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# Indiana Commission on Hispanic/Latino Affairs

**Commission Meeting Minutes**  
**February 22, 2018**  
**1:00pm – 3:00pm**  
**Indiana Government Center South**  
**Conference Room B**  
**Indianapolis, IN 46204**

**Commissioners Present**

Virginia Hernandez-Ocasio, Designee, Civil Rights Commission  
Tina Little, Designee, Department of Correction  
Sabrina Rahn, Department of Workforce Development  
Brenda Graves Croom, Designee, Family and Social Services Administration  
Andrea Perez, Designee, Department of Health  
Beatriz Pacheco, Designee, Department of Education  
Palermo Galindo, President Pro Tempore Appointee, Fort Wayne  
Guadalupe Herb Hernandez, President Pro Tempore Appointee, Fort Wayne  
Rebecca Kubacki, Speaker of the House Appointee (via telephone)  
Francisco Garcia, Speaker of the House Appointee  
Lillian Casillas, Speaker of the House Appointee, Bloomington (via telephone)  
Jesusa Rivera, Speaker of the House Appointee, South Bend (via telephone)  
Rep. Earl Harris Jr.

**Commissioners Not Present**

Senator Jean Breaux  
Senator Mark Messmer  
Rep. Peggy Mayfield  
Seth Morales, Governor's Appointee  
Christian Gallo, President Pro Tempore Appointee, Lafayette  
Teresa Mora, President Pro Tempore Appointee

**Staff Present:**

Elia James, ICHLA Director  
Lesley Gordon, ICRC Deputy Director of External Affairs

A meeting of the commissioners and participants of the Commission on Hispanic/Latino Affairs was held in Indianapolis, Indiana at the Indiana Government Center on February 22, 2018. Elia James Director of the Commission on Hispanic/Latino Affairs recorded the minutes.

### **Call to order**

Commission Chair Rebecca Kubacki called the meeting to order at 1:10 PM EST. The meeting duly convened, was ready to proceed with business.

### **Chairman's Report**

Chair Rebecca Kubacki thanked the commissioners for their presence and requested the approval of December 2017 meeting minutes.

### **Approval of Minutes**

Commissioners approved the minutes from the last meeting.

### **Approval of Financials**

Commissioner Guadalupe 'Herb' Hernandez requested that an inquiry to the CFO Pam Cook be made with a list of line items for what has been paid out.

### **Nominations and Voting**

A slate was presented. The following were presented and unopposed: Rebecca Kubacki for Chair, Sabrina Rahn for Vice Chair, Guadalupe 'Herb' Hernandez for Treasurer, and Jesusa Rivera for Secretary (with minimal duties). A motion was made by Palermo Galindo to accept the slate. Virginia Hernandez-Ocasio seconded the motion placing this matter officially before the Commission. Motion passed unanimously.

### **Executive Director's Report**

Rebecca Kubacki welcomed Elia James as the new ICHLA Director and wished her tremendous success. Elia thanked the commission for the honor and privilege to serve them and gave a brief bio of her background in public safety and education.

Elia proposed the 2018 meeting dates and proposed having 2-3 Commission meetings at other locations such as northwest or northeast Indiana. Palermo Galindo advised that he would like to possibly host one of the commission meetings in Fort Wayne. He will touch base with confirmations. Other commissioners expressed interest in hosting the commission meetings as well. Commissioners approved the proposed dates with one correction.

Elia shared her excitement and provided some ideas that she would like to accomplish and the current priorities such as:

- Completing the 2017 annual report
- Conducting a website audit – she will submit a proposal to the Commission of what should be on the websites.
- Creating a budget for the remainder of the fiscal year and for the next fiscal year
- Growing our volunteer base
- Elia mentioned having discussions with HACE to attend their national conference and work on possibly creating a leadership program for young Latino professionals ages 25-35. She mentioned that another program HACE had was focused on STEM education. HACE worked with about ten corporations who higher individuals with educations in the STEM fields. Representative Harris mentioned working with other groups who are doing similar work and ways to assist them such as the work the Indiana Latino Institute is doing. Elia stated she would continue her research into these organizations.

Elia stated she will provide a high level overview on priorities and a budget at the following commission meeting.

Discussion was held on sponsoring 150 t-shirts once again for Latino Page Day. Rep Earl Harris stated that Representative Candelaria Mara Reardon submitted a request for \$3,000.00. The total request was \$2,688.38. Elia advised that the request was received and a call was returned to Rep Reardon's staff for additional information but Elia had not hear back from Rep Reardon's staff. The board expressed that in past years they had provided funding however they did not want to sponsor this type of item for Latino Page Day. Vice Chair Sabrina Rahn stated that they would prefer funding to go towards getting to the event such as transportation would be better use of funds. Others expressed that there were so many other deserving causes and prior funding did not indicate that each year a recipient would receive the same funds. Everyone expressed a need for fine tuning the scholarship and sponsorship process. The board requested Elia put together a better process for the commission. Andrea Perez stated she would assist Elia with providing a sample of another organizations process. The commissioners requested the following be included:

- Applicant must provide a final report of what was accomplished and what was the impact.
- Applicant must include a deadline for the Commission – when must it be approved by.
- The board would approve the requests twice a year
- Create some structure, but not be too prescriptive

Herb Hernandez advised that the Commission in prior years had passed as a motion that the Executive Director of ICHLA be able to approve up to \$500 to spend without the approval of the board to allow for sponsoring events that were requested in between the Commission meetings. He advised amounts over \$500 must go before the board to approve or deny. Herb asked the Commissioners if they were going to provide the funding for Latino Page Day and how much. Herb Hernandez took a poll on funding at several amounts. The board decided to fund the Latino Page Day t-shirts in the amount of \$1,000. A motion was made by Andrea Perez to fund the Latino Page Day t-shirts in the amount of \$1,000.00. Jesusa Rivera seconded the motion placing this matter officially before the Commission. The motion passed.

### **Subcommittees**

Brenda Graves advised that committees would need to be established and advised that stakeholders be included. Palermo Galindo advised that the committees should be consistent with the mission of the organization. A discussion will be held at the next meeting so the Chair can suggest the establishment of committees.

### **New Business**

Lesley Gordon advised that Director Greg Wilson was not able to attend this meeting but would plan on attending subsequent meetings. She advised training will be held at the next meeting with Deputy Director Doneisha Posey to go over Commissioner Roles,

break down the statute, obligations and functions of the Commission. This will include an overview of guidelines from the Inspector General's Office.

### **Public Comment**

Representative Earl Harris Jr. stated that Elia should work with existing organizations that are doing great work with students such as the Indiana Latino Institute.

Representative Earl Harris Jr. stated he would be happy to facilitate an introduction and discussion with ILI. He also advised that Latino Fellows Day would be held with high school students visiting the State Capitol on Wednesday, February 28<sup>th</sup>. He invited everyone to attend or let him know if there are high school students interested. Herb Hernandez advised that he would like more notice of the event. He requested the Director put together a list of events that the commission supported or participated. Elia commented that support should be given throughout the state and she plans of going to events outside of Indianapolis.

Rep. Harris also suggested the Director build a relationship with Blair Milo the Career and Talent Acquisition Director of Next Level Jobs. He suggested perhaps having Blair Milo as a presenter to the commission. Rep Harris suggested nextleveljobs.org be placed on our website. This website will show you the job fulfillment needs by your region. He advised that grants totally up to \$2,500 were available and the application to receive the funding was quick and easy. He also suggested partnering with East Chicago Association of Minority and Women.

Rebecca Kubacki discussed her support for Adelante which was started last year. She advised that many families were served and included services such as dental exams and physical exams for free. She advised the focus was on early education and getting students ready for school. She would also like to see a list of events and what should the Commission should continue to move forward with. She suggested joining on an activity.

Herb Hernandez also discussed and expressed his support for Equal Pay for Latinas – an awareness campaign which would give the commission a lot of exposure.

Elia James discussed attending the Indiana Latino Institute Legislative Breakfast. She passed around the materials provided and discussed their legislative priorities. The priority topics were economic, education, health, immigration, and public safety.

Jesusa Rivera spoke about Farmworkers Awareness Week and the State Resolution or Proclamation that would be presented the Indiana Statehouse on February 27. She advised all were welcome to attend.

Sabrina Rahn provided suggestions and discussed an event where a panel of educators were brought in to discuss Latino disparities. She would like to see a focus on helping mothers.

### **Adjournment**

At 3:10 pm, the meeting was adjourned.

## 2018 Upcoming Meeting Dates

<b>Dates:</b>	<b>Time:</b>	<b>Location</b>
4/19/2018	1 pm	Indiana Government Center North ICRC Conference Room N300 Indianapolis, IN 46204
6/21/2018	1 pm	City of Fort Wayne 200 E. Berry Street Executive Conference Room in the 4 <sup>th</sup> floor. Fort Wayne, IN 46802
8/16/2018	1 pm	Indiana Government Center South Conference Room B Indianapolis, IN 46204
10/18/2018	1 pm	Indiana Government Center South Conference Room B Indianapolis, IN 46204
12/6/2018	1 pm	Indiana Government Center South Conference Room B Indianapolis, IN 46204

### **Elia James**

Director Indiana Commission on Hispanic/Latino Affairs

**Indiana Civil Rights Commission**

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