



**Human Relations Commission Meeting Minutes
July 1, 2020**

Meeting called to order at 6:01 p.m.

Location: online via WebEx.

Roll Call:

- **Present:** Commissioners Gilford, Piner, Fung, Futrell, Ilela, Rodriguez, Wiles
- **Absent:** Commissioners Ehizuelen, Herlihy, Rivera

Quorum: Yes

City of Aurora staff (Community Relations division): Claudine McDonald, Manager, Joshua Nicholas, Sr. Community Engagement Specialist, and Aruny Phanekham, Administrative Assistant

Minutes: Commissioner Piner moved to approve as presented, Commissioner Wiles seconded; minutes approved unanimously.

Public Invited to Speak: None

Guest/Presenter: None

Agenda Item	Minutes	Action Items & Responsible Person
Chair Report: Chair Gilford	<ul style="list-style-type: none"> • Updated commission on status of Black History Month Art Contest; three scholarships awarded to local high school students. • Commission roundtable: APD in riot gear at prayer vigil, national & global attention on the city re: Elijah McClain, recap of recent conversation with Interim Police Chief Wilson. • Recommendations to APD: <ul style="list-style-type: none"> ○ review mission, vision, values statement of the organization ○ along with talent acquisition, review competencies for APD officers ○ refine profile of police officers ○ budget revision and allocation ○ union accountability and partnership 	Claudine: once developed and approved by HRC, Claudine will forward recommendations to the Aurora Community Police Task Force/APD.
HRC Investigations	<ul style="list-style-type: none"> • Workplace calls – Denver and Aurora • Elijah McClain/APD 	
City Council Reporting	<ul style="list-style-type: none"> • Chair Gilford would like the HRC to present to city council soon to share updates on recent requests/outreach from community members. 	Claudine: once a presentation is developed and approved by HRC, Claudine will request a time for HRC to present to members of city council or invite them to an HRC meeting.
New Business:	<ul style="list-style-type: none"> • How can HRC use social media to increase outreach to the community? <ul style="list-style-type: none"> ○ website, stakeholder group distribution list, etc. ○ who would update? 	CRD staff to inquire and report back at August meeting.
Items of Discussion	<ul style="list-style-type: none"> • Topics in the News: Elijah McClain, APD • Talking Points: connect with us: HRC@AuroraGov.org 	
Staff Report: Claudine McDonald	<ul style="list-style-type: none"> • Shared Community Relations (CR) updates to include: Aurora Mobile Food Pantry, Boys & Girls Club partnership, First Amendment demonstrations 	
Legal Precedence Case Updates	<ul style="list-style-type: none"> • Attachment 1 (below) 	
Commissioner City Council Reports:	<ul style="list-style-type: none"> • None 	

Meeting Adjournment: Commissioner Piner moved to adjourn the meeting, seconded by Commissioner Fung. Meeting adjourned at 8:06 p.m.

Upcoming HRC meetings: Sept. 2, Oct. 7, Nov. 4, Dec. 2 via WebEx unless notified otherwise.

Minutes transcribed by: Joshua Nicholas on 8/3/2019 at 11:52 a.m.

APPROVED: Charles Gilford (via WebEx)

Date: August 5, 2020



City of Aurora Meetings, Calendar of Events, and Community Resources

Meetings

- City Council
https://www.auroragov.org/city_hall/mayor_city_council/council_meetings
- Ward Town Hall
https://www.auroragov.org/city_hall/mayor_city_council/town_meetings

Events

- Calendar of Events
<https://www.auroragov.org/calendar>

Community Resources

- COVID-19
<https://www.auroragov.org/cms/one.aspx?pageId=16539096>
- Aurora Police Department blog
<https://www.auroragov.org/blog/One.aspx?portalId=2869361>
- Data & Demographics
https://www.auroragov.org/city_hall/about_aurora/data_demographics

Attachment A: Legal Precedence Case Updates
Submitted by: Paul Henrion
July 1, 2020

Both the Colorado Civil Rights Division (CCRD) (state) and U.S. Housing and Urban (HUD) (federal) handle housing discrimination cases.

Additionally the U.S. Department of Justice (DOJ) has started an initiative on sexual harassment by landlords demanding favors in return for access to housing or related issues, e.g. repairs. <https://www.justice.gov/crt/sexual-harassment-housing-initiative#:~:text=The%20Sexual%20Harassment%20in%20Housing%20Initiative%20is%20an,or%20other%20people%20who%20have%20control%20over%20housing.>

2 recent cases from HUD:

- HUD settles with Decatur Housing Authority in Alabama
 - Allegations - DHA allegedly discriminated against elderly black applicants by skipping over their names on wait lists and by steering all black applicants to less desirable units at one of the DHA properties that is racially/ethnically concentrated;
 - Settlement - \$200K in damages for victim's fund; updates policies on waiting lists, transfer lists, and evictions; and nondiscrimination training for employees;
 - https://www.hud.gov/press/press_releases_media_advisories/HUD_No_20_095
- HUD charges Columbia at Mechanicsville and their partners in Atlanta with disability discrimination and failure to accommodate
 - Apartment flooded 5 times building up mildew and mold;
 - A minor son of the lessee developed increasingly severe asthma symptoms that required specialist treatment including surgery;
 - Property manager denied lessee's request to move to another unit;
 - "When a child with a disability needs a reasonable accommodation under the Fair Housing Act a housing provider is obligated to provide it"
 - https://www.hud.gov/press/press_releases_media_advisories/HUD_No_20_096

A DOJ sexual harassment case:

- DOJ files lawsuit against property manager/owner, Jones Investing and another owner in Muskegon, MI
 - Alleges that the property manager/owner sexually harassed female tenants from at least 2008 to 2018
 - Repeated unwelcome sexual comments, touching without consent, requests for sexual favors, reduced/free rent for sex and retaliation when female tenants refused the requests;
 - Lawsuit seeks monetary damages for a victim's fund, civil penalties, and court order barring further discrimination;
 - <https://www.justice.gov/opa/pr/department-justice-files-sexual-harassment-lawsuit-against-owners-rental-properties-muskegon>