

Valparaiso Human Relation Council Minutes-July 26th, 2016

Present: Heath Carter, New Member (John Seibert), Marisa Johnson, Ivan Bodensteiner, Beth Wrobel, Cicely Powell, Bill Lewis, Angelys Torres, Mike Brickner, Jake Klotz, and Michael Glorioso.

Absent: Ric Frataccia, John Albers, Tatiana Cochran, and Jacob Williams

The meeting began at 5:30pm with the approval of the May 24 meeting minutes.

We began by introducing our new member John Seibert. Mr. Seibert gave a brief introduction of his background and experience working in the Valparaiso Community.

Jacob Williams was appointed to represent the HRC for IRC.

Ivan Bodensteiner raised concern about the deterrence of citizens filing formal complaints about biased incidents according to HRO due to \$500 fine. Ivan also asked the question of who determines if an allegation is false.

Marisa Johnson noted a typing error on complaint form. Marisa suggested that HRC members sit down with local businesses in the city and discuss the HRO. Marisa suggested that the form be made as short as possible in case someone is overwhelmed.

Group discussed ideas of how to address concerns of citizens who have problems reading or writing. Suggestions included:

- Utilizing check boxes
- Recording or computer reading
- Availability online as a PDF file
- Creating forms in other languages

Community outreach for citizens who need assistance with filing complaint

Community member asked if minors (people under 18) are covered. VCS staff will develop a plan on how to implement HRO in conjunction with school procedure

Heath Carter updated HRC on Law Enforcement Community Relations plans for Valparaiso.

South Bend Diversity & Inclusion Plan

- Ivan Bodensteiner recommends that the All-Together Valparaiso Hiring Subcommittee set goals and establish action steps toward progression.
- How do we attract diverse groups of potential of city employees to Valparaiso?

Public Comments

- Chris Pupillo-HRC should seek out implemented plans and make recommendations to community (city housing, hiring, and inclusion) for action steps. Mr. Pupillo requested that we

reach out to the city council to appoint a member to the IRC. What efforts are being made to diversify the staff in the schools? Could Dr. Frataccia be invited to discuss the goals, actions steps, and updates of hiring a diverse staff at VCS.

- Community Member-Action steps and measurable goals need to be developed in order for progression to take place.
- Byron Martin-Our recruiting efforts need to be examined in order to identify barriers to achieving a diverse pool of applicants.
 - Mike Brickner discussed the city police departments efforts and best practices in recruiting a diverse pool of applicants. Mr. Brickner discussed currently having a recruiting team.
- Why are qualified people not applying for teaching jobs in the VCS school district.

New Business

Bill Lewis-open letter from community needs to be written from community in support of their efforts. Bill volunteered to draft the letter.