

1 BEFORE THE STATE OF INDIANA  
 2 CIVIL RIGHTS COMMISSION  
 3 - - -  
 4  
 5 PUBLIC MEETING OF AUGUST 21, 2020  
 6  
 7  
 8 - - -  
 9 PROCEEDINGS  
 10 in the above-captioned matter, before the Indiana  
 11 Civil Rights Commission, Adrienne L. Slash,  
 12 Chairperson, taken before me, Lindy L. Meyer,  
 13 Jr., a Notary Public in and for the State of  
 14 Indiana, County of Shelby, all parties appearing  
 15 via telephone on Friday, August 21, 2020 at  
 16 1:06 o'clock p.m.  
 17 - - -  
 18  
 19  
 20  
 21 William F. Daniels, RPR/CP CM d/b/a  
 22 ACCURATE REPORTING OF INDIANA  
 23 12922 Brighton Avenue  
 Carmel, Indiana 46032  
 (317) 848-0088

1 1:06 o'clock p.m.  
 August 21, 2020  
 2 - - -  
 3 CHAIRPERSON SLASH: Thank you. I'm  
 4 glad everybody was able to make it and join us.  
 5 It is 1:06 p.m. on August 21st, 2020. We'll go  
 6 ahead and call this meeting of the Indiana Civil  
 7 Rights Commission to order.  
 8 Deputy Director Schultz, would you like to  
 9 announce the agenda?  
 10 MS. SIMMONS: Hello. This is Kim  
 11 Simmons, and I will announce the agenda.  
 12 CHAIRPERSON SLASH: My apologies.  
 13 MS. SIMMONS: No, it is okay. I hope  
 14 everyone can hear me.  
 15 CHAIRPERSON SLASH: We can.  
 16 MS. SIMMONS: Okay. First on the  
 17 agenda is the approval of the meeting minutes.  
 18 Second is the ICRC Director's Report. We have  
 19 Deputy Director Tim Schultz with us. Next is Old  
 20 Business. There are no reviews, no motions or  
 21 other filings.  
 22 In the New Business, there are no  
 23 complaint appeals, no motions or other findings.

1 APPEARANCES:  
 2 COMMISSION MEMBERS:  
 3 Adrienne L. Slash, Chairperson  
 4 Steven A. Ramos  
 5 Hollie Harrington  
 6 James W. Jackson  
 7  
 8 INDIANA CIVIL RIGHTS COMMISSION  
 9 By Gregory Wilson, Director  
 10 & Tim Schultz, Deputy Director  
 11 Indiana Government Center North  
 12 100 North Senate Avenue, Room N300  
 13 Indianapolis, Indiana 46204  
 14 On behalf of the Commission.  
 15  
 16 OTHER COMMISSION STAFF PRESENT:  
 17 Kimberly Simmons  
 18 Adoley Azu  
 19  
 20 ALSO PRESENT:  
 21 Beth Butsch, OALP  
 22  
 23 - - -

1 There are three ALJ decisions to review, one ALJ  
 2 decision on a matter to be confirmed. Next, the  
 3 meeting dates for the remainder of the 2020  
 4 calendar year. There will be a period of time  
 5 for announcements, and a period of time for  
 6 public comments, and then we will adjourn.  
 7 CHAIRPERSON SLASH: Thank you so much  
 8 for calling the agenda.  
 9 At this time, I'd like to call for a  
 10 motion to approve the previous meeting minutes.  
 11 COMM. RAMOS: So moved, Comm. Ramos.  
 12 CHAIRPERSON SLASH: Thank you.  
 13 Is there a second?  
 14 COMM. HARRINGTON: Second,  
 15 Comm. Harrington.  
 16 CHAIRPERSON SLASH: Thank you,  
 17 Comm. Harrington.  
 18 We're going to try something new here  
 19 today, and I'll ask Ms. Simmons to do a roll call  
 20 for a vote.  
 21 MS. SIMMONS: Comm. Slash?  
 22 CHAIRPERSON SLASH: Aye.  
 23 MS. SIMMONS: Comm. Ramos?

1 COMM. RAMOS: Aye.  
 2 MS. SIMMONS: Comm. Harrington?  
 3 COMM. HARRINGTON: Aye.  
 4 MS. SIMMONS: Comm. Jackson?  
 5 COMM. JACKSON: Aye.  
 6 MS. SIMMONS: We have four to zero.  
 7 The motion passes.  
 8 CHAIRPERSON SLASH: Thank you.  
 9 At this time, we'll have the ICRC  
 10 Director's Report.  
 11 MR. WILSON: Well, good afternoon,  
 12 everyone.  
 13 CHAIRPERSON SLASH: Good afternoon.  
 14 MR. WILSON: I hope everybody's had a  
 15 great week.  
 16 I'll just give you a couple of things that  
 17 we've been working on. I don't know if everybody  
 18 heard the Governor's remarks the other day,  
 19 talking about equity and inclusion and systemic  
 20 racism and the new position that they have  
 21 been -- they've created, a new office in a sense,  
 22 and actually I've been working on that. I'm part  
 23 of the core group that kind of helped put that

1 job description together, and also kind of  
 2 outlined some of the things that we want to see  
 3 happen with the appointment of that position.  
 4 And so, it is a great opportunity for --  
 5 it's a great opportunity for the state, and one  
 6 of the things is they'll be working with not just  
 7 ICRC, but other agencies that deal with equity  
 8 issues, and certainly with discrimination. And  
 9 so, we'll be working very close with that  
 10 position.  
 11 But I think it's just -- it's great, it's  
 12 a great start, it's a great beginning with this  
 13 addition of this position, and hopefully, you  
 14 know, people that are interested, please, they  
 15 can send their resume to the Governor's Office.  
 16 They can also send it to me and I will forward it  
 17 to the group.  
 18 And anyway, I just think it's a great  
 19 start, and I'm looking for great things from that  
 20 initiative, as I said. Tim has also helped me,  
 21 gathering information as we look at what should  
 22 be accomplished with that position. So, that's  
 23 just one of the things.

1 So, does anybody have any questions about  
 2 that?  
 3 CHAIRPERSON SLASH: It sounds like  
 4 it's --  
 5 COMM. RAMOS: It sounds like you're  
 6 sure --  
 7 CHAIRPERSON SLASH: Oh, go for it.  
 8 COMM. RAMOS: Can I, Comm. Slash?  
 9 CHAIRPERSON SLASH: Oh, sure, go  
 10 ahead, Chair -- or Comm. Ramos.  
 11 COMM. RAMOS: Yeah, thank you,  
 12 Executive Director Wilson. So, I caught some of  
 13 that from the Governor's message. I'm sorry I  
 14 didn't hear all of that, but part of that, as you  
 15 indicated, that is the goals set, I think,  
 16 towards the state, and that's all good news. I  
 17 respect that.  
 18 So, the focus right now is really defining  
 19 that role, getting that staff, and then the  
 20 second part of the goal is to -- really to look  
 21 across not only within the state of all of those  
 22 positions, but externally throughout the state  
 23 for other businesses and their projects. That's

1 the part that's missing. I don't want to  
 2 misunderstand anything.  
 3 MR. WILSON: So, was that a question  
 4 to me?  
 5 COMM. RAMOS: Yes, sir.  
 6 MR. WILSON: Oh, okay. So, again,  
 7 one of the big -- as the Governor's also  
 8 challenged other private entities to look at  
 9 themselves as well, but the focus for this  
 10 person, which we must have the job description  
 11 developed, is going to be internally, but also  
 12 how we deal with our external partners or people.  
 13 But looking at the organizational  
 14 structures, especially when it comes to equity  
 15 and inclusion, because we know that a lot of  
 16 people think within the state that maybe they  
 17 don't have the opportunity to move up, or maybe  
 18 there's not the diversity in leadership in some  
 19 of these organizations.  
 20 So, I think that person, when they come  
 21 in, they're going to put together a strategic  
 22 plan based on kind of the guidelines that have  
 23 been set and help us to understand what we need

1 to do and how we need to move it forward.  
 2 I think if you look in Virginia, they did  
 3 something similar, and actually, I think some on  
 4 the committee, we reached out to that person in  
 5 Virginia to ask about how did that work for them,  
 6 and it's a very robust and very -- what do I want  
 7 to say? I mean this is something the state has  
 8 never done. We've never looked at anything like  
 9 this. There's never been an initiative.

10 So, you'll see things like surveys,  
 11 outside folks helping us with an internal look on  
 12 the way we do things, which is hiring, our  
 13 procurement process. So, I think this is really  
 14 a great opportunity for us as a state.

15 COMM. RAMOS: And that procurement  
 16 option, as I've been at my previous job with IBM  
 17 Corporation, we know that partnering with the  
 18 state also meant that within our enterprise, we  
 19 needed to reflect the values that were, you know,  
 20 a part of being required from the state's  
 21 standpoint. So, you're not working with XYZ  
 22 Company that isn't following those guidelines.  
 23 That's one of the elements you're going to be

1 Comm. Harrington.

2 COMM. HARRINGTON: This is  
 3 Comm. Harrington, and I have more of a comment,  
 4 and I'm just excited and hopeful. I know  
 5 oftentimes the work of equity and inclusion,  
 6 especially as it relates to addressing some of  
 7 the discrimination, happens in pockets, so it's  
 8 exciting to see the -- what I would classify as a  
 9 genuine interest, a more holistic approach.

10 And I'm sure this will help a lot in the  
 11 work that you continue to do, and I'm glad to  
 12 know that you will be, you know, connected as you  
 13 are here as it relates to the civil rights issues  
 14 and the supplier diversity, and I know the other  
 15 components of Workforce will also be, you know,  
 16 looked at, to help develop a stronger pipeline  
 17 for our community to make sure that all have  
 18 access, not just business opportunities, but to  
 19 workforce and employment opportunities as well.

20 So, I'm just excited, and I know this will  
 21 also lend itself to, you know, gaining a better  
 22 understanding as it relates to public safety and  
 23 how we can work together to make our community

1 looking at, or this individual will be looking at  
 2 as well; is that correct?

3 MR. WILSON: Well, they'll be working  
 4 with those entities and they'll be getting  
 5 reports and they will -- right now, for instance,  
 6 right now if people come to any of our Commission  
 7 meetings for the supplier diversity, then you  
 8 would see that right now they've already started  
 9 to look at the larger top vendor contracts.

10 And they're already looking at agencies,  
 11 how the agencies report, because in the past,  
 12 each individual agency, we didn't have a report  
 13 of what they were doing, but you're going to see  
 14 those types of changes, and actually that's  
 15 already kind of started. But yeah, they'll be  
 16 looking at making sure that access to opportunity  
 17 is available for anybody who wants it, you know,  
 18 as following the state's guidelines, procurement  
 19 guidelines.

20 COMM. RAMOS: Excellent. Thank you.

21 COMM. HARRINGTON: This is -- Chair

22 Slash?

23 CHAIRPERSON SLASH: Oh, go ahead,

1 better.

2 MR. WILSON: Well, you know, and  
 3 especially most people here at the Commission,  
 4 you know and you've seen some of our cases, and,  
 5 you know, maybe some of you haven't seen, but  
 6 there's a lot of things that we can do to help  
 7 throughout the enterprise.

8 And this will give us more exposure -- not  
 9 just us, but other agencies who have components  
 10 like ours -- exposure throughout the enterprise,  
 11 and they're going to be working with every piece  
 12 of this enterprise, every department, small and  
 13 large, and that person will have the ability to  
 14 help each agency kind of look at itself, do  
 15 self-evaluations, whether it's on hiring, whether  
 16 it's on the relationship they have.

17 And then this person also will be able to  
 18 help agencies maybe tie in with community  
 19 organizations. So, I mean this is really a great  
 20 opportunity for us. You know, I really see this  
 21 as a big step. And we know there's more to do,  
 22 and I think the Governor even said there's still  
 23 going to be more to do, but I think this is a big

13

1 step.

2 So, thanks, Holli, for those comments.

3 COMM. HARRINGTON: Absolutely.

4 CHAIRPERSON SLASH: Are there other

5 remarks or just comments that Commissioners would

6 like to make?

7 (No response.)

8 CHAIRPERSON SLASH: All right. I'm

9 sorry. Was it a Commissioner that just

10 interrupted?

11 MR. SCHULTZ: This is Deputy Director

12 Schultz. I'm happy to provide a couple of the

13 highlights from the month of July as far as the

14 agency, if Commissioners are interested in that.

15 MR. WILSON: Were you going to say

16 something, Comm. Slash, though?

17 CHAIRPERSON SLASH: Sure. I was just

18 going to commend you on participating and commend

19 the state for making this very necessary action.

20 Understanding that Virginia is the only other

21 state that has such an office, this is a great

22 place for Indiana to lead the way. To my

23 understanding, the role deeply finds itself

14

1 entrenched in all areas of operation for our

2 State Government, which is to absolutely be

3 commended. So, just congratulations on your

4 involvement in helping to get that done, but

5 looking for great things to come out of this for

6 the state.

7 MR. WILSON: Well, I'll just -- I'm

8 sorry, Comm. Slash.

9 CHAIRPERSON SLASH: Oh, go for it.

10 MR. WILSON: No, I was just going to

11 say we're going to -- I'm going to definitely

12 keep you updated as we move forward.

13 CHAIRPERSON SLASH: Thank you.

14 Deputy Director Schultz, you can move

15 forward with the rest of the report, if you'd

16 like.

17 MR. SCHULTZ: Sure. And I just want

18 to weigh in and say I'm also very excited about

19 that position being created, so I'm really

20 looking forward to those updates.

21 So, in the month of July we continue to

22 see increases all of the way across the board as

23 far as activity within the agency. You know,

15

1 I -- it's interesting to note that since April --

2 so, I've been tracking our trends. Since April

3 we've seen really almost across the board a

4 hundred percent increase in the number of

5 inquiries we're receiving in every single

6 enforcement area that we look at.

7 And though I don't want to say that's a

8 good thing, it is good to know that people

9 realize we're still here and that we're open and

10 that we're still doing investigations. So,

11 that's something I certainly wanted to note.

12 And then also since we started tracking

13 COVID-related inquiries, we've received over 40

14 of those that we are, you know, reviewing as they

15 come in to see if there's a possible enforcement

16 issue.

17 But I think the overall point is that we

18 are still here, the public realizes that we're

19 still here, and we are still enforcing Indiana

20 civil rights for our Hoosier citizens.

21 A couple of other highlights. We went

22 from about 600 phone calls in the month of June

23 to over 1200 phone calls to the agency in July,

16

1 so Kim's team oversees those initial inquiries,

2 so since she's here, I just want to say, you

3 know, congrats to Kim and her team that are, you

4 know, doing great work, making sure that we're

5 managing that increase.

6 Another thing, I've got Adoley on the

7 line, who oversees our ADR work in mediations,

8 and we actually saw a 50 percent increase from

9 June to July in the monetary settlements that her

10 team has been working with individuals to bring

11 in. So, again, that's -- you know, we're helping

12 people and we're making -- you know, we're

13 increasing our numbers, and, you know, the more

14 numbers we have, the more people we're helping.

15 As far as some events highlights in the

16 month of July, we had a presentation at the Girl

17 Scout camp, their main campus, where we did a

18 presentation agency overview, so an education and

19 outreach event, and it was, as Greg had

20 mentioned, in several locations. They recently

21 created a Civil Rights Girl Scout patch, and I

22 know that's something that he's really been proud

23 of.

1 In addition to that event, Greg also  
 2 presented at the AIM virtual conference, in which  
 3 he had the opportunity to explain to local  
 4 municipalities, small cities, to their management  
 5 about what the Civil Rights agency is, what we  
 6 can do for them, how we can work with them for  
 7 training, and just be a resource for them. I  
 8 know -- I think -- you know, Greg, correct me if  
 9 I'm wrong, you had, I think, at least a hundred  
 10 attendees for that event.

11 MR. WILSON: Yes.

12 MR. SCHULTZ: And then we also had an  
 13 opportunity to present at the Indiana Black Expo  
 14 Education Conference in the month of July. That  
 15 was, I think, a really great event overall, the  
 16 whole event was a great event, and we were really  
 17 lucky to get to participate in that, and we  
 18 actually had over 3,000 attendees during the  
 19 Civil Rights Commission presentation. So, you  
 20 know, that's just an opportunity to get our  
 21 message out there and make people aware that  
 22 we're here as a resource.

23 Those are our -- those are my main

1 Governor's Community Service Awards at 2:00  
 2 o'clock.

3 Will you make sure, Kim, that the link and  
 4 information is sent to the Commissioners of when  
 5 and where so they can tune in? I think it's  
 6 going to be on Microsoft --

7 MS. SIMMONS: Yes, I will.

8 MR. WILSON: -- Microsoft Teams, I  
 9 believe.

10 But anyway, we'll be giving those awards  
 11 to people in the community. You'll see -- I  
 12 think it goes out today -- kind of a list of who  
 13 won those awards. We look for people to nominate  
 14 from all over the state, and we always get a  
 15 large group from Indianapolis, but we got some  
 16 good recipients for these awards, so we're  
 17 excited about that as well.

18 We're just still working hard -- I want  
 19 you all to know we still work hard all of the  
 20 time. Like you said, 1200, we've never had 1200  
 21 inquiries probably ever. That just tells you  
 22 what's going on in people's lives right now, and  
 23 especially considering a lot of people are not at

1 highlights. Greg, I know that there is an event  
 2 next week that you're involved, the Service  
 3 Awards. I don't know if you want to mention  
 4 anything about that.

5 MR. WILSON: Yeah, yeah.

6 And I want to just say this to the  
 7 Commission: We have really been working hard to  
 8 continue to let people know that we're here.  
 9 We've also been on radio programs in the northern  
 10 region as well as here in Indianapolis. We're  
 11 working on our strategic marketing plan so that  
 12 we can capture more of the -- we know that  
 13 Indianapolis tends to be where we get the most  
 14 complaints from.

15 But we have a strategic plan we're putting  
 16 together so that we can focus on some of the  
 17 doughnut counties around Indianapolis, but also  
 18 hit Northern Indiana as well as Southern Indiana.  
 19 So, we'll be presenting that to the Committee as  
 20 soon as we finalize the draft. We're going to be  
 21 asking the majority -- have a good idea of what  
 22 we want to do.

23 But anyway, on the 26th, we have the

1 work, a lot of people are working from home, and  
 2 to have that many calls, Kim and her team has  
 3 just done a tremendous job, overwhelming job.

4 So, again, I just want to also thank Kim  
 5 and the Intake team for their hard work, but  
 6 we're just letting you know we are working hard,  
 7 we are still communicating what we do, and still  
 8 doing the work, even though a lot of people are  
 9 still working from home. We're getting the work  
 10 done, and that's kind of where we're at.

11 Anybody have any questions?

12 CHAIRPERSON SLASH: This is Chair  
 13 Slash. I have a question. Are -- and this is  
 14 more of a forward-thinking question. Seeing that  
 15 the moratorium on evictions has now been lifted,  
 16 is there preparation or plans for any increased  
 17 attention to housing or managing work flow,  
 18 should there be an increase in that space?

19 MR. WILSON: Well, we've been  
 20 preparing. I mean we've had -- we've been on the  
 21 radio, we've been putting information out, we've  
 22 had conferences on the -- we knew that this was  
 23 going to happen, that it was going to be ending.

1 So, yeah, we have been preparing, but we have  
2 been communicating to these people where these  
3 resources are at, where maybe they can get help.  
4 We partner with IACDA, because they were doing  
5 the Cares program, as well as some other entities  
6 that we've had some on-line conferences with  
7 talking about resource.

8 So, yeah, we'll continue to do that, Chair  
9 Slash. We'll continue to get the message out,  
10 and that's why I'm saying, we knew kind of the  
11 onslaught was going to come, so just like every  
12 case we get in, they're all important, and we try  
13 to get to them and move them through as quick as  
14 possible, and trying to look at each person's  
15 issues. So, yes, we have been preparing for this  
16 and communicating about it.

17 CHAIRPERSON SLASH: Okay. Thank you.

18 Are there any other Commissioners who have  
19 any questions at this time?

20 (No response.)

21 CHAIRPERSON SLASH: Okay. Hearing  
22 none, if that concludes your report, we can move  
23 forward with the agenda.

1 MR. WILSON: Thank you.

2 CHAIRPERSON SLASH: Thank you so  
3 much.

4 MR. WILSON: Thank you.

5 CHAIRPERSON SLASH: So, as announced  
6 during our announcing of the agenda, we do not  
7 have any Old Business to discuss today. We also  
8 do not have any New Business to discuss today.  
9 We do have three cases to review and to either  
10 affirm, modify or dissolve that are ALJ orders  
11 that were -- that were done in the past months.

12 Deputy Director Schultz, do you have  
13 anything to share there, or do you have an ALJ on  
14 the line that would like to provide any insight?

15 JUDGE BUTSCH: You do have an ALJ on  
16 the line. My name is Beth Butsch, and I'm with  
17 the Office of Administrative Law Proceedings. I  
18 am not the Administrative Law Judge who heard  
19 these cases or wrote these decisions. I'm  
20 filling in for that ALJ. I would be happy to  
21 answer any procedural questions you have about  
22 any of these cases.

23 CHAIRPERSON SLASH: Okay. Just to

1 verify before I call each case, we are to affirm,  
2 modify or dissolve each of them?

3 JUDGE BUTSCH: Yes.

4 CHAIRPERSON SLASH: Okay. Thank you.

5 So, we will go with the first case, which  
6 is ICRC versus Meridian Kessler Elm Apartments &  
7 Barratt Asset Management. The ALJ granted in  
8 part a motion for summary judgment filed by  
9 Respondents. The objection period is closed, and  
10 no objections were filed.

11 Is there a motion to affirm, modify for  
12 dissolve this case?

13 COMM. RAMOS: This is Comm. Ramos. I  
14 motion to approve the objection and -- that it  
15 was closed, so to grant the motion and summary  
16 judgment.

17 CHAIRPERSON SLASH: Thank you.

18 Is there a second?

19 COMM. HARRINGTON: This is  
20 Comm. Harrington, second.

21 CHAIRPERSON SLASH: Thank you.

22 Can you call the roll, please?

23 JUDGE BUTSCH: And may I interrupt

1 you, please? This is --

2 CHAIRPERSON SLASH: Sure.

3 JUDGE BUTSCH: -- ALJ Butsch. With  
4 regard to this case, I just want to point out  
5 that there were, it looks like, four different  
6 claims, and the Administrative Law Judge granted  
7 summary judgment on three of those claims and no  
8 objections were filed. One of the claims  
9 remains, and the order states that that's going  
10 to be set for a pretrial conference. So, the  
11 summary judgment that you're affirming is on part  
12 of the case, three of the claims out of four, and  
13 the remaining claim, where summary judgment  
14 wasn't granted, will proceed forward.

15 CHAIRPERSON SLASH: Yes. Thank you  
16 for the clarification.

17 Shall we call the roll at this time?

18 MS. SIMMONS: Chair Ramos?

19 COMM. RAMOS: Aye.

20 MS. SIMMONS: Chair Harrington?

21 COMM. HARRINGTON: Aye.

22 MS. SIMMONS: Comm. Jackson?

23 COMM. JACKSON: Aye.

25

1 MS. SIMMONS: And Chair Slash?  
 2 CHAIRPERSON SLASH: Aye.  
 3 MS. SIMMONS: Vote count is four to  
 4 zero. The motion passes.  
 5 CHAIRPERSON SLASH: Thank you.  
 6 And the next case, which is ICRC versus  
 7 Indy for Rent, and I'm sorry for not reading the  
 8 last case number. It's ICRC No. HOfs19070405.  
 9 The ALJ dismissed this matter after a timely and  
 10 complete Notice of Election was filed. The  
 11 objection period has closed, and there are no  
 12 objections that were filed.  
 13 Is there a motion to affirm, modify or  
 14 dissolve the ALJ's findings?  
 15 COMM. RAMOS: This is Comm. Ramos. I  
 16 motion that we dismiss the matter as recommended  
 17 by the ALJ.  
 18 CHAIRPERSON SLASH: Thank you.  
 19 Is there a second?  
 20 COMM. JACKSON: Second,  
 21 Comm. Jackson.  
 22 CHAIRPERSON SLASH: Thank you.  
 23 Can we call the roll?

26

1 MS. SIMMONS: Comm. Ramos?  
 2 COMM. RAMOS: Aye.  
 3 MS. SIMMONS: Comm. Harrington?  
 4 COMM. HARRINGTON: Aye.  
 5 MS. SIMMONS: Comm. Jackson?  
 6 COMM. JACKSON: Aye.  
 7 MS. SIMMONS: And Chair Slash?  
 8 CHAIRPERSON SLASH: Aye.  
 9 MS. SIMMONS: Vote count is four to  
 10 zero. The motion passes.  
 11 CHAIRPERSON SLASH: Thank you so  
 12 much.  
 13 And the third case that we have here is  
 14 ICRC and ELAMIN versus Muesing Management dba  
 15 Chateau in the Woods, which is Case ICRC  
 16 NO. HOr20020068. The ALJ dismissed this matter  
 17 after a timely and complete Notice of Election  
 18 was filed. The objection period has closed, and  
 19 no objections were filed.  
 20 For this case, can I have a motion to  
 21 affirm, modify or dissolve the dismissal?  
 22 COMM. RAMOS: Comm. Ramos. I  
 23 recommend we uphold the ALJ's recommendation to

27

1 dismiss.  
 2 CHAIRPERSON SLASH: Is there a  
 3 second?  
 4 COMM. HARRINGTON: Comm. Harrington,  
 5 second.  
 6 CHAIRPERSON SLASH: You may call the  
 7 roll.  
 8 MS. SIMMONS: Comm. Ramos?  
 9 COMM. RAMOS: Aye.  
 10 MS. SIMMONS: Comm. Harrington?  
 11 COMM. HARRINGTON: Aye.  
 12 MS. SIMMONS: Comm. Jackson?  
 13 COMM. JACKSON: Aye.  
 14 MS. SIMMONS: Chair Slash?  
 15 CHAIRPERSON SLASH: Aye.  
 16 MS. SIMMONS: Vote count is  
 17 four-zero. The motion passes.  
 18 CHAIRPERSON SLASH: Thank you.  
 19 Next we have an ALJ decision that was  
 20 automatically confirmed.  
 21 Can our ALJ kind of give us a little  
 22 highlight as to what's the decision we are to  
 23 make here, and if there is a motion?

28

1 JUDGE BUTSCH: Absolutely. This is a  
 2 case that you would automatically confirm as a  
 3 settlement, and there was a notice of withdrawal  
 4 of the complaint or claim filed pursuant to 910  
 5 Indiana Administrative Code 1-2-6, paragraph (b),  
 6 and back in June of this year, the Commission  
 7 voted to accept the Administrative Law Judge  
 8 settlement, and so you would be doing that under  
 9 that order that you've adopted.  
 10 And so, this is a case that has been  
 11 settled, and you're just approving the settlement  
 12 that the parties have reached between themselves,  
 13 so the parties are satisfied with the settlement,  
 14 the ALJ has accepted it, and you would be  
 15 confirming that settlement.  
 16 CHAIRPERSON SLASH: Thank you.  
 17 May I have a motion to approve the  
 18 settlement by one of our Commissioners, please?  
 19 COMM. JACKSON: This is  
 20 Comm. Jackson. Motion to approve.  
 21 CHAIRPERSON SLASH: Thank you.  
 22 Is there a second?  
 23 COMM. RAMOS: Comm. Ramos. I

1 approve, second.  
 2 CHAIRPERSON SLASH: Thank you.  
 3 May we call the roll?  
 4 MS. SIMMONS: Yes.  
 5 Comm. Ramos?  
 6 COMM. RAMOS: Aye.  
 7 MS. SIMMONS: Comm. Harrington?  
 8 COMM. HARRINGTON: Aye.  
 9 MS. SIMMONS: Comm. Jackson?  
 10 COMM. JACKSON: Aye.  
 11 MS. SIMMONS: Chair Slash?  
 12 CHAIRPERSON SLASH: Aye.  
 13 MS. SIMMONS: Vote count is  
 14 four-zero. Motion passes.  
 15 CHAIRPERSON SLASH: Thank you.  
 16 Next we would like to revisit once again  
 17 our meeting dates moving forward. We know that  
 18 there is one person who can't -- one Commissioner  
 19 who cannot attend the September 18th meeting.  
 20 Are there any other objections to the September  
 21 date, or conflicts?  
 22 COMM. JACKSON: This is  
 23 Comm. Jackson. I think in fact I have a

1 tentative at school that week.  
 2 CHAIRPERSON SLASH: Okay. If we were  
 3 to move the September date, would it be preferred  
 4 for us to pick a date while we're on this call,  
 5 or to -- well, actually let's try this. I know  
 6 at other times we have done the following Monday  
 7 of a meeting. Would that following Monday work  
 8 for the Commissioners? And that following Monday  
 9 would be September 21st.  
 10 COMM. HARRINGTON: I'm available,  
 11 Comm. Harrington.  
 12 CHAIRPERSON SLASH: Thank you.  
 13 COMM. RAMOS: Comm. Ramos. I have a  
 14 conflict until 2:00 o'clock.  
 15 CHAIRPERSON SLASH: Until 2:00  
 16 o'clock, you said?  
 17 COMM. RAMOS: Yes.  
 18 CHAIRPERSON SLASH: Okay. Thank you.  
 19 Comm. Jackson?  
 20 COMM. JACKSON: I'm driving. I'll  
 21 have to check my calendar once I'm stopped.  
 22 CHAIRPERSON SLASH: Okay. Well, in  
 23 the interest of time, if we could work with

1 Ms. Simmons to get a date that following week in  
 2 September all agreed upon via e-mail and  
 3 announced at a later date, just to make sure that  
 4 we have Comm. Jackson and Comm. Blackburn in  
 5 mind. Just make the note that the September date  
 6 is in question at this time due to conflicts.  
 7 Are there questions --  
 8 MS. SIMMONS: Okay.  
 9 CHAIRPERSON SLASH: -- or conflicts  
 10 around the October date?  
 11 (No response.)  
 12 CHAIRPERSON SLASH: Okay. We've been  
 13 doing pretty good at looking at two months in  
 14 advance, so let's just stop after October.  
 15 And Ms. Simmons, did you get the request  
 16 for us to get an e-mail circulated so we can  
 17 identify a better date?  
 18 MS. SIMMONS: Yes, I did.  
 19 CHAIRPERSON SLASH: Okay. Thank you.  
 20 (Discussion off the record.)  
 21 CHAIRPERSON SLASH: Okay. We can now  
 22 move on to announcements. Does anyone have any  
 23 announcements that they would like to share at

1 this time?  
 2 COMM. JACKSON: This is  
 3 Comm. Jackson. I would just like to thank  
 4 everybody for the condolences given for the  
 5 passing of my father. I really appreciate it.  
 6 Thank you very much.  
 7 CHAIRPERSON SLASH: Thank you.  
 8 Are there any further announcements?  
 9 (No response.)  
 10 CHAIRPERSON SLASH: Okay. Hearing  
 11 none, we will move to public comment. Is there  
 12 anyone with a public comment today?  
 13 MR. SCHULTZ: This is Tim Schultz.  
 14 Nobody had identified themselves at the  
 15 beginning, but if there is anybody who's joined  
 16 the meeting since we began and would like to  
 17 offer public comment, you may do so now by first  
 18 identifying yourself and then offering your  
 19 public comment.  
 20 Do we have anybody at this time?  
 21 (No response.)  
 22 MR. SCHULTZ: Chair Slash, I believe  
 23 we do not have any public comments at this time.

1 CHAIRPERSON SLASH: Thank you so  
2 much.

3 So, hearing none there, that concludes our  
4 agenda for today, and it is 1:38 p.m. I'd like  
5 to thank everyone for their time, and adjourn  
6 this meeting of the Indiana Civil Rights  
7 Commission.

8 MR. SCHULTZ: Thank you.

9 COMM. RAMOS: Thank you.

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11 Thereupon, the proceedings of  
12 August 21, 2020 were concluded  
13 at 1:38 o'clock p.m.

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1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned  
3 Court Reporter and Notary Public residing in the  
4 City of Shelbyville, Shelby County, Indiana, do  
5 hereby certify that the foregoing is a true and  
6 correct transcript of the proceedings taken by me  
7 on Friday, August 21, 2020 in this matter and  
8 transcribed by me.

9

10

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11

Lindy L. Meyer, Jr.,

12

Notary Public in and

13

for the State of Indiana.

14

15 My Commission expires August 26, 2024.

16 Commission No. NP0690003

17

18

19

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21

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23

<p style="text-align: center;"><b>1</b></p> <p>1-2-6 [1] - 28:5  100 [1] - 2:8  1200 [3] - 15:23, 19:20  12922 [1] - 1:22  18th [1] - 29:19  1:06 [3] - 1:16, 3:1, 3:5  1:38 [2] - 33:4, 33:11</p>	<p>access [2] - 10:16, 11:18  accomplished [1] - 6:22  <b>ACCURATE</b> [1] - 1:21  action [1] - 13:19  activity [1] - 14:23  addition [2] - 6:13, 17:1  addressing [1] - 11:6  adjourn [2] - 4:6, 33:5  <b>Administrative</b> [2] - 22:17, 28:5  administrative [3] - 22:18, 24:6, 28:7  Adoley [2] - 2:12, 16:6  adopted [1] - 28:9  <b>ADR</b> [1] - 16:7  <b>Adrienne</b> [2] - 1:11, 2:3  advance [1] - 31:14  affirm [5] - 22:10, 23:1, 23:11, 25:13, 26:21  affirming [1] - 24:11  afternoon [2] - 5:11, 5:13  agencies [5] - 6:7, 10:10, 10:11, 12:9, 12:18  agency [7] - 10:12, 12:14, 13:14, 14:23, 15:23, 16:18, 17:5  agenda [7] - 3:9, 3:11, 3:17, 4:8, 21:23, 22:6, 33:4  agreed [1] - 31:2  ahead [3] - 3:6, 7:10, 10:23  <b>AIM</b> [1] - 17:2  <b>ALJ</b> [14] - 4:1, 22:10, 22:13, 22:15, 22:20, 23:7, 24:3, 25:9, 25:17, 26:16, 27:19, 27:21, 28:14  <b>ALJ's</b> [2] - 25:14, 26:23  almost [1] - 15:3  <b>ALSO</b> [1] - 2:13  announce [2] - 3:9, 3:11  announced [2] - 22:5, 31:3  announcements [4] - 4:5, 31:22, 31:23, 32:8  announcing [1] - 22:6  answer [1] - 22:21  anyway [3] - 6:18, 18:23, 19:10</p>	<p><b>Apartments</b> [1] - 23:6  apologies [1] - 3:12  appeals [1] - 3:23  <b>APPEARANCES</b> [1] - 2:1  appearing [1] - 1:14  appointment [1] - 6:3  appreciate [1] - 32:5  approach [1] - 11:9  approval [1] - 3:17  approve [5] - 4:10, 23:14, 28:17, 28:20, 29:1  approving [1] - 28:11  <b>April</b> [2] - 15:1, 15:2  area [1] - 15:6  areas [1] - 14:1  asset [1] - 23:7  attend [1] - 29:19  attendeess [2] - 17:10, 17:18  attention [1] - 20:17  <b>AUGUST</b> [1] - 1:5  <b>August</b> [6] - 1:15, 3:1, 3:5, 33:11, 34:7, 34:15  automatically [2] - 27:20, 28:2  available [2] - 10:17, 30:10  <b>Avenue</b> [2] - 1:22, 2:8  awards [5] - 18:3, 19:1, 19:10, 19:13, 19:16  aware [1] - 17:21  aye [20] - 4:22, 5:1, 5:3, 5:5, 24:19, 24:21, 24:23, 25:2, 26:2, 26:4, 26:6, 26:8, 27:9, 27:11, 27:13, 27:15, 29:6, 29:8, 29:10, 29:12  <b>Azu</b> [1] - 2:12</p>	<p><b>Blackburn</b> [1] - 31:4  board [2] - 14:22, 15:3  <b>Brighton</b> [1] - 1:22  bring [1] - 16:10  business [4] - 3:20, 11:18, 22:7, 22:8  <b>Business</b> [1] - 3:22  businesses [1] - 7:23  <b>BUTSCH</b> [5] - 22:15, 23:3, 23:23, 24:3, 28:1  <b>Butsch</b> [3] - 2:14, 22:16, 24:3</p>	<p>29:12, 29:15, 30:2, 30:12, 30:15, 30:18, 30:22, 31:9, 31:12, 31:19, 31:21, 32:7, 32:10, 33:1  <b>challenged</b> [1] - 8:8  changes [1] - 10:14  chateau [1] - 26:15  check [1] - 30:21  circulated [1] - 31:16  cities [1] - 17:4  citizens [1] - 15:20  <b>City</b> [1] - 34:4  <b>CIVIL</b> [2] - 1:2, 2:6  civil [7] - 3:6, 11:13, 15:20, 16:21, 17:5, 17:19, 33:6  <b>Civil</b> [1] - 1:11  claim [2] - 24:13, 28:4  claims [4] - 24:6, 24:7, 24:8, 24:12  clarification [1] - 24:16  classify [1] - 11:8  close [1] - 6:9  closed [4] - 23:9, 23:15, 25:11, 26:18  <b>CM</b> [1] - 1:21  <b>Code</b> [1] - 28:5  <b>COMM</b> [41] - 4:11, 4:14, 5:1, 5:3, 5:5, 7:5, 7:8, 7:11, 8:5, 9:15, 10:20, 10:21, 11:2, 13:3, 23:13, 23:19, 24:19, 24:21, 24:23, 25:15, 25:20, 26:2, 26:4, 26:6, 26:22, 27:4, 27:9, 27:11, 27:13, 28:19, 28:23, 29:6, 29:8, 29:10, 29:22, 30:10, 30:13, 30:17, 30:20, 32:2, 33:9  <b>Comm</b> [38] - 4:11, 4:15, 4:17, 4:21, 4:23, 5:2, 5:4, 7:8, 7:10, 11:1, 11:3, 13:16, 14:8, 23:13, 23:20, 24:22, 25:15, 25:21, 26:1, 26:3, 26:5, 26:22, 27:4, 27:8, 27:10, 27:12, 28:20, 28:23, 29:5, 29:7, 29:9, 29:23, 30:11, 30:13, 30:19, 31:4, 32:3  commend [2] - 13:18  commended [1] - 14:3  comment [5] - 11:3, 32:11, 32:12, 32:17,</p>
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