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BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF SEPTEMBER 22, 2006

ORIGINAL

- - -

PROCEEDINGS

in the above-captioned matter, before the  
Indiana Civil Rights Commission, Alpha  
Blackburn, Chairperson, taken before me, Lindy  
L. Meyer, Jr., a Notary Public in and for the  
State of Indiana, County of Shelby, at the  
Portage Public Library, 2665 Irving Street,  
Portage, Indiana, on Friday, September 22, 2006  
at 2:04 o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a  
ACCURATE REPORTING OF INDIANA  
12922 Brighton Avenue  
Carmel, Indiana 46032  
(317) 848-0088

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APPEARANCES:

COMMISSION MEMBERS:

Alpha Blackburn, Chairperson  
Steven A. Ramos  
John E. Garcia  
Barry Baynard  
Charles Gidney

INDIANA CIVIL RIGHTS COMMISSION  
By Gregory Kellam Scott, Director/Secretary  
& Christine D. Cde Baca, Dep. Director  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, Indiana 46204  
On behalf of the Commission.

OTHER COMMISSION STAFF PRESENT:

Robert D. Lange  
Cindy Haynes  
Eric D. Chandler

SPEAKERS PRESENT:

Chas Reilly  
Lynda Snider  
Mr. Young  
Cherokee Stanton  
Sadie Sheffield

- - -

2:04 o'clock a.m.  
September 22, 2006

- - -

1  
2  
3 CHAIRPERSON BLACKBURN: Good  
4 afternoon. The Indiana Civil Rights Commission  
5 is now in public session. I'm pleased to  
6 introduce to those of you who maybe have not  
7 met the Commissioners before, to your left and  
8 my right, Comm. Steve Ramos; Comm. Barry  
9 Baynard; to my left, John Garcia; and to his  
10 left, Charles Gidney.

11 We're delighted to be here, because  
12 this gives us an opportunity to bring the  
13 people's work closer to the people. In that,  
14 however, we have a small audience today, we'd  
15 be very pleased if you would like to, if you  
16 would introduce yourselves.

17 MR. REILLY: I'll start. I'm Chas  
18 Reilly. I'm with the Times newspaper, but I'm  
19 also very pleased to be here for my own  
20 personal reasons.

21 CHAIRPERSON BLACKBURN: Okay.

22 MS. SNIDER: I'm Linda Snider. I'm  
23 a family advocate. I basically do special

1 education, but I do all of the spelling issues.

2 MR. YOUNG: I'm Lance Young. I'm  
3 from Wanatah. I'm just wondering what my  
4 rights are since you all are here.

5 CHAIRPERSON BLACKBURN: Wonderful.  
6 Well, we're pleased to have you here. We had  
7 hoped for a large audience, but in that since  
8 this is our first attempt to reach the public  
9 in this way, I think that certainly we can  
10 anticipate kind of a little bit of momentum as  
11 we move forward.

12 And in fact, on the agenda, as a new  
13 business item today, we'll have a bit of  
14 discussion and my own recommendations of where  
15 we might meet more closely aligned with the  
16 public for our next public meeting, which would  
17 be in November.

18 But getting back to our agenda as it is  
19 before you, you have the minutes from the  
20 August meeting, and I would entertain a motion  
21 to approve those.

22 COMM. GARCIA: I'll move we approve  
23 the minutes.

1                   COMM. RAMOS:    Second.

2                   CHAIRPERSON BLACKBURN:  All in  
3 favor?

4                   COMM. RAMOS:    Aye.

5                   COMM. BAYNARD:   Aye.

6                   COMM. GARCIA:    Aye.

7                   COMM. GIDNEY:    Aye.

8                   CHAIRPERSON BLACKBURN:  Anyone  
9 opposed?

10                                   (No response.)

11                   CHAIRPERSON BLACKBURN:  Thank you.

12                                   You have also in your packets the  
13 Financial Management Trial Balance Report  
14 prepared by Eric Chandler, and I think  
15 Mr. Chandler is here.  He was here.

16                   MR. SCOTT:    He is here.  He just  
17 stepped out for a moment, but if there are  
18 questions, we could perhaps move those  
19 questions to later.  If there are none, it  
20 would be moot.

21                   CHAIRPERSON BLACKBURN:  Are there  
22 any questions for Mr. Chandler regarding the  
23 Financial Report?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Hearing  
3 none, may I have a motion to approve it?

4 COMM. GIDNEY: So moved.

5 COMM. RAMOS: Seconded.

6 CHAIRPERSON BLACKBURN: All in  
7 favor?

8 COMM. RAMOS: Aye.

9 COMM. BAYNARD: Aye.

10 COMM. GIDNEY: Aye.

11 COMM. GARCIA: Aye.

12 CHAIRPERSON BLACKBURN: Anyone  
13 opposed?

14 (No response.)

15 CHAIRPERSON BLACKBURN: Thank you.

16 And now, we come to the new business.  
17 I'd like to suggest that even though  
18 Comm. Gidney is a new Commissioner from  
19 Richmond, Indiana, that maybe he'd be willing  
20 to host us for the November meeting in  
21 Richmond.

22 COMM. GIDNEY: Yeah, I can check  
23 into that for you. I'd be glad to.

1                   CHAIRPERSON BLACKBURN: All right.  
2                   Great.

3                   Does everybody agree that that would be  
4                   a workable place for us to meet?

5                   COMM. RAMOS: Yes.

6                   CHAIRPERSON BLACKBURN: Thank you  
7                   very much. That's what we'll do. What's the  
8                   exact date of that November meeting?

9                   MR. SCOTT: I believe it's the week  
10                  before Thanksgiving, but the exact date will  
11                  take just a moment for my blackberry to --

12                  CHAIRPERSON BLACKBURN: We'll see  
13                  which one of you has the quicker finger here.

14                  MR. SCOTT: Oh, I already give up.  
15                  I know better.

16                  CHAIRPERSON BLACKBURN: It's the  
17                  17th.

18                  MR. SCOTT: I was going to say  
19                  October 17th.

20                  MS. CDE BACA: No, it's November.

21                  CHAIRPERSON BLACKBURN: No, it's  
22                  November.

23                  MR. SCOTT: November 17th.

1                   CHAIRPERSON BLACKBURN:  Yes,  
2                   November 17th.

3                   There being no old business, we do have  
4                   on the agenda next a consent agreement, which  
5                   is in your packet.  It's Veatch verses the  
6                   Willard Restaurant, and I would ask for a  
7                   motion to accept the consent agreement.

8                   COMM. BAYNARD:  So moved.

9                   COMM. RAMOS:  Seconded.

10                  CHAIRPERSON BLACKBURN:  All in  
11                  favor?

12                  COMM. RAMOS:  Aye.

13                  COMM. BAYNARD:  Aye.

14                  COMM. GIDNEY:  Aye.

15                  COMM. GARCIA:  Aye.

16                  CHAIRPERSON BLACKBURN:  Anyone  
17                  opposed?

18   (No response.)

19                  CHAIRPERSON BLACKBURN:  Thank you  
20                  very much.

21                  There are listed on the agenda also  
22                  three cases for which there are findings of  
23                  fact, conclusions of law and order.  I'm going



1 to take them individually. First, Simmons  
2 versus Classic Dining Group doing business as  
3 Denny's Restaurant. May I have a motion to  
4 accept the findings of fact, conclusions of law  
5 and order?

6 COMM. GARCIA: So moved.

7 COMM. GIDNEY: Second.

8 CHAIRPERSON BLACKBURN: All in  
9 favor?

10 COMM. RAMOS: Aye.

11 COMM. BAYNARD: Aye.

12 COMM. GIDNEY: Aye.

13 COMM. GARCIA: Aye.

14 CHAIRPERSON BLACKBURN: Anyone  
15 opposed?

16 (No response.)

17 CHAIRPERSON BLACKBURN: Thank you.

18 East-Miller versus Lake County  
19 Sheriff's Department, both parts. May I have a  
20 motion to accept?

21 COMM. GARCIA: So moved.

22 COMM. RAMOS: Seconded.

23 CHAIRPERSON BLACKBURN: All in

1 favor?

2 COMM. RAMOS: Aye.

3 COMM. BAYNARD: Aye.

4 COMM. GIDNEY: Aye.

5 COMM. GARCIA: Aye.

6 CHAIRPERSON BLACKBURN: Anyone

7 opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Thank you.

10 MR. LANGE: Madam Chair?

11 CHAIRPERSON BLACKBURN: Yes.

12 MR. LANGE: Before you move on, I  
13 believe I passed out this morning a motion for  
14 a stay -- or a motion to stay -- in the case of  
15 Cagle versus Orange County Farm Bureau  
16 Cooperative, I believe --

17 CHAIRPERSON BLACKBURN: Yes.

18 MR. LANGE: -- and an order that  
19 would grant that motion to stay.

20 CHAIRPERSON BLACKBURN: May I have  
21 a motion to adopt the motion for stay?

22 COMM. GARCIA: So moved.

23 COMM. RAMOS: Madam Chair, may I

1 take a moment to read this?

2 CHAIRPERSON BLACKBURN: Yes.

3 MR. LANGE: Sure.

4 (Pause in proceedings.)

5 CHAIRPERSON BLACKBURN: This is a  
6 case which you reviewed originally.

7 COMM. RAMOS: All right. Second.

8 CHAIRPERSON BLACKBURN: All right.

9 All in favor?

10 COMM. RAMOS: Aye.

11 COMM. BAYNARD: Aye.

12 COMM. GIDNEY: Aye.

13 COMM. GARCIA: Aye.

14 CHAIRPERSON BLACKBURN: Anyone

15 opposed?

16 (No response.)

17 CHAIRPERSON BLACKBURN: Thank you  
18 very much. Next on the agenda are reports from  
19 Commissioners on complainant's appeals. We'll  
20 begin with Comm. Baynard.

21 COMM. BAYNARD: Yes, Madam Chair.  
22 In the case of Young versus J. P. Morgan Chase  
23 doing business as Bank One, I would recommend

1 to the Commission that we uphold the Director's  
2 finding of no probable cause.

3 CHAIRPERSON BLACKBURN: May I have  
4 a motion to accept the recommendation of  
5 Comm. Baynard?

6 COMM. GARCIA: So moved.

7 CHAIRPERSON BLACKBURN: Is there a  
8 second?

9 COMM. GIDNEY: Second.

10 COMM. RAMOS: Second.

11 CHAIRPERSON BLACKBURN: All in  
12 favor?

13 COMM. RAMOS: Aye.

14 COMM. BAYNARD: Aye.

15 COMM. GIDNEY: Aye.

16 COMM. GARCIA: Aye.

17 CHAIRPERSON BLACKBURN: Anyone  
18 opposed?

19 (No response.)

20 CHAIRPERSON BLACKBURN: Thank you.

21 Do we have a report from Comm. Carter  
22 regarding the Spencer versus MJM  
23 Investigations, Inc.?

1 MR. LANGE: No.

2 CHAIRPERSON BLACKBURN: No?

3 Comm. Garcia.

4 COMM. GARCIA: In the case of Chris  
5 Davidson versus AA Ford Rent A Car, I concur  
6 with the Deputy Director's finding of no  
7 probable cause.

8 CHAIRPERSON BLACKBURN: May I have  
9 a motion to accept your concurrence?

10 COMM. BAYNARD: So moved.

11 COMM. GIDNEY: Second.

12 CHAIRPERSON BLACKBURN: All in  
13 favor?

14 COMM. RAMOS: Aye.

15 COMM. BAYNARD: Aye.

16 COMM. GIDNEY: Aye.

17 COMM. GARCIA: Aye.

18 CHAIRPERSON BLACKBURN: Anyone  
19 opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: All right.

22 The case of Graves versus the  
23 Indianapolis Public Transportation Corp., I

1 reviewed that case and wish to sustain the  
2 Deputy Director's finding of no probable cause.  
3 May I have a motion to accept that  
4 recommendation?

5 COMM. GARCIA: So moved.

6 COMM. GIDNEY: Second.

7 COMM. RAMOS: Second.

8 CHAIRPERSON BLACKBURN: All in  
9 favor?

10 COMM. RAMOS: Aye.

11 COMM. BAYNARD: Aye.

12 COMM. GIDNEY: Aye.

13 COMM. GARCIA: Aye.

14 CHAIRPERSON BLACKBURN: Anyone  
15 opposed?

16 (No response.)

17 CHAIRPERSON BLACKBURN: Thank you.

18 Comm. Ramos.

19 COMM. RAMOS: I reviewed the case  
20 of Ojleska versus Accusil, and they filed a  
21 motion for appeal, which was received in a  
22 timely manner, and since the Commission's just  
23 received that, I recommend that we remand for

1 further review and -- further review -- and I  
2 can't read my notes -- put it back to review  
3 for further investigation and communication.

4 CHAIRPERSON BLACKBURN: May I have  
5 a motion to accept that recommendation?

6 COMM. BAYNARD: So moved.

7 COMM. GIDNEY: So moved.

8 COMM. BAYNARD: Second.

9 CHAIRPERSON BLACKBURN: Good. All  
10 in favor?

11 COMM. RAMOS: Aye.

12 COMM. BAYNARD: Aye.

13 COMM. GIDNEY: Aye.

14 COMM. GARCIA: Aye.

15 CHAIRPERSON BLACKBURN: Anyone  
16 opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you.

19 I want to assign cases now for the  
20 Commissioners to review the appeals.  
21 Comm. Baynard, if you would please review  
22 Mustaklem versus The Brooks Bend and The Grove  
23 Homeowners Association. I don't know if I put

1 "versus" in there. Did I?

2 MR. LANGE: Somewhat.

3 CHAIRPERSON BLACKBURN: Okay.

4 MR. LANGE: I heard it.

5 MR. SCOTT: I heard it.

6 CHAIRPERSON BLACKBURN: And  
7 Comm. Garcia, the Schoettle versus Perry  
8 Meridian Middle School; Comm. Crenshaw is not  
9 here today, and we'll cover those cases between  
10 those of us who are here; Comm. Ramos, Brummett  
11 versus Quality Team; and Comm. Gidney,  
12 Escamilla versus The Hammond Police Department.

13 I will cover the second case listed  
14 under Carter, which is Weddle-Van-Sickle versus  
15 Franklin Family Restaurant; and if we could  
16 please have Comm. Baynard to review the case  
17 assigned to Comm. Carter, East-Miler versus  
18 Crown Point Community School Corp.; and have  
19 Comm. -- who do we have left?

20 MR. LANGE: We have --

21 CHAIRPERSON BLACKBURN: Okay.

22 Comm. Garcia to please review the second case  
23 under Carter, which is Weddle-Van-Sickle versus



1 Franklin Family Restaurant. Am I confused?

2 MR. LANGE: Yes. First you said  
3 you'd take Weddle.

4 CHAIRPERSON BLACKBURN: I did that?

5 MR. SCOTT: I think we talked --

6 CHAIRPERSON BLACKBURN: Okay.

7 MR. SCOTT: -- about the one that  
8 was tentatively assigned to Comm. Crenshaw.

9 CHAIRPERSON BLACKBURN: That's  
10 right, Muhammad versus Indiana Family and  
11 Social Services Administration, that's  
12 Comm. Garcia; and then Comm. Ramos, if you  
13 would -- have we assigned all of them now?

14 MS. CDE BACA: Uh-huh.

15 MR. SCOTT: Yes.

16 CHAIRPERSON BLACKBURN: All right.  
17 Good. My own marks were a bit confused, and I  
18 apologize. All right.

19 Next, for the Administrative Update,  
20 and we'll begin with the Director's Report.

21 MR. SCOTT: Okay. I believe the  
22 Commissioners have already received the copy of  
23 the report, but I thought I would share that

1 report with the members of the public that are  
2 here. And just for the Commissioners, I'm  
3 going to provide you what was also provided to  
4 the public. You already have a copy of the  
5 report, but I'd like to provide you also a  
6 matrix of the jurisdiction of various agencies  
7 with which we work in both the federal and  
8 state arena.

9           Returning to the Directors' Report, I  
10 just want to inform the directors of the status  
11 of the new agency regulations which the staff  
12 is working on. With respect to unfair  
13 practices with respect to credit transactions,  
14 we are looking to a regulation that would allow  
15 creditors, as their business requires, to  
16 consider financial information and also to  
17 collect that information from applicants.

18           However, at the same time, we're  
19 looking in the form of the regulation to  
20 limiting the decisions as to extending credit  
21 to those financial matters and the ability and  
22 willingness to pay, and the regulations would  
23 not allow those decisions to be made based on

1 race, color, gender, or national origin.

2 The regulation that we're working on  
3 regarding discrimination in places of public  
4 accommodations, as well as discrimination  
5 against the disabled in places of public  
6 accommodations, essentially follows the  
7 statutory charge that the Commission has at  
8 this moment, but adds a process of procedural  
9 rules that would be of assistance in terms of  
10 what we are working on.

11 Part four, preventing retaliation  
12 against a person who files a complaint,  
13 testifies before the Commission, or assists at  
14 the Commission, in accord with statutory  
15 Section 22-9-1-6, paragraph (h), and if you  
16 recall, the legislature amended the Civil  
17 Rights Statute, asking the Commission -- or  
18 requiring the Commission -- to prevent  
19 retaliation, and we have had several complaints  
20 that have been filed regarding retaliation,  
21 which we have treated essentially pursuant to  
22 our regulations regarding discrimination.

23 We have now in place -- or I shouldn't

1 say "in place," excuse me -- a draft form of a  
2 regulation which will be introduced by the  
3 December meeting to the Commissioners before we  
4 then take it through the regulatory process,  
5 where notice is given to the public, there's an  
6 opportunity to comment, and there's opportunity  
7 to raise questions from the public as the  
8 Commission considers whether the retaliation  
9 regulation should be adopted.

10 In with that, and going to Roman  
11 Numeral five of the report, we are also looking  
12 to the reviewing the civil remedies that would  
13 be provided to citizens in the event they are  
14 subjected to retaliation, and in terms of the  
15 possibility of sanctions against a person,  
16 whether it's a corporate employer or business  
17 or whether it is a public accommodation, if  
18 they take steps to retaliate against  
19 individuals.

20 It's the staff's view that only  
21 providing such sanctions will the Commission be  
22 able to act to prevent retaliation. And so,  
23 those will be provided in draft form by the

1 December meeting, and the others which I  
2 mentioned earlier will be provided hopefully by  
3 the February meeting for the Commission to  
4 review.

5 On the second page of my report, I'm  
6 very pleased to indicate to the Commission that  
7 I had the opportunity to attend the school  
8 dedication of the Arthur A. Fletcher Elementary  
9 School, and for those who are not familiar with  
10 Arthur Fletcher, Arthur Fletcher served as  
11 Assistant Secretary of Labor during the Nixon  
12 Administration, and in addition, served as  
13 Chairman of the United States Commission for  
14 Civil Rights at the behest of Senator Kennedy  
15 and also President George Herbert Walker Bush,  
16 who actually made the appointment, and he  
17 served in that capacity for a number of years.

18 Prior to that, as a young man working  
19 in Kansas, he served as the Treasurer of the  
20 NAACP, and worked to raise funds to support the  
21 litigation known as Brown versus the Board of  
22 Education at Topeka, Kansas a case which the  
23 United States Supreme Court decided and changed

1 the United States greatly in 1954.

2 Also, he served in the military, was  
3 wounded with a chest wound in the course of his  
4 service, when he served under General Patton.  
5 He also was very involved with many activities  
6 throughout this land, and was narrowly defeated  
7 when he ran for Lieutenant Governor in the  
8 State of Washington, and then returned to  
9 Washington, D.C., where he had better luck and  
10 was appointed then Assistant Secretary of Labor  
11 by President Nixon.

12 And it was a wonderful program. The  
13 Commission has been asked to provide to the  
14 school copies of the picture and the  
15 information you see to your right as you're  
16 seated, to the left as the citizens are here  
17 seated, indicating some background and some of  
18 the work that Arthur Fletcher is most known  
19 for.

20 Some say he's a preacher that didn't  
21 know where his pulpit was because he traveled  
22 across this country preaching virtues and good  
23 will towards men. And so, that program went

1 very well, and I'm pleased to report that to  
2 the Commission.

3 We have a multicultural committee,  
4 which has been organized and has been meeting  
5 at the offices of the Commission, and we have  
6 hosted several meetings, and that committee  
7 intends to sponsor an annual conference, which  
8 will occur in 2007. Right now the target date  
9 is December 2007.

10 And that conference will be intended to  
11 provide and introduce many with the different  
12 cultures that exist within our state, those  
13 from different national origins, and we're  
14 hoping it is an opportunity to bring people  
15 together, an opportunity for individuals to  
16 start speaking one to the other, and start to  
17 see how much we are similar to each other as  
18 opposed to focusing on differences.

19 In subparagraph d, the Director is very  
20 pleased to be able to inform the Commission  
21 that I was appointed by the Secretary of State  
22 to serve on the U.S. Commission on the African  
23 Judiciary, which is a 12-member group that is

1       chaired by Judge Mary Russell, and the work  
2       will be done in terms of examining the African  
3       Judiciary, how they function, and to provide,  
4       hopefully, assistance in terms of their works.

5               Finally --

6               COMM. RAMOS:  Congratulations.

7               CHAIRPERSON BLACKBURN:  Yes.

8               MR. SCOTT:  -- we are -- thank you.

9               CHAIRPERSON BLACKBURN:  Yes,  
10       congratulations.

11              MR. SCOTT:  -- we are involved in  
12       the state budgeting process, and we'll leave  
13       section 3 to a second finally.  The state  
14       budgeting process, as an agency, we're involved  
15       in that now.  We have had a review from the  
16       Budget Office.  We are engaged in responding to  
17       that review, and we are working on preparing  
18       our submittal.

19              We've already prepared an agency  
20       overview in draft form, and when those are in  
21       final form, we will certainly share those with  
22       the Commission members with respect to the next  
23       two years that we anticipate the Commission's



1 work -- the staff itself, staff's work will be  
2 in carrying out the Commission's mandate.

3 And then finally in my report, I'd like  
4 to mention section 3, the Housing of Urban  
5 Development Act of 1968 and Federal  
6 Regulation 24 CFR Part 135, and this is a  
7 provision, section 3 is a statute. 24 CFR  
8 Part 135 is a federal regulation that is  
9 designed and intended to require the Department  
10 of Housing and Urban Development, better known  
11 as HUD, to use and require its grantees to use  
12 their best efforts to employ individuals who  
13 are located within the communities in which the  
14 funds are being spent.

15 This is a requirement that's not based  
16 on race, ethnicity, national origin, but it's  
17 based on geography. If the dollars are going  
18 to be spent for a housing project that would  
19 occur in Portage, that individual citizens in  
20 Portage should be employed for that housing  
21 project. If the housing project is going to be  
22 built in Portage, then that -- businesses that  
23 have offices and operate out of Portage should

1 be utilized for the award of contracts in the  
2 activities that are funded by the United States  
3 Department of Housing and Urban Development.

4 And that completes the Director's  
5 Report, other than to mention the last document  
6 that I provided to you is a matrix of the Civil  
7 Rights Regulatory Scheme. In examining both  
8 the federal and Indiana laws, and the Indiana  
9 laws speaking in particular to this agency, the  
10 United States -- the Indiana Civil Rights  
11 Commission, and I'm looking for copies for  
12 those that just came in, and I will obtain  
13 those for you.

14 But it is really an opportunity to  
15 provide some information that I'm sure the  
16 Commissioners are more familiar with than the  
17 lawyers in our office, but for the public, we  
18 want to provide this information so they will  
19 understand the different agencies, their  
20 jurisdiction, their authority with respect to  
21 claims of discrimination based on the various  
22 protected classes under the Indiana Civil  
23 Rights Law or under Title VII of the federal

1 statutes, the Civil Rights Act of 1964.

2 CHAIRPERSON BLACKBURN: Thank you  
3 very much.

4 Next, in case it wasn't heard when  
5 Comm. Ramos said it softly, we want to all  
6 congratulate you on your appointment.

7 MR. SCOTT: Thank you very much.

8 CHAIRPERSON BLACKBURN: We're very  
9 lucky to get you and to share your time and  
10 expertise.

11 MR. SCOTT: Well, thank you. And  
12 let me add to that that I did resign from the  
13 board that I served on, which was the  
14 Constituency for Africa, so that if there is  
15 some concern as to whether I'm being spread too  
16 thin, I took that into consideration and  
17 reduced one other obligation in order to take  
18 another.

19 CHAIRPERSON BLACKBURN: Next, the  
20 Deputy Director's Report.

21 MS. CDE BACA: Commissioners, you  
22 have in front of you our monthly projection  
23 report as prepared by one of our staff members

1 present, Cindy Haynes, and I would like to go  
2 over that report briefly. If you look at the  
3 pending case inventory, at the end of August  
4 was that we had 424 cases pending. The bottom  
5 left-hand side of the report, you'll see that  
6 we had, as far as our numbers go, 438 cases.

7 I mentioned previously that when the  
8 EEOC switched to a new database of IMS, that  
9 there were these adjustments, cases that they  
10 had assigned to us, that always appeared on our  
11 reports, and we thought that that would be  
12 resolved with the new database. Unfortunately  
13 that was not, so we have cases that appeared  
14 that are no longer assigned to the Civil Rights  
15 Commission and never have been assigned to the  
16 Civil Rights Commission, thus the 11  
17 adjustments that you see on your report.

18 We had 61 additions to the inventory in  
19 July 2006, and I would like to say that if you  
20 look at our history as far as additions to  
21 inventory, typically we have about 35 to 40  
22 additions to the inventory. We had 61  
23 additions last month, and that was as a result

1 of the hard work of our program director for  
2 intake, Marco Deckard. I think most of you  
3 know Marco.

4 And what he did was he went -- reviewed  
5 with our staff how we do our intakes and that  
6 there were many cases that complainants either  
7 called in or came into the office, and he  
8 reviewed with our intake staff, "Look, these  
9 are cases that we can be taking. We can take  
10 these as intake." So, the increase was in  
11 numbers was due to Marco Deckard's hard work.

12 Dispositions from inventory, we're  
13 pleased to announce again that we had 64 case  
14 closures during the month of August. That --  
15 and those did not include -- we had two  
16 probable cause findings during the month of  
17 August. So, our total pending case inventory  
18 as of August 31st is 424.

19 With regard to our Alternative Dispute  
20 Resolution unit, we -- during the month of  
21 August, there were 11 cases that resulted in  
22 settlement. Those cases included monetary  
23 benefits in the amount of \$16,782 that went to

1 complainants.

2 And we also had IUPUI law students that  
3 have been accepted as mediator externs for the  
4 fall 2006 semester, and they also assisted us  
5 during that process. So, I would like to  
6 mention that.

7 And that's it.

8 CHAIRPERSON BLACKBURN: Okay.  
9 Thank you very much.

10 Under "Announcements," I think --  
11 Mr. Chandler, you have an announcement?

12 MR. CHANDLER: Yeah. Actually I  
13 got drafted into this, but I will take it on  
14 anyway. Actually Indiana National -- or Civil  
15 Rights is going to be hosting this year the  
16 59th annual NAOHRW conference, which is the  
17 National Association of Human Rights Workers,  
18 this year will be November 6th through the 9th  
19 at the Westin Hotel in Indianapolis this year,  
20 and I've got some information to pass out to  
21 all of the Commissioners here that I was given  
22 to distribute.

23 We've got, I've got three different

1 packets of information to give to you. Some of  
2 it's with regard to some awards that -- if  
3 you've got anybody that you want to make  
4 nominations with regards to, I guess we've got  
5 some state nominations, and one of them is a  
6 national award nomination. I guess we sent  
7 some of these packets out to -- from what I  
8 understand, 409 nine packets of information for  
9 nominees were sent out.

10 Not a single one has been sent back to  
11 nominate anybody for awards for anything at  
12 all. I mean there's different categories of  
13 nominations for different types of awards here,  
14 so if you're aware of anybody that falls under  
15 any of these categories, please feel free to  
16 fill it out, send it back in to anybody.

17 The other packet of information I've  
18 got is if you know of anybody that's interested  
19 or if any of you are interested in either  
20 sponsoring any of the exhibits, doing any of  
21 the advertising, or know of anybody that wants  
22 to be a sponsor at all for the conference this  
23 year, feel free to fill out the information.

1           It gives you full information. There's  
2 different levels of sponsorship that we've got  
3 in here, and accountable contact information  
4 for each of the different individuals for  
5 whether they want to do exhibits, advertising  
6 or sponsorship is in here. They can fill that  
7 out and send it back.

8           And then there's also registration  
9 brochures in here. It gives you an itinerary  
10 for the conference, and it also lets you know  
11 who all of the featured speakers are for the  
12 conference is as well for it. And just to give  
13 a plug, if for anything, come, enjoy it. It's  
14 a training conference. Have fun.

15           MS. CDE BACA: And I think -- do we  
16 also have --

17           MR. CHANDLER: I've got it.

18           MS. CDE BACA: -- those for members  
19 of the public as well?

20           MR. CHANDLER: I think I do. I've  
21 got ten copies, I believe, of each here, so I  
22 may have enough, and if not --

23           MS. CDE BACA: We'll get you --



1 MR. SCOTT: Yes.

2 MR. CHANDLER: I can leave a  
3 business card, and you can contact me and we'll  
4 make sure you get a copy.

5 MS. CDE BACA: And for  
6 Commissioners as well as members of the public,  
7 the conference itself is a national conference.  
8 It's held every year in a different state.  
9 This is the first time that Indiana is hosting  
10 the National Association of Human Rights  
11 Workers conference.

12 Our staff -- you know, we have a small  
13 staff, but they've been working very hard on  
14 getting all of the brochures together, working  
15 with other human rights organizations within  
16 the state to put on this national conference,  
17 and you will see, if you page through the  
18 brochure, the conference registration, that  
19 there are workshops on virtually any topic with  
20 regard to human rights organizations. There  
21 are education workshops as well.

22 So, please, we would encourage anyone  
23 to come and, you know, just showcase Indiana as

1 being -- as hosting a national conference that  
2 we're very proud to be a part of.

3 COMM. RAMOS: What's the dates on  
4 that again?

5 MR. CHANDLER: November the 6th  
6 through the 9th.

7 CHAIRPERSON BLACKBURN: You might  
8 want to add the Commissioners to your mailing  
9 list --

10 MR. CHANDLER: Okay.

11 CHAIRPERSON BLACKBURN: -- because  
12 none of us received it.

13 MR. CHANDLER: Okay.

14 MS. CDE BACA: Well, actually  
15 the -- this brochures has -- was just mail --  
16 or is just in the process of being mailed, so I  
17 think you will be receiving that.

18 MR. SCOTT: Yes, I think you will  
19 get it. I have to tell you this,  
20 Commissioners: You are on our mailing list.

21 (Laughter.)

22 CHAIRPERSON BLACKBURN: Are there  
23 any other announcements?

1 (No response.)

2 CHAIRPERSON BLACKBURN: I want to  
3 say again, welcome to the public who came to  
4 attend this meeting. It's a strong showing of  
5 public support for your public service, and we  
6 appreciate it. We know that each one of you  
7 has other things, perhaps a lot more important  
8 things, that you might be doing with your time,  
9 so we appreciate your being here.

10 MR. SCOTT: I just wanted to make  
11 sure that the members of the public who are  
12 here --

13 MR. LANGE: Got their pictures  
14 taken.

15 MR. SCOTT: No, that we also intend  
16 that that would be an opportunity for  
17 statements that any of you, if I'm not  
18 mistaken, Madam Chair, want to make to the  
19 Commission, or if there's any questions that  
20 you might have, and certainly you can speak  
21 with us as the staff of the Commission  
22 directly, but if you have some questions or  
23 statements you would like to make --

1 MS. SNIDER: I'd like information  
2 on this.

3 CHAIRPERSON BLACKBURN: Yes.

4 MS. SNIDER: In the beginning, you  
5 had said something, made a comment about, you  
6 know, maybe a bigger show of public. Did you  
7 realize that this was just posted in  
8 yesterday's paper that you were going to be  
9 here? Is there any reason why maybe the public  
10 wasn't notified a little bit more in advance?  
11 Because I know a lot more people would have  
12 showed up had we had more notice that you were  
13 going to be here.

14 MR. SCOTT: Well, I'm so please  
15 to --

16 CHAIRPERSON BLACKBURN: No, I --

17 MR. SCOTT: -- I'm so pleased to  
18 hear that.

19 MR. LANGE: We'll fix that.

20 MR. SCOTT: We assure you that the  
21 media received notice of our intention to meet  
22 here much earlier.

23 MS. SNIDER: I mean when I saw this