Meeting Date: January 7, 2013
Called to order at 5:20 p.m. by Laura Gonzales

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

Members Absent
Elizabeth Husbands

1. **Welcome and Introduction**

The meeting was called to order and welcomed by Laura Gonzales, Committee Chair, at 5:20 p.m.

2. **Approval of Agenda**

Additions to the agenda are that Raquel Fruh will give information on MAC TV. Maureen Eke will update the Committee on the International Human Rights conference at Central Michigan University. A motion to approve the agenda, as amended, was made by David Ling and seconded by Shirley Decker. The motion was unanimously supported by the Committee members.

3. **Public Comment**

Steven Dueweke attended. He would like to become more involved in the HRC. Maureen Eke informed him of a possible internship opportunity.

4. **Election of Officers**

In December, members were nominated. Maureen Eke declined her nomination as Secretary. Laura Gonzales was elected as Chair, Jeannie Jackson was elected as Vice-Chair, and Raquel Fruh was elected as Secretary. David Ling motioned to approve and Bob Newby seconded the nomination. The motion was unanimously supported.

5. **Approval of December, 2012 Minutes**

A motion to accept the minutes was made by Bob Newby and seconded by Amy Poindexter.

6. **Old Business**

   a. *2% Grant Funding on the Study of Micro- Aggressions*

      The interviewers are continuing their training. Ten people will be interviewed per interviewer with a total of 100 interviews. The interviews will be 30-40 minutes. Focus groups will be 1.5-2 hours. Maureen Eke inquired on the interview format. Amy Shawboose said that the interview would be audiotaped and transcribers will be hired. Amy invited HRC members to volunteer; assistance will be needed to codify and analyze the interviews to create topics for the focus group. Amy also invited HRC members to attend the Sub-committee meetings.

   b. *Inmate Information from the Sheriff*

      Elizabeth Husbands will complete the copies on Wednesday. Jeannie Jackson and Bob Newby will do an adverse impact study. Shirley Decker suggested that everyone receive

a copy of the information and Laura Gonzales agreed to have one made for everyone. Bob mentioned that Justin Smith (CMU) might be willing to take on some leadership and work with the sub-group. The Michigan Roundtable for Diversity and Inclusion previously had some funds to pay for Justin's work. However, further clarification on his salary will need to occur through the Michigan Roundtable.

c. *Showcase in the County Building*
   Amy Shawboose and Elizabeth Husbands continue working on the showcase. The committee was reminded to turn in their bios.

d. *HRC By-laws*
   Amy requested that the deadline to submit proposed changes for the By-laws be extended to January 21st. HRC members agreed to this extension.

e. *Increasing visibility of HRC*
   i. Martin Luther King (MLK) week will take place in January. Bob Newby will be giving a presentation on homelessness on Jan.23 from 12 noon to -1:00 p.m. as a representative of the Mt. Pleasant Area Diversity Group. He invited HRC members to attend and show support. Maureen agreed to e-mail the group further information on the CMU MLK week events.
   ii. Laura Gonzales will attempt to get the HRC scheduled for a Spring Soup and Substance presentation. Maureen stated the Human Rights month is in April and it would be a good time to do something. Maureen also believes that the group should have more accountability for participation. Bob mentioned that this can be introduced into the By-laws.
   iii. The CMU Pow Wow is March 23 and 24th. Raquel Fruh will get further information on the CMU Pow Wow regarding registration for and HRC table. Maureen suggested that Raquel contact Colleen Green, Director of Native American Programs.
   iv. Jeannie Jackson will attempt to attend the Mid Michigan Sector Collaborative meeting.
   v. Raquel Fruh reported that she signed up to attend a MAC TV training session to use the equipment. Raquel passed around the information package and agreed to create a power point for the MAC TV shots. MAC TV is cable TV that can be used to announce the HRC meetings.

7. New Business

a. Promotional/Publicity Items: Laura Gonzales proposed that the officers review the budget to purchase promotional merchandise. Amy encouraged the HRC to purchase more pens.
b. HRC Graduate Student Intern: Laura will review the ad for the intern. Steven Dueweke recently graduated and was hoping it would be possible for him to apply. Currently the internship is only for college students, but the committee will discuss the possibility of amending that requirement.
c. MI Roundtable for Diversity and Inclusion: January 17th is an important meeting date. Laura would appreciate it if HRC members could attend.

d. ACLU Lawsuit with the Sheriff's Department: The subject was tabled for the next meeting because Laura did not have the information. David Ling will check on it and report back at the February HRC meeting.
e. Calendar for the 2013 HRC Meetings: The committee reviewed the calendar. Bob mentioned that the March meeting is during CMU's spring break. Maureen recommended that the calendar remain as is. Laura will place the Calendar on the Isabella County website.
f. CMU Human Rights Conference: Three speakers have been confirmed. November 21-23, 2013 is the conference date. Maureen suggested that we present the Micro-aggression study to the Conference or form a panel. The focus of this year's conference is on violence against women and children.

8. Announcements

a. None

9. Adjournment: The meeting was adjourned at 6:45 p.m. It was motioned by Shirley Decker and seconded by David Ling. Peter Reale walked into the meeting room during this time. Laura Gonzales allowed him to address the committee. Peter shared, what he considered, wrong actions against him and his wife. He also informed the committee that his son had passed away. Laura asked Peter to fill out an Incident Report Form and agreed to send him one by mail.

The motion was unanimously carried by all members present.

Submitted by Raquel Fruh, Secretary
January 11, 2012