

**RECORD OF PROCEEDINGS
CITY OF LAFAYETTE, COLORADO**

**Human Rights Commission Meeting
June 28, 2022**

I. OPENING OF REGULARLY SCHEDULED MEETING

Call to Order

The June 28, 2022, meeting of Human Rights Commission was called to order at 7:12pm.

Roll Call

Those in attendance from Human Rights Commission were Commission Vice Chair Denice Walker and Commission Members Vijay Arora, Hannah Fletcher, Kirsten King, and Catherine Saar. Commission Chair Elizabeth Lichtenstein and Commissioner Tejawant Mangat were absent.

City participants included Councilor Tonya Briggs and Board Liaison Melissa Hisel.

II. PUBLIC INPUT

1. Frank Archuleta spoke in support of Dulcenea Carter's application to the HRC. He repeated his request to remove the Mary Miller name from city property and expressed concern at how slowly the process is moving. He would like city boards and commissions to take a public stance against Mary Miller.
2. Dulcenea Carter, HRC applicant, proposed circulating another petition in Lafayette in order to motivate City Council to take swifter action on the Mary Miller name.

III. APPROVAL OF MINUTES

A motion was made by Saar and seconded by Walker to approve the minutes from the May 24, 2022, Human Rights Commission meeting; the motion passed unanimously. A motion was made by Saar and seconded by King to approve the minutes from the June 13, 2022, Human Rights Commission special meeting; the motion passed unanimously.

IV. AGENDA ITEMS

A. Staff and Council Liaison Updates

Liaison Hisel provided updates from the City. City staff is very interested in the work HRC is currently undertaking. Police Chief Bashor plans to host a diversity training. Communications Director Debbie Wilmot is working on inclusive communications guidelines. The Museum of Boulder is currently hosting the "Racism and Discrimination at the Lafayette Swimming Pool" exhibit until August. The library and the Arts &

Cultural Resources department are hosting the film “This Is [Not] Who We Are” this fall; Hisel requested an HRC endorsement. The library is hiring a bilingual librarian assistant; the position is slightly more than part-time. The City is conducting a compensation and classification study of its employees for getting the best candidates. The naming policy recommended by HRC will possibly be advancing to Council in August. A presentation on the state of local history is tentatively scheduled for August.

Councilor Briggs provided an update on City Council. She expressed concern over language accessibility. City websites can be translated into Spanish. However, agendas and minutes are in pdf and cannot be easily translated by the public. The City’s lawyer indicated that if City documents are translated into one language, they need to be translated into every language. Council will look into the cost of hiring a translator to provide public comment for a native Spanish speaker. One idea is that the public requests a translator X days in advance. Walker thinks that it may be a barrier and it should be as easy for Spanish speakers to provide public comment as it is for English speakers. Fetcher pointed out that screen readers also cannot read PDFs.

B. Commission Vacancies

Walker and Saar interviewed Dulcenea Carter. Saar motioned that HRC recommend Carter to City Council to endorse her appointment as an alternate; Walker seconded; unanimous.

There are two outstanding applicants for one alternate position. Arora recommended that Hisel contact the two applicants to determine their interest. If either or both candidates are still interested, they will be interviewed in-person. Fletcher and Arora volunteered to interview the candidates. Walker will share the questions she and Saar used with Carter. In neither candidate is interested, Hisel will reopen the application.

Commissioners discussed and finalized the HRC recruitment process. Walker requested to table the application and interview questions.

C. 2022 Workplan Updates

King shared the details of her meeting with Imagine! Imagine! strongly encouraged that education be first; they provide free training as part of their outreach efforts. Hisel recommended inviting Becca Mack, Recreation Director, to an HRC meeting to discuss the work they are doing. Rebecca Novinger, the outgoing CEO, would like to see more retirement services for people with disabilities.

Saar attended the June 27 City Council Workshop. Council is doing a branding study. About 400 surveys were collected; only 11 were completed in Spanish. Saar is concerned that the Latino voice is not being heard. The City is working on an Economic

Development and Housing Strategic Plan; she recommended that HRC advocate for DEI aspects of that plan.

Walker attended the June 7 City Council meeting. Water rights were discussed, and Walker wondered if the City has plans to xeriscape. Councilor Briggs confirmed that the City is studying ways to be more water-wise.

D. Action Items

Commissioners should review the IDEA plan and make comments by July 12.

Walker and Fletcher will meet to revise the IDEA plan in order to present at the July HRC meeting.

Briggs recommended that Commissioners contact City Council with any concerns that they have.

Hisel will invite Becca Mack, Recreation Director, to the July HRC meeting.

King will follow up with Mangat to share her notes from the Imagine! meeting.

V. ADJOURN

The meeting was adjourned at 9:20pm.

CITY OF LAFAYETTE, COLORADO

ATTEST

Human Rights Commission
Elizabeth Lichtenstein, Chair

Melissa Hisel, Staff Liaison

The minutes herein are a summary of the business conducted at this meeting, not a verbatim transcript. Only the actions taken and the text appearing in quotation marks are verbatim.