat was reported. The threat came at mid-morning and the school had students from preschool through fifth grade. Police officers used bomb sniffing dogs while people stood outside the building. Police officials said that that the found no danger. *[NOTE: This incident will be indicated as one (1) Incident listed under the "Threats....." category.]* **(SOURCES: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH; ABC EYEWITNESS NEWS 11/WTVD- RALEIGH/DURHAM/FAYETTEVILLE)**  
See link: [http://www.newsobserver.com/news/local/counties/durham-county/article134248134.html#emlnl=Breaking\\_News\\_Alerts](http://www.newsobserver.com/news/local/counties/durham-county/article134248134.html#emlnl=Breaking_News_Alerts)

See link: <http://abc11.com/news/durham-police-investigating-threat-at-jewish-school/1767198/>

- 27 T **BUNCOMBE (ASHEVILLE):** On or about February 27, 2017, Asheville Police Department investigated a bomb threat early in the morning at the local Jewish Community Center. Officials with the Asheville Police Department said a threat was called into the center at about 9:30 a.m. The director of the Jewish center stated, *"We did receive a bomb threat this morning. It appears that other JCCs (Jewish Community Centers) have received these threats as well. A receptionist received the call. About 40 people were in the building when the center got the threat. We were very, very well prepared for this because we know these other calls have been coming in across the country. It was an orderly evacuation."* A police spokesperson stated, *"Police checked both the interior and exterior of the facility. Officers cleared the area at about 10:30 a.m. No suspicious items were found. For that reason, a bomb squad was not called. A detailed incident is being taken and investigation into the incident is ongoing."* When the police spokesperson was asked if the incident would be treated differently because it appeared to be part of a national pattern and may have targeted a group because of religion, the police spokesperson said, *"Further investigation is required to determine if this would be classified as terrorism or a hate crime. We are completing a detailed incident report and forwarding that on to the FBI for further review."* The center was then reopened at 10:30 a.m. and there were no kids at the center because it was a teacher work day. *[NOTE: This incident will be indicated as one (1) incident listed under the "Threats..." category]* **(SOURCES: ASHEVILLE CITIZEN TIMES NEWSPAPER-ASHEVILLE;**

**WXII-TV 12 NEWS/WINSTON-SALEM)**

See link: <http://www.wxii12.com/article/asheville-jewish-center-at-least-7-others-targeted-by-bomb-threats/8986276>

See link: <http://www.wxii12.com/article/asheville-jewish-center-at-least-7-others-targeted-by-bomb-threats/8986276>

**MARCH**

- 10 D **WAKE (RALEIGH):** On or about Wednesday, March 8, 2017, a social media post showed three middle school students making racially offensive comments. The video showed three students from a middle school located in Raleigh making derogatory remarks about different racial and ethnic groups along with chanting, "KKK". "Within the video, the students can be heard saying, *"if you're in America, we don't accept n--gers, Jews, Arabs or Hispanics."* One of the middle school students stated, *"Go back to the fields of Alabama. Go back to the factories of Mississippi. You don't deserve freedom."* The video also has the three middle school students chanting, "KKK". The principal of the school left a voicemail with parents telling them how the school had responded. The principal stated that a parent had brought the video to the school's attention on Wednesday morning, and that a subsequent investigation identified the students who "have received appropriate disciplinary action." The principal also stated, *"Here at the (name of the middle school), the expectation is that we adhere to high standards for all students. This video violates those standards, and its message will not be condoned in our school."* The principal further stated that a subsequent investigation identified the students who *"have received appropriate disciplinary action."* [NOTE: This incident will be indicated as one (1) incident listed under the "Derogatory Statement..." category](SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH)
- See link:  
[http://www.newsobserver.com/news/local/education/article137679018.html#emlnl=morning\\_newsletter](http://www.newsobserver.com/news/local/education/article137679018.html#emlnl=morning_newsletter)
- 10 M **CASWELL (PELHAM):** On or about Friday, March 10, 2017, the Loyal White Knights of the Ku Klux Klan, based out of Pelham, North Carolina, announced on its website ([www.kkkknights.com](http://www.kkkknights.com)) that it will hold a rally and a cross burning on May 6, 2017 in Asheboro, North Carolina. The KKK has not announced an exact location or time for the rally, but its flier touts free parking, no drinking, drugs or weapons and Whites only. (SOURCE: THE NEWS AND OBSERVER NEWSPAPER-RALEIGH)
- See link:  
[http://www.newsobserver.com/news/local/article137706138.html#emlnl=Afternoon\\_Newsletter](http://www.newsobserver.com/news/local/article137706138.html#emlnl=Afternoon_Newsletter)
- 15 D **DURHAM (DURHAM):** On or about March 15, 2017, several prominent

worldwide Twitter accounts were vandalized by hackers who posted images of the Turkish flag, anti-German and anti-Dutch messages along with inflammatory language and Nazi symbols, including the swastika to attack the Netherlands and Germany. One of the prominent worldwide Twitter accounts hacked was Duke University's Twitter account. Duke University made the following statement on their Twitter account which stated, "This morning our Twitter account was hacked. We've now deleted the tweet and are investigating. We apologize for the earlier tweet. March 15, 2017 6:49 a.m." [NOTE: This will count as one (1) incident under the "Derogatory public statements,..... category] (SOURCE: **WGHP FOX8 TELEVISION NEWS- HIGH POINT**)

See link: <http://myfox8.com/2017/03/15/top-twitter-accounts-including-duke-university-vandalized-with-nazi-symbols/>

- 21 T **MECKLENBURG (CHARLOTTE):** On or about Tuesday, March 21, 2017, a Pakistani woman she feared for her life as she breastfed her baby at a northwest Charlotte shopping center, a White man---- in his 40's or 50's, bald with a cap in a newer model red pickup truck---pulled up to her car, glared menacingly at her for several minutes and pulled out a rifle from his back seat with the barrel pointed directly at her. The Pakistani woman recalled thinking, "Now I should get out of here". She stated that she clutched her baby, walked as fast as she could through the parking lot to an Indian store to help. The Pakistani woman stated she did not know if the driver followed her into the parking lot or whether he first noticed her Muslim attire, including hijab and abaya, when she got out of her car to breastfeed her crying baby in the back seat before going for groceries. The Pakistani woman further stated that the Indian store owner, responding police officers and "complete strangers" in the parking lot came to her aid. (SOURCE: **THE CHARLOTTE OBSERVER NEWSPAPER-CHARLOTTE**)

See link:

<http://www.charlotteobserver.com/news/local/crime/article140208923.html>

#### **APRIL**

- 06 A,F,T **MECKLENBURG (CHARLOTTE):** On or about Thursday, April 6, 2017 at around 9:59 p.m., police officers with the Charlotte Police Department were called to a fire at a store located at a Nepali Indian store in Charlotte. On arrival, officers were advised by the Charlotte Fire Department that the fire was contained to the front door and burned itself out by their arrival. Investigators stated one of the windows in the door had been broken out with a rock and a note was left near the door. The note said, "the suspect did not want any refugee business owners and that they would torture the owner if they did not leave and go back to where they came from. White America." Investigators also stated that video surveillance of the incident showed a black male suspect, about 5 feet 8 inches tall, 200 pounds. The suspect had a short afro, a goatee and was wearing a gray hoodie under a black coat, light jeans and black shoes. Officials stated that there were no injuries. (SOURCE: **THE NEWS AND OBSERVER NEWSPAPER-**

**RALEIGH**

See link:

[http://www.newsobserver.com/news/local/article143296274.html#emlnl=morning\\_newsletter](http://www.newsobserver.com/news/local/article143296274.html#emlnl=morning_newsletter)

- 10 C,E,F **MECKLENBURG (CHARLOTTE)**: On or about Sunday, April 9, 2017, the Charlotte police authorities stated that they had arrested a 32-year-old black male for a “*racially tinged arson attack on an immigrant-owned store specializing in goods from the Indian subcontinent.*” The black male was charged with multiple counts including ethnic intimidation and burning a commercial building. The Charlotte police authorities previously stated that someone set a fire Thursday, April 6, 2017 at the store that burned itself out, that a window was broken with a rock, that a threatening note was found at the scene which was signed “White America”. **(SOURCE: ABC11 Eyewitness News/WTVD 11 Television-Raleigh/Durham/Fayetteville)**  
See link: <http://abc11.com/news/police-make-arrest-in-racially-tinged-nc-arson-attack/1855513/>
- 19 V **IREDELL (HARMONY)**: On or about Sunday, April 16, 2017, a church deacon and his wife arrived to open the church for Easter Sunday service in northern Iredell County when they noticed that a spray-painted black Nazi swastika was found on the front door. The deacon and his wife called 911 and an Iredell County deputy arrived. Iredell County Sheriff’s Department officials stated at this point, there are no leads in the case. **(SOURCE: WBTV 3 Television News-Charlotte)**  
See link: <http://www.wbvtv.com/story/35189118/iredell-church-vandalized-on-easter-deputy-grabs-paint-brush>

**From:** Nicolas Coleman <nicolas.coleman@duke.edu>  
**Sent:** Tuesday, May 02, 2017 11:25 PM  
**To:** English, Juanita  
**Subject:** Fw: HRC Social Media Guidelines Draft

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**From:** Nicolas Coleman  
**Sent:** Tuesday, April 25, 2017 1:20 PM  
**To:** Phillip Seib; Commissioner Yolanda Keith; sejal zota; City Council Person Johnson, Jillian; Commissioner Ian Kipp; Moffitt, Don; Deputy City Manager Chadwell, Keith; Davis, James E; Commissioner Mikel Barton; Commissioner Ricky Hart; Susan Austin; Commissioner Franklin Hanes; Gerri Robinson; Vice Chair Ashely Taylor; Girija Mahajan; Constance Stancil; Commissioner Risa Foster; Richard Ford; Commissioner Diane S.; Ricardo Correa; Felicia Arriaga  
**Subject:** HRC Social Media Guidelines Draft

Hello everyone,

Here is a draft of the Web/Marketing Committee's social media guidelines based on feedback from the survey you all filled out and suggestions from those of you with whom I have spoken during the drafting process. If you have any revisions please email me.

[https://docs.google.com/document/d/1J\\_f1qEftPFqNqt9jXVJRqwbHduHHiV4UhYPg-dnE2qc/edit?usp=sharing](https://docs.google.com/document/d/1J_f1qEftPFqNqt9jXVJRqwbHduHHiV4UhYPg-dnE2qc/edit?usp=sharing)

Best,

Nicolas Coleman

## HRC Web Policy/Social Media Guidelines

1. The HRC Facebook page will be managed directly by the Web/Marketing Committee.
2. Regular posts will be made announcing meetings (day or two before) and summarizing meetings (day after meeting).
3. Ad-Hoc committees can submit posts updating on their progress/work/seeking input in the planning stages of forums, etc.
4. All commissioners will be able to submit requests for things to be shared or posted for approval by web committee.
5. Submissions must be approved by the Web/Marketing Committee. Submissions will generally be posted with the following exceptions.
  - a. No political statements unless voted on by entire commission (like resolution passed condemning HB2)
  - b. No posts promoting things that financially benefit commissioners or friends/family.
  - c. Nothing negative/defaming about individuals or entities (unless such statements occur as a result of reports or resolutions approved by the entire commission).
  - d. No posting/sharing of unverifiable information or allegations.
  - e. No inappropriate material or material unrelated to the duties, purpose, or activities of the Human Relations Commission.
6. Web Committee will be able to utilize features on Facebook such as creating and inviting people to official HRC events (either regular meetings or forums, etc.).
7. Web Committee may use social media to promote attendance at regular meetings and events.
8. Web committee must seek approval from commission to change guidelines, add social media account, etc.
9. Commission will be able to vote to delete a post, change guidelines, etc. bypassing the Web Committee.
10. Performance indicators will be reported monthly at regular HRC meetings.
11. Posts will be spread out in time, allowing at a minimum six hours between posts.
12. Members of the Web Committee will still be responsible for monitoring social media accounts after hours, during weekends, and over holidays. This includes monitoring messages and comments but does not require any posts be made.
13. Comments will be allowed on social media posts while the Web Committee retains the ability to delete offensive material. The full commission additionally retains the ability to vote independently to remove any content posted or commented on HRC social media pages.

14. The Web Committee will be able to reply to comments or messages only to provide factual information but may not express opinions on matters not approved by the entire commission.

**Notes:**

Specific guidelines for committee approving posts.

Clarify guideline about activities financially benefiting commissioners/friends.

Specify timeframe for getting back to people via message/comment.

**HRC Web Policy: Facebook Group Guidelines**

15. The HRC private Facebook group will be accessible only by current members of the Human Relations Commission, Human Relations department staff, and active City Council liaisons to the commission.
16. Use of the Facebook group will be at the discretion of the commissioners. However, members of the Web/Marketing Committee reserve the right to monitor and delete any offensive or inappropriate material posted (including but not limited to: insulting material aimed at other commissioners or individuals not in the group, distasteful or lude content, false information).
17. Material posted in the Facebook group is private and absent the express consent of the author of any shared content, nothing posted in the group may be shared publicly or privately with persons not in the group.

SPONSORED BY THE CITY OF DURHAM  
HUMAN RELATIONS COMMISSION

# HUMAN RELATIONS ADVOCACY AWARDS



MAY 11, 2017 THURSDAY 6-8PM

HAYTI HERITAGE CENTER

804 FAYETTEVILLE ROAD, DURHAM NC

.....  
Featuring:

# Bull City Dignity

[WWW.BULLCITYDIGNITY.COM](http://WWW.BULLCITYDIGNITY.COM)

DURHAM



1869  
CITY OF MEDICINE

@DurhamHRC

Questions: Juanita English,  
919-560-4107, Ex. 34279

[Juanita.English@durhamnc.gov](mailto:Juanita.English@durhamnc.gov)



**From:** alluser.manager@durhamnc.gov  
**Sent:** Monday, May 08, 2017 2:48 PM  
**To:** zzAllzz  
**Subject:** Human Relations Award Ceremony - Honorees Announced!

From: *James Davis*

*!!This email is generated from the City of Durham Intranet. Do not reply to this email directly!!*

Join us on Thursday, May 11th at 6 p.m. at the Hayti Heritage Center to honor the following individuals and organizations for their remarkable work in furthering civil and human rights:

**Fair Housing Project of Legal Aid (Fair Housing Advocacy Award)**

**Youth Organizing Institute (Norris Wicker Youth Award)**

**Spirit House (Carlie B. Sessoms Award)**

**Jillian Johnson (Human Rights & Advocacy Award)**

The ceremony is free and open to the public with refreshments immediately following the program.

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File Attachment:

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**Proposed Amendment to the Durham Human Relations Commission  
Rules of Procedure and Powers and Duties**

The proposed amendment appears underlined and in italics:

**VII. Meetings**

**Order of Business** (This appears on page 5 of the by-laws)

8:

**Process for Submitting Items for the Agenda**

Items to be submitted for the agenda are to be submitted two (2) weeks prior to the meeting. Items of dire importance or items inadvertently omitted from the agenda require that the person that submitted the item must address the chair for permission to add the item. It will be at the discretion of the chair, with guidance from the commission members present at the meeting, as to whether the item will be added.

**Procedure for Passing a Resolution:**

The process for passing a resolution requires majority vote of the commission. After a commissioner brings a suggested resolution to the commission the following will occur:

An ad hoc committee will be formed for the purpose of researching the issue which includes referring to the Human Relations Liaison and/or City Attorney. If an item is not of dire importance, at the next meeting, the ad hoc committee will make their recommendation of: yes, go forward with the resolution, or no, do not proceed. If the commission accepts the resolution of the ad hoc committee, then the ad hoc committee will draft a resolution for full approval...

If the item is of dire importance, the ad hoc committee will convene during the current meeting to review and/or amend the item and then return to the full meeting of the Commission in progress to make their recommendation of: yes, go forward with the resolution, or no, do not proceed. The Commission will then discuss and vote on the proposed item at the current meeting. (The ad hoc committee meeting will be an open meeting, but not for public comment.)

If other matters to be voted on are discussed in the absence of the ad hoc committee, the chair of the HRC will debrief the ad hoc committee members on that discussion before the vote is taken.