



**DURHAM HUMAN RELATIONS COMMISSION  
MAY 2018 MEETING**

**Neighborhood Improvement Services Department Conference Room  
Golden Belt Center, Building 2, Floor 3  
807 East Main Street, Durham, NC 27701**

**Date: Tuesday, May 1, 2018**

**Time: 7:00 PM**

**MEETING MINUTES**

*Members of Commission: Commissioners Diane Standaert, Chair, Ashley Taylor-Jacobs, Vice Chair, Phil Seib, Gerri Robinson, Girija Mahajan, Susan Austin, Ian Kipp, Risa Foster, Sejal Zota, Franklin Hanes, Ricardo Correa, Felicia Arriaga, Mikel Barton, Nicolas Coleman, John Rooks, Jr., Nathan Plummer  
City Council Members: Javiera Caballero, City Council Liaison, Mark-Anthony Middleton, City Council Alternate Liaison*

**Call To Order**

Commissioner Diane Standaert, Commission Chair, called the meeting to order at 7:06 PM.

**Roll Call**

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

Commissioners Present: Diane Standaert, Chair, Ashley Taylor-Jacobs Commission Vice Chair, Phil Seib, Gerri Robinson, Girija Mahajan, Susan Austin, Ian Kipp, Risa Foster, Sejal Zota, Franklin Hanes, Ricardo Correa, Felicia Arriaga, John Rooks, Jr., Nathan Plummer

Commissioners Absent: Mikel Barton, Nicolas Coleman

City Council Liaison Present: None

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

**Orders of the Day**

**1. Ceremonial Items**

None

## **2. Public Comments**

Dolly Reeds of the Durham Association of Educators spoke to the Commission about plans for Durham Public School teachers to take a personal day off from school on Wednesday, May 16, 2018 to rally for better pay and working conditions on the opening day of the North Carolina General Assembly, and she asked the Commission to consider providing a letter of support to the Durham Association of Educators.

## **3. Approval of Minutes**

Commissioner Susan Austin made a motion to approve the meeting minutes of the DHRC March 2018 monthly meeting held on Tuesday, March 6, 2018, and the DHRC April 2018 monthly meeting held on Tuesday, April 3, 2018; Commissioner Risa Foster seconded the motion; the motion was unanimously approved with thirteen (13) votes "For" the motion. Note: Commissioner Girija Mahajan was not yet present at the meeting at the time the Commission voted on the motion to approve meeting minutes.

## **4. Presentations**

None

## **5. Executive Committee Report**

Commissioner Diane Standaert, Commission Chair, reported that she conducted an Executive Committee meeting on Thursday, April 26, 2018 to plan the agenda for the DHRC May 2018 meeting. She announced that the date and time of the DHRC Executive Committee meetings would be determined by the new DHRC officers.

Commissioner Felicia Arriaga announced that she would be resigning from the Commission on June 30, 2018 because she has accepted a new job at Appalachian State University, and therefore, will be moving from Durham.

Commissioner Diane Standaert, Commission Chair, reminded Commission members that the deadline for applications for open DHRC positions is due to the City Clerk's office on Friday, May 18, 2018. She encouraged Commission members to recruit for new Commission members through their contacts, especially with SONG, LGBT Center, and Durham Technical College.

Commissioner Gerri Robinson commented that community-based organizations, Parent Teacher Associations (PTAs), and church affiliates would also be good places to recruit for new Commission members, and she encouraged Commissioners to recruit with a focus on diversity in terms of age, community, and income level. She also commented that she would like to see the Commission sponsor a survey on ranking Commission members on diversity on the various City of Durham Commissions, starting with the DHRC, to see if the demographics of the Commissions match the demographics of the Durham population.

## **6. Committee Reports and Discussion**

### **Standing Committees:**

#### **Annual Awards Event Committee**

Commissioners Ashley Taylor-Jacobs, Commission Vice Chair, gave a verbal report about the Durham Human Relations Commission Awards Ceremony that was held on Wednesday, April 4, 2018 at Hayti Heritage Center. She reported that it was a good turnout with at least 100 attendees, due to getting the word out, the keynote speaker, and the award recipients. She reported that Bull City Slam was phenomenal and that Iris Fisher Catering did a great job.

Commissioner Susan Austin reported that the awards event had a good turnout by City Council members.

Commissioner Diane Standaert, Commission Chair, thanked Commissioner Ashley Taylor-Jacobs and everyone on the Annual Awards Event Committee for making a great awards event.

#### Community Outreach Committee

Commissioner Ricardo Correa, Committee Chair, reported that he went out into the community and talked with people in the public. He reported that some people that he spoke with were concerned about the crime rate in some parts of Durham. He reported that he spoke with patrons at the Durham Bus Station and they were concerned about the bus station not being policed, and that some Durham residents are banned from the bus station, especially ones with mental issues and they feel that is very unfair. He also reported that he heard that the property at the bus station was sold and that the bus station would move to The Village in East Durham, but he does not know if it is just a rumor or if it is true, and that the reason for the move to East Durham is because mostly low income patrons use public transportation, and that residents of nearby apartments have complained about the unsightliness of the bus station.

Commissioner Diane Standaert, Commission Chair, reported that the Commission has a good contact with GoDurham and that she would get in touch with the contact to see if she could find out if there are plans for the bus station to be moved.

#### Policies & Procedures Committee

Commissioner Susan Austin, Committee Chair, informed the Commission that there was no update committee report at this time, other than the committee is waiting to hear back from the City Attorney's Office on the ordinance.

#### Social Media/Marketing Committee

Commissioner Diane Standaert, Commission Chair, reported that when Commissioner Nicolas Coleman's term ends on June 30, 2018, the Commission will need volunteers to help with the DHRC Facebook page during the summer until new Social Media/Marketing Committee members are recruited.

#### **Ad hoc Committees:**

##### Affordable Housing/Gentrification Committee

Commissioner Phil Seib, Committee Co-Chair, reported that six Commission members met with Mayor Steve Schewel and City Council member Javiera Caballero on Monday, April 9, 2018 about the DHRC Durham Evictions Crisis Report and Recommendations. He reported that the committee presented the DHRC Durham Evictions Crisis Report and Recommendations at a City Council work session on Thursday, April 19, 2018. He reported that Mayor Steve Schewel and the City Council directed the Commission to present the DHRC Durham Evictions Crisis Report and Recommendations to the Durham County Board of Commissioners. He reported that after a brief discussion with Durham County Commission Chair Wendy Jacobs, the committee's next steps would be to have meetings with Durham County Commissioners one or two at a time before the end of the first week of May. He invited Commission members who are interested in being a part of these discussions, to attend the meetings with the Durham County Commissioners. He also reported that Commissioner Diane Standaert, Commission Chair, secured that Evictions is on the agenda of the Joint City County Task Force meeting scheduled for Tuesday, May 8, 2018 at 9:00 AM, and the Commission has been invited to briefly present the DHRC Durham Evictions Report and Recommendations at that meeting.

Commissioner Diane Standaert, Commission Chair, thanked Commissioner Phil Seib for his work on the DHRC Durham Evictions Crisis Report and Recommendations.

Note: Commissioner Diane Standaert, Commission Chair, sent an email to the Commission on Saturday, April 14, 2018 about the meeting with Mayor Schewel and City Council Person Javiera Caballero held on Monday, April 9, 2018 to discuss the DHRC Durham Evictions Crisis Report and Recommendations. She also sent an email to the Commission on Friday, April 20, 2018 with a Herald Sun article recapping the Commission's discussion at the City Council work session on Thursday, April 19, 2018 about the DHRC Durham Evictions Crisis and Recommendations; copy of both emails attached, (see Attachment 1).

Note: Commissioner Phil Seib, Committee Co-Chair, sent an email to the Commission on Tuesday, April 24, 2018 inviting Commission members to be a part of the meeting with Durham County Commissioners, and to attend and possibly help present at the Joint City County Task Force Meeting on Tuesday, May 8, 2018; copy of email attached, (see Attachment 2).

#### Law Enforcement Committee

The committee provided a written committee report; copy of report attached, (see Attachment 3).

Commissioner Sejal Zota, Committee Co-Chair, gave a verbal committee report. She reported that the committee thinks the Commission should discuss FADE's requests for the Commission concerning the Durham Police Department (DPD) recommendations, and that it will take some time with the issue of FADE's requests for the Commission.

The written committee report indicated that the committee followed up with the questions that the Commission submitted to the DPD on February 26, 2018, and that there was still no response.

Commissioner Diane Standaert, Commission Chair, commented that perhaps the Commission could compare the questions submitted to DPD with the FADE requests and see if some are the same.

James Davis, Human Relations Manager, reported that in his inquiry with Karmisha Wallace of the City Manager's Office, he has a sense that they are working on their response to the Commission's questions that were submitted to the DPD.

Commissioner Sejal Zota, Committee Co-Chair, reported to the Commission, and the written committee report indicated, that the committee recommends that the Law Enforcement Committee be dissolved since the committee's plan of action is coming to a close around the same time that the committee is losing members.

Commissioner Diane Standaert, Commission Chair, made a motion to dissolve the Law Enforcement Committee in its current form and to be reconstituted in a different form within sixty days; the motion was unanimously approved with fourteen (14) votes "For" the motion.

Commissioner Diane Standaert, Commission Chair, thanked everyone on the Law Enforcement Committee for their hard work.

#### Structural Racism Committee

Commissioner Nathan Plummer, Committee Co-Chair, gave a verbal committee report informing the Commission that the feedback period has been closed for the draft Structural Racism General Disparities Report and the committee would be working on the final draft report to present to the Commission for review and approval.

### **7. Commissioner Communications and Announcements**

Commissioner Ricardo Correa, Committee Chair, announced two possible outreach events in Durham for the Commission to participate in during May, Durham Refugee Day sponsored by City of Durham, CWS Durham, and World Relief Durham at Durham Central Park scheduled for Saturday, May, 5, 2018 at 2:00 PM until 5:00 PM, and Resistance Rodeo sponsored by the People's Alliance at Durham Central Park scheduled for Saturday, May 12, 2018 at 4:00 PM until 7:00 PM.

Commissioner Diane Standaert, Commission Chair, announced the Bimbé Cultural Arts Festival sponsored by the Durham Parks & Recreation Department at Rock Quarry Park scheduled for Saturday, May 19, 2018.

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

James Davis, Human Relations Manager, provided the Human Relations Manager's Report for April 2018; copy of report attached, (see Attachment 4).

James Davis, Human Relations Manager, provided the Human Relations Division Monthly Case and Activity Report for March 2018, since it was not available at the DHRC April 2018 meeting; copy of report attached, (see Attachment 5).

DHRC May 2018 Meeting Minutes for Tuesday, May 1, 2018

James Davis, Human Relations Manager, informed the Commission that the Human Relations Division Monthly Case and Activity Report for April 2018 was not yet available since the last day of April ended the day before the DHRC May 2018 meeting and all the data for the month of April had not yet been compiled for the April 2018 report.

James Davis, Human Relations Manager, announced that the Human Relations Division and the Mayor's Hispanic/Latino Committee is co-sponsoring the screening of the film "Wilmington on Fire" on Thursday, October 11, 2018 in honor of the Mayor's Hispanic/Latino Committee's 3<sup>rd</sup> Anniversary.

Commissioner Diane Standaert, Commission Chair, informed the Commission that the Community Conversation that the Human Relations Division hosted in City Hall on April 11, 2018, that she had the opportunity to attend, was a really powerful event with the Bull City 150 exhibit "Uneven Ground: The Foundations of Inequality in Durham" on display nearby in City Hall.

## **9. Old Business**

Next Steps on Community Conversations on Race in Schools and in Community

This agenda item was tabled due to time restraints.

Bull City Connector Update

This agenda item was tabled due to time restraints.

Participatory Budgeting Coalition - Report Back

This agenda item was tabled due to time restraints.

## **10. New Business**

Discussion of ICE Raids in Durham

Commissioner Diane Standaert, Commission Chair, reported that because of the current climate in the Durham community due to actions by Immigration Customs Enforcement (ICE), she was proposing that the Commission host a forum for the community to hear from the community-based organizations on their responses to the safety of the Durham immigrant community. She asked for a motion for the Commission to organize an immigrant community forum as soon as possible with sixty days.

Commissioner Phil Seib made a motion for the DHRC to organize a forum for the immigrant community as soon as possible within 60 days; Commissioner Sejal Zota seconded the motion.

The Commission discussed the motion to organize an immigrant community forum, including making sure the forum has community-based organizations that can insure participants have tools that will help them with these issues, and to not only invite the affected community, but also invite community that is not affected, so they can gain a better understanding of these issues.

Commissioner Diane Standaert, Commission Chair, made a friendly amendment to the motion as follows: Motion for the DHRC to create a forum to respond to the concerns of the immigrant community within 60 days.

The Commission voted on the motion with the friendly amendment; the motion was unanimously approved with fourteen (14) votes "For" the motion.

Commissioner Diane Standaert, Commission Chair, asked for Commission members to volunteer to plan the forum. Commissioners Ricardo Correa, Felicia Arriaga, Sejal Zota, and Susan Austin volunteered to plan the forum.

#### Discussion of Anti-Semitism in Durham

Commissioner Diane Standaert, Commission Chair, informed the Commission that it has been reported that there have been recent anti-Semitic activity in Durham, such as blatant anti-Semitic statements made at the City Council meeting held on April 16, 2018, white nationalist stickers and anti-Semitic posters displayed in downtown Durham, and a bomb threat made at the Lerner Jewish Community Day School on West Cornwallis Road. She reported that there was no action for the Commission to take at this time. She stated that this is a continuing conversation, and that it is most important to commit to self-education so we can respond as a community and be better as a community.

Commissioner Phil Seib commented that the Jewish community can be diverse in terms of religion, race, and heritage, which can be very complicated, so the Commission should make sure to reach out to various Jewish groups.

#### Motion to Meet Beyond 9:00 PM:

Commissioner Diane Standaert, Commission Chair, asked for a motion to meet beyond 9:00 PM.

Commissioner Phil Seib made a motion to meet beyond 9:00 PM, Commissioner Risa Foster seconded the motion; the motion was approved with eleven (11) votes "For" the motion, zero (0) votes "Against" the motion, and three (3) votes "Abstained" the motion, made by Commissioner Gerri Robinson, Commissioner Ricardo Correa, and Commissioner Felicia Arriaga.

#### Officer Elections for Chair and Vice Chair

Note: Juanita English, Administrative Assistant, sent an email to the Commission on Friday, April 13, 2018 with a list of Commissioners whose DHRC terms are expiring on June 30, 2018, Commissioners that are eligible to apply for another DHRC term, Commissioners who are eligible to run for DHRC Chair or Vice Chair, and Commissioners who are not eligible to run for DHRC Chair or Vice Chair; copy of email attached, (see Attachment 6).

Note: Commissioner Phil Seib, Nominations Committee member, sent an email to the Commission on Tuesday, April 17, 2018 that their nominations for DHRC Chair and Vice Chair were due to the Nominations Committee on Wednesday, April 25, 2018 by 12:00 midnight, and to inform the Commission of the nominations process for the DHRC Officer Elections for Fiscal Year 2019 to be held at the DHRC May 2018 meeting.

Note: Commissioner Phil Seib, Nominations Committee member, sent an email to the Commission on Tuesday, April 24, 2018 as a reminder to send their nominations to the Nominations Committee by Wednesday, April 25, 2018 by 12:00 midnight, so the Nominations Committee could vet the nominations. He reported that at the time of the email, the Nominations Committee had not received any nominations for Vice Chair, and he encouraged all Commission members that were interested to run for office.

Note: Commissioner Diane Standaert, Commission Chair, sent an email to the Commission on Friday, April 27, 2018 that the DHRC by-laws provide "if there are an insufficient number of eligible members, the Chair may waive the eligibility requirement of having served for one year on the Commission for the functionality of the Commission." The email informed the Commission that upon the advice of the Nominations Committee, she was using her discretion to waive that requirement for this year's nomination process.

Note: Commissioner Phil Seib, Nominations Committee member, sent an email to the Commission on Saturday, April 28, 2018 that in support of the Chair's announcement to suspend the eligibility requirements to open the field of candidates, the Nominations Committee was extending the nominating period to 5:00 PM on Sunday, April 29, 2018 to allow all possible new nominations, and as per the DHRC by-laws, the slate of nominees would be announced by 7:00 PM on Sunday, April 29, 2018, 48 hours before the officer elections were to be held at the DHRC May meeting on Tuesday, May 1, 2018; copies of the four above-referenced emails are attached, (see Attachment 7).

Note: Commissioner Phil Seib, Nominations Committee member, sent an email to the Commission on Sunday, April 29, 2018 with the slate of nominees for Chair and Vice Chair for the DHRC officer elections as follows: Commissioner Diane Standaert was nominated for Chair, Commissioner John Rooks, Jr. was nominated for Vice Chair, and one additional Commissioner was nominated but in the vetting process that Commissioner declined the nomination; copy of email attached, (see Attachment 8).

DHRC May 2018 Meeting Minutes for Tuesday, May 1, 2018

Commissioner Phil Seib, Nominations Committee member, informed the Commission at the meeting that the only nominee for Chair was Commissioner Diane Standaert, and the only nominee for Vice Chair was Commissioner John Rooks, Jr. There were no additional nominations made from the floor of the meeting.

Commissioner Susan Austin made a motion to vote for the slate of nominees for Chair and Vice Chair; Commissioner Girija Mahajan seconded the motion; the motion was unanimously approved with fourteen (14) votes "For" the motion.

Commissioner Diane Standaert was elected Commission Chair, and Commissioner John Rook, Jr. was elected Commission Vice Chair. Everyone at the meeting congratulated them with a round of applause.

Commissioner Diane Standaert, Commission Chair, thanked Commissioner Ashley Taylor-Jacobs for her service as Commission Vice Chair, and she presented her with fresh flowers and a "Love Durham" mug. Everyone at the meeting thanked her for her service as Commission Vice Chair with a round of applause.

#### DHRC Letter of Support for Durham Public School Teachers

Commissioner Risa Foster recommended that the Commission support Durham Public School teachers to take a personal day off from school on May 16, 2018 to rally for better pay and working conditions at the opening day of the regular session of the North Carolina General Assembly, and she asked the Commission to consider providing a letter of support as requested by the Durham Association of Educators.

Commissioner Diane Standaert, Commission Chair, asked for a motion for the DHRC to submit a letter of support to the Durham Association of Educators for the Durham Public School teachers.

Commissioner Susan Austin made a motion for the DHRC to create and send a letter to the Durham Association of Educators and the North Carolina Human Relations Commission by Friday, May 4, 2018 in support of Durham Public School teachers; Commissioner Risa Foster seconded the motion; the motion was unanimously approved with thirteen (13) votes "For" the motion. Note: Commissioner Gerri Robinson had left the meeting before the vote was taken on the above-referenced motion.

Commissioner Girija Mahajan and Commissioner Risa Foster agreed to create the DHRC letter of support.

Note: Commissioner Diane Standaert, Commission Chair, sent an email to Commission members on Tuesday, May 8, 2018 with the letter of support for Durham Public School teachers. She thanked Commissioner Girija Mahajan and Commissioner Risa Foster for drafting the letter of support; copy of email and letter of support attached, (see Attachment 9 & 10).

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

June 2018:

- Tuesday, June 5<sup>th</sup>: DHRC June Monthly Meeting at 7:00 PM at the NIS Department in Golden Belt Center
- Saturday, June 30<sup>th</sup>: End of Term for Some Current DHRC Members
- Saturday, June 30<sup>th</sup>: DHRC Annual Report Due to City Council

#### **Adjournment**

Commissioner Diane Standaert, Commission Chair, adjourned the meeting at 9:03 PM.

**From:** Diane Standaert <diane1009@gmail.com>  
**Sent:** Friday, April 20, 2018 8:41 AM  
**To:** English, Juanita  
**Cc:** Caballero, Javiera; Ashley Taylor; Commissioner Felicia Arriaga; Commissioner Franklin Hanes; Gerri Robinson; Girija Mahajan; Ian Kipp; Commissioner John Rooks, Jr.; Commissioner Mikel Barton; Commissioner Nathan Plummer; Commissioner Nicolas Coleman; Phillip Seib; Commissioner Ricardo Correa; Commissioner Risa Foster; Commissioner Sejal Zota; Commissioner Susan Austin; Stancil, Constance; Davis, James E; Chadwell, Keith; Middleton, Mark-Anthony  
**Subject:** Update from yesterday's City Council meeting

Hi all, the Herald Sun has a great recap of yesterday's discussion at City Council on our recommendations to address the eviction crisis.

Herald Sun article:

<http://www.heraldsun.com/latest-news/article209263914.html>

Great thanks to Phil who provided lots of support to reaching out to community partners over the last week, and for being there yesterday as well. The article doesn't mentioned that we also used the opportunity to support the NIS funding request for a Fair Housing Intake specialist as well.

Diane

On Sat, Apr 14, 2018 at 1:43 PM, Diane Standaert <[diane1009@gmail.com](mailto:diane1009@gmail.com)> wrote:  
Hello all,

This week, six members of the Human Relations Commission had the opportunity to meet with the Mayor and Councilperson Caballero about our recent report and recommendations to address the evictions crisis in Durham. The HRC will be speaking at the city council work session at 1 p.m. on April 19th at city hall, and write to ask you to join us.

In our meeting, the Mayor indicated that for him personally, funding for increased legal representation through the Eviction Diversion Program, is a priority for him in this year's budget. But he noted he is just one vote on the city council, which is charged with finalizing the city budget. As such it is not clear how much, or if any, funds would be included.

In our meeting, we also raised the request for an additional staff person to address fair housing inquiries in the city of Durham. This request was made last year as well, but was not included in the budget. We are asking the city to fulfill this request this year, to help ensure people in Durham have access to housing without discrimination.

The full list of our recommendations for evictions are below. On these other items, it was suggested that the HRC could be the vehicle for the Evictions Task Force, rather than the City creating a new one as we recommended. In term of emergency rental assistance, it was suggested that the County, rather than the City, fund the emergency rental assistance fund. We'll bring both of these suggestions to the HRC for further discussion, as well as seek to meet with the County Commissioners to discuss our report and

recommendations. The city currently has a landlord assistance fund for multi-family properties to make repairs on units affordable to low-income people, but not for landlords that own a small number of single family affordable units. The current thinking is to assess the current landlord assistance program before making additional changes. We welcome input on any of these suggestions.

Given the timing of the budget cycle for this year, now is a critical time for members of the community who wish for the city to address the evictions and fair housing in a meaningful way to make their voices heard. **This can be done either through contacting members of the city council at [council@durhamnc.gov](mailto:council@durhamnc.gov) by joining the HRC at the City Council work session at 1 p.m. on Thursday, April 19th where we will briefly present our recommendations at that time.**

As a reminder, each month, over 900 people in Durham face eviction, and this is disproportionately happening in low-income communities, and to women, and Black and Latino people. The HRC's recommendations were the following:

- Increase legal assistance to people facing eviction by increasing funding for the Eviction Diversion Program, an initiative of Duke's Civil Justice Clinic, Legal Aid of North Carolina and the Durham County Department of Social Services.
- Increase accessibility of assistance by developing a way for the city refer residents to the Eviction Diversion Program, such as through Durham OneCall
- Increase availability of rental assistance by supporting a citywide campaign "to raise funds for additional and less restricted emergency rental assistance."
- Create a landlord maintenance fund to provide funding for landlords to make repairs to make repairs to low-income and very low-income rental properties
- Create an Eviction Task Force to coordinate among tenants, landlords, lawyers, and various agencies in developing an action plan for city and county officials to lower evictions.
- That City Council members read Evicted, the Pulitzer Prize-winning book by Matthew Desmond.

Please contact me or Phil Seib if you have any questions.

Thank you,  
Diane

**From:** Phillip Seib <philseib.hrcdurham@gmail.com>  
**Sent:** Tuesday, April 24, 2018 11:30 PM  
**To:** English, Juanita; Caballero, Javiera; Ashley Taylor; Commissioner Felicia Arriaga; Commissioner Franklin Hanes; Gerri Robinson; Girija Mahajan; Ian Kipp; Commissioner John Rooks, Jr.; Commissioner Mikel Barton; Commissioner Nathan Plummer; Commissioner Nicolas Coleman; Commissioner Ricardo Correa; Commissioner Risa Foster; Commissioner Sejal Zota; Commissioner Susan Austin; Stancil, Constance; Davis, James E; Chadwell, Keith; Middleton, Mark-Anthony  
**Subject:** HRC meetings with County Commissioners

Hello Fellow Commissioners,

As you may know from Diane's recent update on our Eviction Report Mayor Schewel and City Council has directed the HRC to discuss our report, specifically our recommendation for more rental assistance funding (that is less restrictive) directly to the Durham County Commissioners. After a brief discussion with County Commission Chair, Wendy Jacobs, we feel our next steps are to have meetings with County Commissioners one or two at a time before the end of the first week of May. We would like to invite all HRC Commissions who are interested in being a part of these discussions to attend.

Knowing that the timing is short we are hoping to develop a list of HRC Commissioners that would like to attend these meetings while we are developing the list of County Commissioners that would like to attend. Please note, we do not have confirmation from County Commissioners of their availability for any of these meetings yet but we will alert everyone when we have confirmation of which meeting which County Commissioner can attend as soon as possible.

These are the meeting times we are proposing:

Saturday April 28<sup>th</sup> between 11am and 2pm location TBA  
Wednesday May 2<sup>nd</sup> between 6pm and 8pm location TBA  
Friday May 4<sup>th</sup> between 11am and 2pm location TBA

If you would like to and can attend any of these times and dates please send me an email at [philseib.hrcdurham@gmail.com](mailto:philseib.hrcdurham@gmail.com) .

Once we develop the list of attendees we can work out what each Commissioner's role will be in covering our report.

Additionally Diane secured that Evictions is on the Joint City County Task Force Meeting at 9 a.m. on May 8th, and we've been invited to briefly present our Eviction Report. Please let us know if you can attend and possibly be able to help present.

Thank you so much for your consideration,

Phil

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L'Shalom,

E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and can be disclosed to third parties. Under the North Carolina public records law, the media has made a standing request to be provided with access to all e-mails sent to this address.

*City of Durham Human Relations Commission  
Monthly Committee Reporting  
Activities / Events*

**Committee  
Chairperson  
Date**

<b>Law Enforcement</b>
<b>Sejal Zota, Mikel Barton</b>
<b>April 29, 2018</b>

**I. ACTIVITIES / EVENTS**

Describe progress to date.

- John and Mikel had a phone mtg to discuss next steps as a committee and a proper response to FADE requests.
- Diane, Sejal and Mikel had a phone call to discuss FADE requests and the future of the committee. It seems like the committee's plan of action is coming to a close around the same time that we're losing members, and that a process and possible reformation are the appropriate next steps.
- Followed up with submitted questions based on the 2014 HRC Police Recommendations to the Police Dept on Feb 26. Still no response.

**II. RESOURCE PARTICIPATION**

List number individuals available to support scheduled activities and/or events.

▪

**III. FUTURE PROGRAM / PROJECT PLANNING**

Describe upcoming activities and/or events. Provide next scheduled meeting date.

- No future committee meeting is scheduled.

**IV. ACTUAL SPENDING**

Provide amount of expense for program / project activities and/or events.

▪

**IV. REPORTING STATUS**

INFORMATION ONLY \_\_\_\_\_  
 MOTION REQUIRED \_\_\_\_\_ APPROVED YES \_\_\_\_\_ NO \_\_\_\_\_  
 DATE \_\_\_\_\_

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

**Human Relations Manager's Report**  
**April 2018**

- Human Relations Specialist and Human Relations Manager prepared an audio recording of the "Uneven Ground" exhibit which was on display at City Hall for the month of April in honor of "National Fair Housing Month;"
- Human Relations Manager and Bilingual Human Relations Specialist setup a Fair Housing exhibit which was on display at City Hall for the month of April in honor of "National Fair Housing Month;"
- Human Relations Manager attended the City Council meeting and accepted the "Fair Housing Month Proclamation" on April 2, 2018;
- Human Relations Manager and Administrative Assistant participated in the Human Relations Commission meeting on April 3, 2018;
- Human Relations Manager and staff participated in the annual Human Relations Advocacy Awards Ceremony held at Hayti Heritage Center sponsored by the Human Relations Division and Human Relations Commission on April 4, 2018;
- Human Relations Manager participated in the monthly meeting of the Mayor's Hispanic/Latino Committee on April 6<sup>th</sup>;
- Human Relations Manager participated in the Goal 3 Strategy meeting on April 6<sup>th</sup>;
- Human Relations Manager and NIS Director participated in a meeting with Mayor Schewel and the Human Relations Commission regarding the eviction issue in Durham on April 9<sup>th</sup>;
- Human Relations Specialist, Bilingual Human Relations Specialist and Legal staff assigned to Human Relations attended an intense Fair Housing Destruction & Design training on April 9<sup>th</sup> and 10<sup>th</sup>;
- Human Relations Manager participated in the monthly meeting of the Mayor's Committee for Persons with Disabilities on April 10<sup>th</sup>;
- Human Relations Manager conducted Fair Housing outreach at City Hall on April 10<sup>th</sup>;
- Human Relations Manager participated in the community discussion on housing discrimination hosted by the Human Relations Division at City Hall on April 11<sup>th</sup>;
- Human Relations Manager participated in the Goal 3 champions' meeting on April 12<sup>th</sup>;
- Human Relations Manager participated in a meeting on the development of a Citywide Language Access Plan on April 13<sup>th</sup>;
- Human Relations Manager participated in the annual MLK Good Neighbor Brunch hosted by Durham Congregations In Action (DCIA) on April 14<sup>th</sup>;
- Human Relations Manager participated in a Goal 3 Team meeting on April 17<sup>th</sup>;
- Human Relations Specialist, Bilingual Human Relations Specialist, and Human Relations Manager conducted a Fair Housing training for the staff of Oaks at Northgate Apartments on April 18<sup>th</sup>;
- Bilingual Human Relations Specialist conducted community canvassing in the Hopkins St./Liberty St. area along with a Code Enforcement Officer on April 19<sup>th</sup>;
- Human Relations Specialist and Human Relations Manager attended the Winston-Salem Human Relations Commission's Fair and Affordable Housing Summit on April 19<sup>th</sup>;
- Human Relations Manager participated in the executive leadership training on April 20<sup>th</sup>;
- Human Relations Manager participated in the Unlocking Doors Initiative planning meeting on April 24<sup>th</sup>;
- Human Relations Staff and Legal staff assigned to Human Relations attended the annual Raleigh Fair Housing Summit presented by the City of Raleigh Fair Housing Hearing Board on April 27.



**Monthly Case and Activity Report  
March 2018**

This report covers the period of March 1, 2018 through March 31, 2018. During this time, the Human Relations Division processed three (3) housing discrimination inquiries. The Human Relations Division converted 1 inquiry into a complaint 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 (3) complaints during this reporting period.

As of March 31, 2018, there are sixteen (16) open housing discrimination complaints.

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

**Cases Accepted for Investigation**

Inquiries (Mar 2018)	YTD Inquiries	Complaints (Mar 2018)	YTD Complaints	Type of Complaints Accepted (Mar 2018)
3	31	1	12	<ul style="list-style-type: none"> <li>One (1) - Disability</li> </ul>

**Closed Cases**

*(The Determination of 2 cases were vacated – these cases are reopen as of Feb. 12, 2018)*

Closed (Mar 2018)	YTD Closed	Age < 100 days	Age > 100 days	Closure Type
3	11	0	3	<ul style="list-style-type: none"> <li>All 3 cases were No Cause</li> </ul>

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

**Staff Outreach**

Date	Location	Type of Event	#Served	Staff
3/10/18	DPS Office - Hillandale Rd	DPS Resource Fair	30	JD
3/19/18	110 E. Geer St.	First Time Homebuyers Class	8	LR
3/28/18	Eva and Liberty Streets	Neighborhood Canvassing	17	LM



**From:** English, Juanita  
**Sent:** Friday, April 13, 2018 4:52 PM  
**To:** 'City Council Person Javiera Caballero'; 'City Council Person Mark-Anthony Middleton'; Commissioner Ashley Taylor-Jacobs, Vice Chair; Commissioner Diane Standaert, Chair; 'Commissioner Felicia Arriaga'; 'Commissioner Franklin Hanes'; Commissioner Gerri Robinson; 'Commissioner Girija Mahajan'; 'Commissioner Ian Kipp'; 'Commissioner John Rooks, Jr.'; 'Commissioner Mikel Barton'; 'Commissioner Nathan Plummer'; 'Commissioner Nicolas Coleman'; Commissioner Phil Seib; 'Commissioner Ricardo Correa'; 'Commissioner Risa Foster'; 'Commissioner Sejal Zota'; 'Commissioner Susan Austin'; 'Constance Stancil, Department Director'; 'James Davis, Human Relations Manager'; 'Juanita English, Administrative Assistant'; 'Keith Chadwell, Deputy City Manager'  
**Subject:** DHRC Expiring Terms, Applying for Another Term, Officer Eligibility

For your reference, please see the information below.

#### **Expiring DHRC Terms**

The following DHRC members are serving in a term that will expire on 6/30/18:

<b>No.</b>	<b>DHRC Member's Name</b>	<b>Original Appointment</b>	<b>Term Expiration</b>
1.	Geraldine Robinson	11/07/11	06/30/18
2.	Phillip Seib	06/04/12	06/30/18
3.	Girija Mahajan	08/19/13	06/30/18
4.	Franklin Hanes	08/03/15	06/30/18
5.	Nicolas Coleman	11/21/16	06/30/18

#### **Applying for Another DHRC Term**

Commissioners Girija Mahajan, Franklin Hanes, and Nicolas Coleman are eligible to apply for another DHRC term because they will not have served for six years when their term expires. The City Clerk's Office has informed me that they should be receiving a letter next week in reference to applying for another DHRC term, if they choose to do so.

#### **DHRC Officer Eligibility**

The following DHRC members are eligible to run for a DHRC office:

<b>No.</b>	<b>DHRC Member's Name</b>	<b>Original Appointment</b>	<b>Term Expiration</b>
1.	Ashley Taylor-Jacobs	08/05/13	06/30/19
2.	Susan Austin	10/07/13	06/30/19
3.	Ian Kipp	11/04/13	06/30/19
4.	Risa Foster	06/16/14	06/30/20
5.	Sejal Zota	06/16/14	06/30/20
6.	Diane Standaert	08/04/14	06/30/20
7.	Ricardo Correa	03/21/16	06/30/19

8.	Felicia Arriaga	06/06/16	06/30/19
9.	Mikel Barton	08/15/16	06/30/19

DHRC members must serve for one year before running for a DHRC office. Therefore, the following DHRC members are not eligible to run for a DHRC office because they will not have served for an entire year by May 1, 2018, when the DHRC Officer Elections will be held:

<u>No.</u>	<u>DHRC Member's Name</u>	<u>Original Appointment</u>	<u>Term Expiration</u>
1.	John Rooks, Jr.	06/05/17	06/30/20
2.	Nathan Plummer	06/05/17	06/30/20

Sincerely,  
*Juanita*

**Juanita English**

*Administrative Assistant*

*Human Relations Division (HRD)*

*Department of Neighborhood Improvement Services (NIS), City of Durham*

Location: 807 E. Main St., Golden Belt Ctr., Suite 2-300, Durham, NC 27701

Mailing Address: 101 City Hall Plaza, Durham, NC 27701

Phone: 919-560-4107, Ext. 34279

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

**From:** Phillip Seib <philseib.hrcdurham@gmail.com>  
**Sent:** Saturday, April 28, 2018 4:13 PM  
**To:** Diane Standaert  
**Cc:** English, Juanita; Caballero, Javiera; Ashley Taylor; Commissioner Felicia Arriaga; Commissioner Franklin Hanes; Gerri Robinson; Girija Mahajan; Ian Kipp; Commissioner John Rooks, Jr.; Commissioner Mikel Barton; Commissioner Nathan Plummer; Commissioner Nicolas Coleman; Commissioner Ricardo Correa; Commissioner Risa Foster; Commissioner Sejal Zota; Commissioner Susan Austin; Stancil, Constance; Davis, James E; Chadwell, Keith; Middleton, Mark-Anthony  
**Subject:** Re: Update: 2018 DHRC Elections

Hello Fellow Commissioners,

Thank you Chair for suspending the eligibility requirements to open the field of candidates to everyone.

In support of this announcement the Nomination Committee is extending the nominating period to 5pm on Sunday April 29th to allow all possible new nominations. As always you can send a nomination email to Franklin or I before the deadline so we can vet the candidates willingness to serve. As per our by-laws we will announce those nominated by 7pm on Sunday the 29th.

Feel free to call with questions or concerns Phil -919-696-4932

Thank you,

Then Election Nomination Committee  
Phil Seib and Franklin Hanes



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On Fri, Apr 27, 2018 at 5:28 PM, Diane Standaert <[diane1009@gmail.com](mailto:diane1009@gmail.com)> wrote:

Hi all, our by laws provide, "if there are an insufficient number of eligible members, the Chair may waive the [eligibility requirement of having served for one year on the Commission] for the functionality of the Commission."

Upon the advice of the Nominations Committee, I am using my discretion to waive this requirement for this year's nomination process.

Diane

On Tue, Apr 24, 2018 at 11:47 PM, Phillip Seib <[philseib.hrcdurham@gmail.com](mailto:philseib.hrcdurham@gmail.com)> wrote:

Hello Commissioners,

Just as a reminder please send your nominations to the Nominations Committee by **Wednesday, April 25th by 12 midnight** so we can vet the nominations. You can do this simply by replying to this email.

At this time we do not have a nomination for Vice Chair. This is a critical position we need filled and I encourage everyone interested to run for office.

Thanks again,  
Phil

On Tue, Apr 17, 2018 at 12:17 AM, Phillip Seib <[philseib.hrcdurham@gmail.com](mailto:philseib.hrcdurham@gmail.com)> wrote:  
Fellow Commissioners,

I am sending this email on behalf of the Nominations Committee. Please review the nominations process below and let us know if you have questions. Please note: nominations for Chair and Vice Chair are due by **Wednesday, April 25th by 12 midnight, however, nominations may also be made from the floor.**

If you plan to nominate someone, please contact that person and include them on your nominations email to us. You may nominate yourself.

**Nominations Committee**

Commissioner Hanes

Commissioner Seib

**Eligibility for Candidacy** (from HRC Policies and Procedures)

- Members must serve 1 year on the Commission before running for an office.

**Timeline for nominations**

- Send your nominations to the Nominations Committee by **Wednesday, April 25th by 12 midnight** so we can vet the nominations.
- The committee will vet the candidates' eligibility, ascertain their willingness to serve, and send the final slate of eligible candidates on April 28 to all Commissioners.
- Commissioners must receive the slate at least 48 hours prior to the May 1st Elections meeting, as provided by our Policies and Procedures.

**Elections**

- Paper ballots will be provided to the Commissioners to vote for Chair and Vice Chair.
- Nominations may be made from the floor. You may nominate yourself.
- Each Chair and Vice Chair candidate will be given 3 minutes to share their vision for the role.
- The Nominating Committee will count the votes and present the election results to the Commission.

Thanks,

2018 HRC Nominations Committee

--

L'Shalom,

Phil Seib

City of Durham Human Relations Commission

E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and can be disclosed to third parties. Under the North Carolina public records law, the media has made a standing request to be provided with access to all e-mails sent to this address.

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L'Shalom,

Phil Seib

City of Durham Human Relations Commission

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**From:** Phillip Seib <philseib.hrcdurham@gmail.com>  
**Sent:** Sunday, April 29, 2018 7:25 PM  
**To:** English, Juanita; Caballero, Javiera; Ashley Taylor; Commissioner Felicia Arriaga; Commissioner Franklin Hanes; Gerri Robinson; Girija Mahajan; Ian Kipp; Commissioner John Rooks, Jr.; Commissioner Mikel Barton; Commissioner Nathan Plummer; Commissioner Nicolas Coleman; Commissioner Ricardo Correa; Commissioner Risa Foster; Commissioner Sejal Zota; Commissioner Susan Austin; Stancil, Constance; Davis, James E; Chadwell, Keith; Middleton, Mark-Anthony; Commissioner Diane S.  
**Subject:** HRC 2018 Election Slate

Commissioners,

Nominations for HRC Chair and Vice Chair are now closed.

Commissioner Diane Standaert was nominated for Chair and Commissioner John Rooks was nominated for Vice Chair. One additional commissioner was nominated but in the vetting process that person decline the nomination.

Additional nominations be be made from the floor at our meeting May 1.

Best

HRC Nomination Committee

Phil Seib  
Franklin Hanes

--  
L'Shalom,

Phil Seib  
City of Durham Human Relations Commission

E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and can be disclosed to third parties. Under the North Carolina public records law, the media has made a standing request to be provided with access to all e-mails sent to this address.



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**From:** Davis, James E  
**Sent:** Tuesday, May 08, 2018 2:24 PM  
**To:** English, Juanita  
**Subject:** FW: Letter of support for Durham Teachers  
**Attachments:** HRC Support of Teachers.pdf

FYI

Sincerely,

James E. Davis, Jr.  
*Human Relations Manager*  
City of Durham Neighborhood Improvement Services  
Human Relations Division  
919-560-1647 ext. 34277



**From:** Diane Standaert [<mailto:diane1009@gmail.com>]  
**Sent:** Tuesday, May 08, 2018 11:38 AM  
**To:** Davis, James E  
**Cc:** Ashley Taylor; Caballero, Javiera; Commissioner Felicia Arriaga; Commissioner Franklin Hanes; Commissioner Ricardo Correa; Commissioner Risa Foster; Commissioner Rooks; Commissioner Sejal Zota; Commissioner Susan Austin; Gerri Robinson; Girija Mahajan; Ian Kipp; Middleton, Mark-Anthony; [mikelbarton@gmail.com](mailto:mikelbarton@gmail.com); [nicolas.coleman@duke.edu](mailto:nicolas.coleman@duke.edu); [nplummer@principledtechnologies.com](mailto:nplummer@principledtechnologies.com); Phillip Seib; Stancil, Constance  
**Subject:** Letter of support for Durham Teachers

Dear all, attached is the letter in support of Durham teachers, requested per the HRC's vote last week. Thank for your Girija and Risa for drafting the letter.

We will post to Facebook as well.

Diane

May 8, 2018

To our Durham teachers,

Following a unanimous vote by the Durham Human Relations Commission on May 1, 2018, this letter serves to let you know that the Durham Human Relations Commission is in full support of Durham Public School teachers planning to attend the General Assembly's first day of regular session on May 16, 2018. The City of Durham's Human Relation Commission's goal is to improve human relations among the people of Durham and help develop an atmosphere conducive to the best possible human relations for all of our Durham residents, and this includes the teaching of our students. We also acknowledges that some of the most important work in our community is educating and caring for our young people.

We recognize that local teachers are fighting for a better, more just and safe environment for our students, and fair compensation and benefits.

As such, we support your appeal to the North Carolina General Assembly to work urgently on behalf of the K-12 students and teachers in our city, county, and state, and to take swift and meaningful action to develop a viable plan to support our teachers, children, and community.

We will also share a copy of this letter with the that the North Carolina State Human Relations Commission, and to other state similar Commissions in the state so they too, may make a similar proclamation of support and/or recommendations for their teachers, students and community.

Everyday, we stand with our teachers who are fostering a safe, just and purposeful, academic environment for our students. Thank you for all that you do.

Sincerely,

Diane Standaert

Chair, Human Relations Commission for the City of Durham