



Commissioners Present: Lauren Bonner, Joseph Brown, Jerrold Hennrich, Eric McMillan, Faith Miller, Dora Weaver

Commissioners Excused: Peg Falcone, Karriem Shariati

Commissioners Absent:

Study Circle Staff Present: Sarah Heyer

Guests Present: Rev. Sonja Ingebritsen, Elius Reed

Staff Present: City Manager Kevin Baity, Interim Chief Jeff Grubbs, Deborah McCoy

Call to Order

The meeting was called to order by Chair Hennrich at 6:35 p.m.

Minutes

Motion was made by Commissioner McMillan and seconded by Commissioner Brown to approve the minutes of the August 4, 2014 meeting with the correction that Police Chief Jody O'Guinn was not present. Motion carried.

Announcements

November 12, 2014 Bob Moses will speak at SIU-C, 7:30 p.m. The Student Programming Council (SPC) is the main sponsor of the event, and Shryock Auditorium is thought to be the location. Mr. Moses currently coordinates the Algebra Project, helped to organize Freedom Summer in 1964, and worked with the SCLC on the voter registration project.

Public Comments

Mr. Reed stated that he had filed the NAACP Criminal Justice Committee Report involving the Molly Young and Pravin Varaghese unresolved murder cases. His report contained statements regarding the safety of students, and the creation of a junior Jim Crow system through the failure to investigate white males such as Richard Minton and Gaege Bethune. Mr. Reed commented on press releases and the dismissal of former Police Chief Jody O'Guinn. He stated that several people wanted to know the reasons for the dismissal. Mr. Reed read the City of Carbondale Grievance Policy from the Non-Bargaining Rules and Regulations, and quoted a Carbondale Times article that indicated Police Chief O'Guinn had filed a grievance with the NBUE. Mr. Reed asked about at-will employment in Illinois. Mr. Baity provided an explanation of at-will employment, exempt employees, competitive employees, and an employee's right to appeal and appear before the Personnel Board.

Mr. Reed commented on the increase of 25 SIU-C students. Commissioner Brown commented on a DE article about international students and the students fitting in. He stated that there has been a significant increase in

transfer and international students. He indicated that there are two things that could impact the recruitment and retention of international students are: not enough usable, appropriate spaces to pray; and no safe place to smoke cigarettes.

Study Circles Report

Coordinator Heyer reported the group met last Wednesday and discussed the Neighborhood Business District. Members also attended the Planning Commission meeting, and many of their suggestions were incorporated. One of the things coming out of the meetings was that neighborhoods need to be organized.

Non-Violent Carbondale Project

Diana Sussman, Director of the Carbondale Library, sent an email to identify a meeting date to discuss relative issues and the Hugh Muldoon Peacemaker Award.

Old Business

Law Enforcement Reports: Commissioner Falcone forwarded the Data Request to Mayor Monty and Councilwoman Bradshaw as directed..

HRC Responsibilities, Role, Charges:

Review of City Code Pertaining to the Human Relations Commission: Chair Hennrich reviewed the Declaration of Policy from Chapter 14 – Boards and Commissions, Article 1. Carbondale Human Relations Commission of the City of Carbondale City Code; Ordinance 2003-66 which established the Human Relations Commission (HRC). Commissioner McMillan indicated that he visited the Department of Human Rights Office in Marion. They deal with employment discrimination and housing (only in Chicago). Intake is done in Chicago or Springfield, by phone, in person, or online. The Marion Office only conducts investigations. The Human Rights Commission hears cases and makes ruling. The Human Rights Office out of Marion will conduct training if there are 35 or more participants.

Restructured Agenda: Following discussion, Commissioners decided to table the discussion about the agenda until Commissioner Falcone can be present. The current agenda will continue to be used.

Annual Report: The 2013 report was submitted to the Mayor and City Council.

Education Campaign Committee: Commissioner Miller stated that there has been discussion by Commissioners about bringing someone to speak on housing concerns or someone who attended the IMHRA Conference and the Restorative Justice efforts. Chair Hennrich stated that Professor Cheryl Anderson, who teaches employment discrimination at SIU-C, would be willing to provide some training to Commissioners and others. Commissioner Miller commented that State Senator Mattie Hunter is willing to return to Carbondale to speak dependent upon the topic.

Commissioner Weaver indicated that the HRC could post information on their website about workshops and training. She reported that she and Commissioner Falcone had contacted City of Carbondale IT Manager Mark Jones, and spoke with City Manager Baity regarding HRC's website. The information to be placed on the website will be presented to the Commission, and then to the City Manager for approval.

Community Discussions: No report.

Racial Justice Coalition: Rev. Ingebritsen spoke about a letter that was sent to the City Manager, Mayor and Council regarding a special meeting to address unanswered questions about the Koppers Plant and Brightfields issues. She stated that she had heard from two Council Members, but had not yet heard from the Mayor or Manager. Mr. Baity commented that he had spoken to the Mayor and there were basically three questions that needed to be answered: 1) what are the citizens' questions, 2) will the forum be considered the second meeting requested of Brightfields, and 3) who all will be the participants. Rev. Ingebritsen inquired as to whether a letter needed to be sent with questions. Mr. Baity suggested indicated that that would be a good idea, and would allow the City to be knowledgeable of what is expected to be provided. Mr. Baity explained that the City Council would be discussing whether or not to hold the public forum at its September 30 meeting and needs to have the questions and issues ahead of time to they can provide responses. Rev. Ingebritsen stated that some questions are known and that a main concern is who will be the advocate for the citizens.

Rev. Ingebritsen stated that the Coalition has been communicating with the Carbondale Elementary School District #95 about their Community Growth Plan. The Coalition provided some feedback after reviewing the plan. They are requesting that a public relations representative be hired who practices cultural sensitivity.

Rev. Ingebritsen indicated that she has been communicating with Didace Kimana, a young Catholic priest from Rwanda, presently living in Chicago, who has experience with transformational conflict. He is in Chicago until May 2015, and is willing to come to Carbondale to share his story on surviving genocide. Rev. Ingebritsen commented that following the presentation, circles could be formed where individuals were sharing with each other. This would provide an opportunity to talk about where the real wounds are. The Coalition is in the process of planning the event and co-sponsors and committee participants are needed.

New Business

Discussion of HRC's efforts on behalf of citizens for helping move the Carbondale Police Department forward, including assisting the Interim Police Chief and identification of a new Police Chief: Chair Hennrich suggested that a public meeting be hosted by HRC to allow citizens to provide feedback on what they would like to see in a police department. Commissioner McMillan referenced a recent radio interview where the City Manager indicated he had put together a plan for identifying a new chief, and asked if there was anything that could be shared about the plan. Mr. Baity stated it is week three with the Interim Police Chief, and the goal was to meet with all CPD shifts and staff during the first 36-48 hours following the dismissal of the previous Chief. Mr. Baity stated that he and Interim Chief Grubbs met with the staff, provided information, and answered questions. He stated that he felt it was too soon to hire a new Chief so soon after the firing of the former Chief, and he wanted to allow time for the Department to heal in a positive way, as well as have a chance to assess what is and what is not working. Mr. Baity explained that in the past, the selection of police chiefs and department heads has been conducted by a committee of the City Manager and one or two additional City employees and sometimes a couple of outside individuals. Commissioner Miller asked whether it has been common practice to solicit comments from the community to which this person (new Chief) will be responsible for protecting and serving. Mr. Baity explained the most recent City Manager selection process. He indicated that he has not mapped out anything as far as who would be involved, and is open to hearing comments on what people think about the selection process and what they are looking for in a police chief. Commissioner Bonner stated that a meet-and-greet could be added to the process for the public. Commissioner Brown indicated that if what is being talked about is the notion of a window of opportunity and something about a healing moment, then it needs to be a step up from a meet-and-greet. The community should be invited in to talk about how they feel about policing, and protection, and order. It can be done with the right kind of facilitation that it isn't a screaming match and a scratching at old wounds; but that it is a story that needs to be heard so that when the

search committee begins to go through the entire process, even reviewing the applications, there is a certain set of questions that are in the minds of the search committee that they know should be asked of the different applicants. In fact, it could be part of the application process to ask applicants to write a statement on *how do you do see your work as a police chief in light of some of these concerns*. That could be a real quick way to get some of the people moving forward.

There was discussion regarding the composition of the hiring/search committee. Commissioner McMillan spoke about the importance of trust and the issue of disconnect and cited the situation in Ferguson, MO (see handouts). Commissioner Weaver asked if there were personality and aptitude assessment examinations that are conducted before hiring is done in the Police Department. Rev. Ingebritsen agreed with the suggestion of conducting such examinations, referring to the process she went through in her ministerial training. Interim Chief Grubbs indicated that no such examinations are presently in place as part of the hiring process.

Interim Chief Grubbs spoke about his commitment to the CPD. He stated that the decisions and moves he has made have been based on what is best for the Department. He met with all the officers and staff within a week of the termination of Chief O'Guinn. His goal is to move the department forward. Commissioner McMillan advised that he be as open and honest as possible and share what can be shared with the community. Mr. Reed commented that the main complaint from the community has been communication. Interim Chief Grubbs stated he will be open about the things he can be. Chief Grubbs commented that one person cannot do the job, and he asked for HRC's help. Commissioner Brown commented that more people need to hear Interim Chief Grubbs' talk from the heart that was shared with HRC, and that it was okay to be redundant. Interim Chief Grubbs stated that he would make a point to be present at HRC meetings.

Chair Hennrich spoke about a complaint he had filed with the Carbondale Police Department, and stated that Officers came to question his tenants at 9:00 p.m., and him at 7:00 a.m. He felt the Officers could have visited during more reasonable hours. Interim Chief Grubbs stated that the investigation was complete, pending the final review process by the Chief.

Chair Hennrich commented on a recent positive interaction with a Police Officer on the corner of Main and Wall. A six-year-old's grandfather was having a diabetic issue. The Officer arrived and assessed the situation, spoke with the gentlemen and requested an ambulance. The Officer remained calm and did not frighten the child. It was a good interaction. Chief Grubbs commented that it is important for the men and women in the Police Department to hear stories like that. They are every bit influenced by and inspired by positive comments about the good work they do. Officers handle over 60,000 calls for service a year, and there is a lot of good work being done by the men and women of the Police Department. Mistakes are also made, and when they are, the Department needs to be honest and open when they can. Supervisors work equally as hard and are counseling and guiding officers daily.

Next Meeting: October 6, 2014, 6:30 p.m.

Adjournment - There being no further business, the meeting was adjourned.

Recorded by Deborah McCoy _____

