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INDIANA
CIVIL RIGHTS COMMISSION

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BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF AUGUST 24, 2012

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 Indiana
Government Center South, Conference Center,
Room A, 402 West Washington Street, Indianapolis,
Indiana, on Friday, August 24, 2012 at 11:16
o'clock a.m.

- - -

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

1 APPEARANCES :

2 COMMISSION MEMBERS :

3 Alpha Blackburn, Chairperson
4 David C. Carter
5 Steven A. Ramos
6 Barry Baynard
7 Charles D. Gidney

8 INDIANA CIVIL RIGHTS COMMISSION
9 By Jamal Smith, Director/Secretary
10 & Joshua Brewster, Dep. Director
11 Indiana Government Center North
12 100 North Senate Avenue, Room N103
13 Indianapolis, Indiana 46204
14 On behalf of the Commission.

15 OTHER COMMISSION STAFF PRESENT :

16 Pamela Cook
17 Debbie Rincones-Chavez

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1 11:16 o'clock a.m.
2 August 24, 2012

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4 CHAIRPERSON BLACKBURN: The Indiana
5 Civil Rights Commission is now in public meeting.
6 You have in front of you the agenda, and we have
7 a quorum. I would ask for approval and adoption
8 of the meeting minutes.

9 COMM. GIDNEY: So moved.

10 COMM. RAMOS: Second.

11 CHAIRPERSON BLACKBURN: All in favor?

12 COMM. CARTER: Aye.

13 COMM. BAYNARD: Aye.

14 COMM. RAMOS: Aye.

15 COMM. GIDNEY: Aye.

16 CHAIRPERSON BLACKBURN: Anyone
17 opposed?

18 (No response.)

19 CHAIRPERSON BLACKBURN: Thank you.

20 Next we have a financial report. Is
21 Ms. Cook here?

22 MS. COOK: Yes, ma'am.

23 CHAIRPERSON BLACKBURN: Good morning.

MS. COOK: Good morning. You've had

1 a chance to review the July financial report,
2 with the addition of adding the cultural
3 commissions, to see their balances at this time.
4 If you've had a chance to review them, if you
5 have any questions, I'd like to entertain those.

6 CHAIRPERSON BLACKBURN: Are there any
7 questions?

8 (No response.)

9 CHAIRPERSON BLACKBURN: You've got it
10 figured out, don't you? The less you say, the
11 easier it is to get past the Commissioners.

12 (Laughter.)

13 CHAIRPERSON BLACKBURN: No questions
14 at all?

15 COMM. GIDNEY: No.

16 MR. SMITH: That's pretty good.

17 CHAIRPERSON BLACKBURN: All right.
18 It's a complete report; that's really why there
19 aren't questions. Thank you very much.

20 Old business. If we can have reports from
21 Commissioners on the appeals that you have
22 reviewed. We'll start with Comm. Crenshaw.

23 MS. RINCONES-CHAVEZ: For

1 Comm. Crenshaw, she did e-mail me that she has no
2 answer, and she will give her answer for the next
3 meeting.

4 CHAIRPERSON BLACKBURN: I heard "the
5 next meeting." I didn't hear the first --

6 MS. RINCONES-CHAVEZ: She will give
7 her --

8 CHAIRPERSON BLACKBURN: -- part of
9 your statement.

10 MS. RINCONES-CHAVEZ: She will give
11 her answer at the next meeting.

12 CHAIRPERSON BLACKBURN: Okay.

13 Comm. Carter?

14 COMM. CARTER: Madam Chair, in the
15 matter of Karey Coleman versus Shell Gas Station
16 doing business as Big K, I recommend that we
17 uphold the no probable cause finding.

18 CHAIRPERSON BLACKBURN: May I have a
19 motion to accept that recommendation?

20 COMM. BAYNARD: So moved.

21 COMM. RAMOS: Second.

22 CHAIRPERSON BLACKBURN: All in favor?

23 COMM. CARTER: Aye.

1 COMM. BAYNARD: Aye.

2 COMM. RAMOS: Aye.

3 COMM. GIDNEY: Aye.

4 CHAIRPERSON BLACKBURN: Anyone

5 opposed?

6 (No response.)

7 CHAIRPERSON BLACKBURN: Thank you.

8 Comm. Ramos?

9 COMM. RAMOS: Madam Chair, in the
10 cases of Maria Taylor's Family Development
11 Services -- versus Family Development Services,
12 both cases, I recommend that we uphold the
13 Director's findings of no probable cause.

14 CHAIRPERSON BLACKBURN: May I have a
15 motion to accept?

16 COMM. CARTER: So moved.

17 COMM. GIDNEY: Second.

18 CHAIRPERSON BLACKBURN: All in favor?

19 COMM. CARTER: Aye.

20 COMM. BAYNARD: Aye.

21 COMM. RAMOS: Aye.

22 COMM. GIDNEY: Aye.

23 CHAIRPERSON BLACKBURN: Anyone

1 opposed?

2 (No response.)

3 CHAIRPERSON BLACKBURN: Thank you.

4 Do we have a report from Comm. Garcia?

5 MS. RINCONES-CHAVEZ: Yes, we do.

6 His final answer was uphold the no probable
7 cause.

8 CHAIRPERSON BLACKBURN: May I have --

9 MR. BREWSTER: Madam Chair --

10 CHAIRPERSON BLACKBURN: -- a motion
11 to --

12 MR. BREWSTER: Oh, go ahead.

13 CHAIRPERSON BLACKBURN: Go ahead.

14 MR. BREWSTER: Well, I was going -- I
15 think Crenshaw, she also had one of the Sherry
16 Ogden cases, one of the three that's Sherry
17 Ogden. She had previously recommended
18 overturning that or reversing that, and I believe
19 Respondent had submitted objections to that, and
20 I think -- didn't Comm. Crenshaw say in an e-mail
21 that she was still going to recommend reversal on
22 that?

23 CHAIRPERSON BLACKBURN: Reversal.

1 MS. RINCONES-CHAVEZ: Reversal.

2 MR. BREWSTER: So, I didn't know --

3 CHAIRPERSON BLACKBURN: And that case
4 was --

5 MR. BREWSTER: I don't think it --

6 CHAIRPERSON BLACKBURN: -- which one?

7 MR. BREWSTER: -- requires a vote,
8 but that was her recommendation.

9 CHAIRPERSON BLACKBURN: And which
10 case is that? I'm sorry.

11 MR. BREWSTER: It's Sherry Ogden
12 versus Patriot Municipal Utility. I don't really
13 remember the docket number. It's one that was
14 filed before this retaliation complaint, and I
15 think it was based on her sex.

16 MS. RINCONES-CHAVEZ: Uh-huh.

17 CHAIRPERSON BLACKBURN: All right.
18 Thank you.

19 All right. In the case of Christina
20 Belanger and Container Port Group, my
21 recommendation is that we uphold the finding of
22 no probable cause.

23 COMM. CARTER: I move we accept that

1 recommendation.

2 CHAIRPERSON BLACKBURN: Thank you
3 very much.

4 COMM. RAMOS: Second.

5 CHAIRPERSON BLACKBURN: All in
6 favor -- and anyone opposed?

7 (No response.)

8 CHAIRPERSON BLACKBURN: Thank you.
9 Comm. Baynard?

10 COMM. BAYNARD: Yes. In the case of
11 Anthony McNair versus Richard Roudebush VAMC
12 Hospital, I would recommend that we accept the
13 administrative dismissal of that case.

14 CHAIRPERSON BLACKBURN: May I have a
15 motion to accept that?

16 COMM. GIDNEY: So moved.

17 COMM. CARTER: Second.

18 CHAIRPERSON BLACKBURN: All in favor?

19 COMM. CARTER: Aye.

20 COMM. BAYNARD: Aye.

21 COMM. RAMOS: Aye.

22 COMM. GIDNEY: Aye.

23 CHAIRPERSON BLACKBURN: Thank you.

1 COMM. BAYNARD: And in the case of
2 Gina Stacey versus Wellstone Regional Hospital, I
3 recommend that we uphold the finding of no
4 probable cause from the Deputy Director.

5 CHAIRPERSON BLACKBURN: A motion to
6 accept that, please.

7 COMM. CARTER: So moved.

8 COMM. RAMOS: Second.

9 CHAIRPERSON BLACKBURN: All in favor?

10 COMM. CARTER: Aye.

11 COMM. BAYNARD: Aye.

12 COMM. RAMOS: Aye.

13 COMM. GIDNEY: Aye.

14 CHAIRPERSON BLACKBURN: Anyone

15 opposed?

16 (No response.)

17 CHAIRPERSON BLACKBURN: Thank you.

18 Comm. Gidney?

19 COMM. GIDNEY: Okay. In the case of
20 Larry Artrip versus Wallick Construction Company,
21 my recommendation is that we uphold the finding
22 of no probable cause.

23 CHAIRPERSON BLACKBURN: May I have a

1 motion to accept that?

2 COMM. CARTER: So moved.

3 COMM. RAMOS: Second.

4 CHAIRPERSON BLACKBURN: All in favor?

5 COMM. CARTER: Aye.

6 COMM. BAYNARD: Aye.

7 COMM. RAMOS: Aye.

8 COMM. GIDNEY: Aye.

9 CHAIRPERSON BLACKBURN: Anyone
10 opposed?

11 (No response.)

12 COMM. CARTER: Madam Chair, are we
13 going to then table the Karey -- or no, the
14 Sherry Ogden cases, all three?

15 CHAIRPERSON BLACKBURN: My
16 understanding is that all three have been -- oh,
17 no, two of the three have been --

18 COMM. CARTER: One was going to be
19 reversed and --

20 CHAIRPERSON BLACKBURN: Right, one
21 will be reversed and then two, the recommendation
22 is for no probable cause findings to be upheld.
23 So --

1 MR. BREWSTER: Yeah, I don't know
2 about the third one. I don't remember what --

3 MS. RINCONES-CHAVEZ: The third one
4 was actually from Garcia that hadn't been passed
5 here, and the two previously is where
6 Comm. Baynard had given his answer and Crenshaw
7 had the intent to reverse. We were just waiting
8 for this final answer.

9 COMM. CARTER: All right.

10 MR. SMITH: For Garcia?

11 MS. RINCONES-CHAVEZ: For Garcia.

12 MR. BREWSTER: So, we still have to
13 vote on that.

14 MS. RINCONES-CHAVEZ: For Garcia, we
15 just had a vote on that.

16 MR. BREWSTER: Oh, that was the third
17 one?

18 MS. RINCONES-CHAVEZ: Uh-huh.

19 MR. SMITH: So, do we need to take a
20 vote on Garcia?

21 COMM. CARTER: We didn't vote on that
22 one.

23 CHAIRPERSON BLACKBURN: No, we did

1 not vote on the third case, the Sherry Ogden
2 case, but we can, I presume, at this moment do
3 that.

4 MR. BREWSTER: Yeah.

5 CHAIRPERSON BLACKBURN: So, I ask for
6 a motion to accept the recommendation of no
7 probable cause in that third Sherry Ogden case.

8 COMM. CARTER: So moved.

9 COMM. GIDNEY: Second.

10 CHAIRPERSON BLACKBURN: All in favor?

11 COMM. CARTER: Aye.

12 COMM. BAYNARD: Aye.

13 COMM. RAMOS: Aye.

14 COMM. GIDNEY: Aye.

15 CHAIRPERSON BLACKBURN: Anyone
16 opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you.

19 And the assignments for new appeals are
20 listed in the agenda, and there are no changes to
21 those assignments that I wish to make. Is
22 everyone willing to accept the cases as they are
23 assigned in this agenda?

1 COMM. GIDNEY: Yes.

2 COMM. CARTER: Yes.

3 CHAIRPERSON BLACKBURN: Hearing no
4 objections, then we'll move to findings of fact,
5 conclusions of law and order. I don't know that
6 we have any.

7 MS. RINCONES-CHAVEZ: There's none.

8 CHAIRPERSON BLACKBURN: And consent
9 agreements.

10 MS. RINCONES-CHAVEZ: There is none.

11 CHAIRPERSON BLACKBURN: And there is
12 none. So, next on our agenda is our esteemed
13 Executive Director's report.

14 MR. SMITH: I'll be very brief. Just
15 a couple of things to note. From an outreach
16 standpoint, as we mentioned probably two
17 Commission meetings ago, we received the grant
18 from HUD, the partnership grant, I think, was the
19 technical name for it, where we were awarded
20 \$250,000 to further fair housing. They're going
21 to release those funds quarterly. And I saying
22 that correctly?

23 MS. COOK: Yes.

1 MR. SMITH: And so, we've put
2 together a pretty aggressive marketing campaign,
3 and we have broken the state up into quarters
4 basically to match the funds that will be
5 released.

6 So, we will do -- we will leverage the
7 PSA's that we put together in partnership with
8 Butler University as well as Ball State, so we'll
9 do some radio campaigning, some television
10 campaigning. That all has to run through the
11 state's agreement with Asher, who is the company
12 that does all of the placement for ad space.

13 We're also going to do some public
14 transportation piece advertising as well, and
15 we'll push that out statewide, so you will see a
16 lot of this in your respective areas of the
17 state, so if you do, we'll definitely want
18 feedback on that as to, of course, how the agency
19 is being represented and what the feedback is
20 from a lot of your colleagues.

21 So, the second thing to note, just next
22 door we have a CLE we're putting on. I don't
23 know if you guys noticed that as you walked in.

1 So, a lot of our legal unit, including Judge
2 Lange, I believe, is over there kind of
3 conducting that CLE, so we are active just as we
4 speak.

5 Tomorrow --

6 CHAIRPERSON BLACKBURN: What's the
7 subject?

8 MR. SMITH: What is the subject?

9 MR. BREWSTER: Education. It's
10 actually we collaborated with the Department of
11 Education on that, so they're presenting
12 information about actually three different
13 topics. One is categ -- student -- categorizing
14 students or something, the other is basically
15 education for students with disabilities, so IEP.

16 MR. SMITH: Special -- IEP programs.
17 Special ed, I believe, is in there as well.

18 MR. BREWSTER: And the other topic is
19 bullying, I believe, and harassment.

20 CHAIRPERSON BLACKBURN: Bowling?

21 MR. BREWSTER: Bullying.

22 MR. SMITH: Bullying.

23 CHAIRPERSON BLACKBURN: Bullying.

1 MR. SMITH: B u l l y, bullying, yes.

2 MR. BREWSTER: Harassment in
3 education.

4 MR. SMITH: The bullying piece has
5 been a really hot topic here as of late, not just
6 here, but nationally.

7 CHAIRPERSON BLACKBURN: Oh,
8 nationally.

9 MR. SMITH: Yeah, nationally.

10 COMM. RAMOS: Yes.

11 CHAIRPERSON BLACKBURN: Excellent.

12 MR. SMITH: We're doing that. And
13 then tomorrow, if you guys haven't been aware, we
14 have also collaborated with the Indianapolis
15 Indians. Tomorrow is Civil Rights Day. They'll
16 have the Civil Rights name. We're paying homage
17 to the old Indianapolis Clowns, the Negro League,
18 and we will be there. They'll wear the throwback
19 jerseys with our logos there.

20 We're expecting a sold-out house. We'll
21 throw out the first pitch, we'll have a booth set
22 up to disseminate information, and it should be a
23 fun day. If you guys are available and would

1 like to come, we hope that you'll be there to
2 represent, and we'll make sure that -- if you
3 need whatever additional tickets, we'll make sure
4 we get them to you.

5 CHAIRPERSON BLACKBURN: What hours
6 is --

7 MR. BREWSTER: Tomorrow at 7:00.

8 MR. SMITH: 7:00, the game is
9 7:00 p.m.

10 CHAIRPERSON BLACKBURN: 7:00 p.m.

11 MR. SMITH: Uh-huh. It's the Civil
12 Rights game, it's been dubbed the Civil Rights
13 game. There will be members from the
14 Indianapolis Clowns there as well. They'll throw
15 out the -- I believe they'll throw out the first
16 pitch with us, and so it's exciting.

17 MR. BREWSTER: Did we get Hank Aaron?

18 MR. SMITH: Oh, that would be nice.
19 That would have been nice. But it's the first of
20 its kind. I don't think this has ever happened.
21 Well, I know this has never happened, at least
22 with the Indianapolis Indians.

23 CHAIRPERSON BLACKBURN: Not in my

1 memory.

2 MR. SMITH: Yeah.

3 CHAIRPERSON BLACKBURN: This is
4 great.

5 MR. SMITH: So, the idea is to think
6 of some different, some innovative and creative
7 ways to get the agency out there, and we thought
8 this was a really good one. We'll captivate
9 what, ten thousand, ten to fifteen thousand
10 people in one --

11 CHAIRPERSON BLACKBURN: Marvelous.

12 MR. SMITH: We'll get the microphone,
13 we'll get to say a few words. We'll have some
14 space set up in the atrium area there at the
15 field, at Victory Field, and it should be a good
16 time. So, you know, we encourage you guys to
17 come out and take part and represent as well.

18 CHAIRPERSON BLACKBURN: Yeah.

19 MR. SMITH: But that concludes my
20 report unless you guys have any questions.

21 CHAIRPERSON BLACKBURN: Okay. So,
22 that would be 7:00 until what time? I've never
23 been to one of these games, so --

1 MR. SMITH: Well, I believe the
2 games -- well, nine innings is -- it just depends
3 on how long the game goes, so I'd say block out
4 at least a couple of hours for the game.
5 Weather, we're expecting nice weather tomorrow,
6 so it should be a nice evening for a good
7 baseball game.

8 COMM. RAMOS: Awesome.

9 MR. SMITH: And it's a change.

10 COMM. RAMOS: Are you videoing?

11 MR. SMITH: Say that again.

12 COMM. RAMOS: Are you videoing for
13 playback?

14 MR. SMITH: We will be there to take
15 some picture. I don't know if we'll video the
16 whole thing. We're going to document as much as
17 we can --

18 COMM. RAMOS: It could be something
19 that --

20 MR. SMITH: -- and hopefully carry
21 this forward and make it -- this is the inaugural
22 piece, so we hope to carry it along and make it
23 an annual event, so --

1 COMM. RAMOS: It could be the kind of
2 thing that, you know, some of the cable channels
3 would pick up, because they pick up football from
4 high school --

5 MR. SMITH: Uh-huh.

6 COMM. RAMOS: -- and all of that kind
7 of stuff, so I'd just throw that out as a --
8 plant a seed for next time. We hope that you'll
9 do that again.

10 MR. SMITH: Yeah.

11 COMM. RAMOS: I think it would be
12 pretty interesting.

13 MR. SMITH: Yeah, we definitely hope
14 to make it an annual piece. We've sent out the
15 press releases. We've got some feedback,
16 obviously, and I think -- I'm not sure how much
17 outside of the general coverage they have for the
18 Indians that we'll get, but even if we get that
19 general coverage that they have for the Indians,
20 that'll be great, you know, for the agency, so --

21 COMM. RAMOS: Uh-huh.

22 MR. SMITH: Throwback jerseys, you
23 can buy them. Of course, they'll have our --

1 they'll have a patch with our logo and everything
2 on them, and the team will be wearing those
3 tomorrow as they play the game, so it should be
4 cool.

5 COMM. RAMOS: Are those jerseys
6 on-line, where you can see?

7 MR. SMITH: Information about
8 purchasing is on-line. Brad Meadows, who is our
9 communications guy, has done a great job of
10 documenting everything, and if you go on,
11 information about the game is there, as well
12 as -- well, you guys don't need to purchase
13 tickets, but purchasing tickets as well as
14 purchasing the jerseys, if you want to do that as
15 well. But if you need tickets, just let me know
16 after the meeting and I'll make sure you get as
17 many as you need. So, we're excited about that.
18 It should be fun.

19 CHAIRPERSON BLACKBURN: If I show up,
20 are you going to let me say hello to everybody
21 there?

22 MR. SMITH: You can do whatever you
23 want, Ms. Chairwoman. You can do whatever you

1 want. But we are throwing out the first pitch,
2 and let's just hope I don't throw it in the dirt
3 and make a good pitch.

4 CHAIRPERSON BLACKBURN: Oh, you can
5 do that, I'm sure. Will you explain to me what a
6 throwback jersey is?

7 MR. SMITH: Well, throwback meaning
8 the jerseys that were -- a replica of the jerseys
9 that the Indianapolis Clowns wore, the Negro
10 League team wore, when they played. And so,
11 instead of the Indianapolis Indians wearing what
12 they normally wear, they're going to wear what
13 they call the throwback jerseys, which is what
14 the Clowns, Indianapolis Clowns, wore back in the
15 old Negro League days.

16 CHAIRPERSON BLACKBURN: Oh, that
17 gives me chill bumps. I think that's going to be
18 such a wonderful thing. Great.

19 MR. SMITH: Yeah. So, it's exciting.
20 And if this works well, mind you, we hope to
21 duplicate this thing, because there are other
22 minor league teams in various parts of the
23 state --

1 CHAIRPERSON BLACKBURN: Yes.

2 MR. SMITH: -- and some of which are
3 in our target areas, you know, Lake County,
4 Fort Wayne has a minor league team, and so if
5 this works well and we get the feedback that
6 we're looking for, when we'll look to do this
7 thing in other areas of the state.

8 CHAIRPERSON BLACKBURN: Great.

9 COMM. RAMOS: That's awesome. I'd
10 like to change the subject a little bit, if I
11 might, from that standpoint.

12 MR. SMITH: Uh-huh.

13 COMM. RAMOS: A year ago you reviewed
14 the strategic plan --

15 MR. SMITH: Uh-huh.

16 COMM. RAMOS: -- for the
17 organization, which I thought was done very, very
18 well.

19 MR. SMITH: Uh-huh.

20 COMM. RAMOS: But I would like
21 perhaps at one of our future meetings just -- I
22 know you've got a lot of great things going on.
23 I'd just like to see how we've moved the cheese,

1 and I think it would be good to be able to see
2 that. Otherwise, we end up putting the strategic
3 plan on the shelf and we never see it again, and
4 I'd like to see -- because I know you've done
5 some excellent things, and I think it's good to
6 show that progress.

7 MR. SMITH: I'm glad you said that.
8 The cutoff date, if you will, for that review is
9 October, so we're doing it October to October.
10 We released the information -- it's kind of a
11 weird day to put it out, but that was kind of --
12 it was six months into us putting it together
13 when I came in. It was kind of like starting
14 from the ground floor.

15 And so, we've built the thing, and October
16 is when we got the first feedback from the
17 surveys, if you remember, that we sent out, and
18 so what we wanted to do was take that as the
19 baseline metric and then spend the next 12 months
20 with our outreach and all of the things that
21 we're doing, surveying everything, all of the
22 events that we take part in, then coming back the
23 following October and saying, "Hey, based off of

1 the strategic plan we put together and all of the
2 outreach and efforts that we've done, here are
3 the results back."

4 And so, the October piece is when we're
5 going to pull the strategic plan back out, review
6 all of the things that we've done, the surveys
7 that we've handed out, and see what those results
8 say. And then from that, what we'll also do is
9 take a really, really good close look at all of
10 the partnerships that we've formed, some of which
11 we've actually spent money to develop, and
12 determine whether that has been, you know, good
13 money spent for the agency.

14 And so, that following Commission meeting
15 will be the meeting where we present that to you
16 guys and say, "Hey, here's what we've done, and
17 after reviewing it, here's our thoughts and
18 suggestions," and hope to get you guys' approval
19 to move forward with either a duplication of the
20 strategic plan we put together or, more than
21 likely, an amendment to what we have, and
22 hopefully improvements as we move forward.

23 COMM. RAMOS: Well, I think the

1 timing on that would be perfect, because with a
2 new administration coming in --

3 MR. SMITH: Uh-huh.

4 COMM. RAMOS: -- it'll have some
5 track record that you can review the great
6 success that you had.

7 MR. SMITH: So, your comment is right
8 on point. We just had a meeting with our
9 outreach team that is responsible for the surveys
10 and the kind of following the strategic plan two
11 days ago, actually, so you're right on point with
12 that, and they're going back to review.

13 We just did, too, as a note, the
14 back-to-school piece, which should be in your --
15 should be in your report, here in Indianapolis.
16 It's -- IPS is the -- they had a Julian Coleman
17 Academy, actually. It's one of the best that
18 they -- I would argue one of the best in the
19 state, definitely one of the best in the city.

20 They gave me the report this morning.
21 There was more than 13,000 people there in
22 attendance, with families, most of which hit our
23 target demo, and we were able to hand out tons of

1 information, answer tons of questions, you know,
2 and that's -- you know, one of the comments that
3 were made in the meeting this morning was we
4 probably touched more people yesterday at that --
5 at that back-to-school event than you could argue
6 four or five of our events combined.

7 CHAIRPERSON BLACKBURN: Right.

8 MR. SMITH: And I think we spent 250
9 bucks just for the table and space at the event,
10 which is, you know, pennies compared to the
11 amount of people we touched yesterday. So, I use
12 that as an example of something, as we go back
13 and review all of the partnerships that we have,
14 you know, we'll take a close look at maybe some
15 that we need not continue, and then some that we
16 probably should bolster up a little bit.

17 COMM. RAMOS: Okay. Thank you.

18 MR. SMITH: Yes, sir.

19 CHAIRPERSON BLACKBURN: And it's the
20 demographic that we really are aiming for.

21 MR. SMITH: Very much so, very much
22 so, because oftentimes a lot of the events and
23 things that we put on, the CLE's, the fair

1 housing trainings, those typically pull in the
2 providers, right, you know, or the employers, and
3 it's very difficult from a grass-roots standpoint
4 to get the people in one centralized location and
5 be able to disseminate our information or get
6 information out, and that served as a vital
7 piece. Thirteen thousand people that we don't
8 normally touch is outstanding, so it was right on
9 time, right on time.

10 COMM. RAMOS: You are having press
11 coverage of all of that stuff tomorrow night?

12 MR. SMITH: Yes. At the game?

13 COMM. RAMOS: Yeah.

14 MR. SMITH: Yeah, they'll have --
15 like I said, we sent out the press releases and
16 we got some feedback, and I was asking Brad what
17 kind of feedback it was, and he said, you know,
18 all of the news folks said that they'll be there.
19 You know, we didn't want to get ahead of
20 ourselves and think that they were coming
21 specifically for us, so our guess is that they're
22 really doing kind of the general coverage that
23 they do for the Indians games.

1 But again, if that's just the baseline of
2 what they do, they'll have to capture us as well,
3 because it's in essence our game, it's the Civil
4 Rights game and something that'll be covered on
5 the news. So, we're looking forward to it.

6 COMM. CARTER: Is it a specially
7 scheduled game, or is it just a game that -- I
8 mean they would be playing anyway?

9 MR. SMITH: Well, I mean the game
10 probably would have -- it was on the schedule,
11 but --

12 COMM. CARTER: Tomorrow night.

13 MR. SMITH: -- in our negotiations
14 with them, you know, we negotiated and turned it
15 into the Civil Rights game.

16 COMM. CARTER: With them; okay.

17 MR. SMITH: And we had some creative
18 thought about pulling in the old Negro League
19 team, the Indi -- or the Clowns and the whole
20 throwback jersey piece, you know, and so we
21 turned it into this event that spoke to civil
22 rights and an opportunity for us to, number one,
23 promote the agency; number two, educate folks on

1 civil rights and civil rights law and issues and
2 things of that nature, and touch more people.

3 COMM. CARTER: Very good.

4 MR. SMITH: Touch more people. A lot
5 of these people would be families that come to
6 the games, you know, sports enthusiasts, you
7 know, people who aren't normally in the segment
8 of the population when we go into areas to do
9 what we do. So, you know, when we set out, one
10 of the main points of the strategic plan was to
11 get out throughout the state and touch people who
12 we wouldn't normally --

13 COMM. RAMOS: Right.

14 MR. SMITH: -- get in touch with, and
15 so things like this, I think, offer us a unique
16 opportunity to do so.

17 COMM. RAMOS: Absolutely.

18 CHAIRPERSON BLACKBURN: Did you come
19 up with the idea on your own?

20 MR. SMITH: Actually -- well, yeah,
21 but --

22 (Laughter.)

23 CHAIRPERSON BLACKBURN: I want to

1 applaud you for it, because I think it's really a
2 terrific idea, a great fit. I think the back
3 story is a good one, the whole idea. You know,
4 what came to mind first to me is that civil
5 rights is no game, you know.

6 COMM. GIDNEY: Yeah.

7 CHAIRPERSON BLACKBURN: But to then
8 put it in the context of something that
9 illustrates it so beautifully, the old Negro
10 League --

11 MR. SMITH: Yeah.

12 CHAIRPERSON BLACKBURN: -- is a
13 perfect fit, I think, for making that point.

14 MR. SMITH: Well, thank you. I do
15 want to give props, though, to Brad Meadows, our
16 communications guy.

17 CHAIRPERSON BLACKBURN: Great.

18 MR. SMITH: I selfishly kind of threw
19 it out because my background is in sports and
20 that's always an easy avenue for me to explore,
21 but kudos to him because he took it and ran with
22 it. I mean he negotiated the agreements with the
23 Indians, he went and kind of worked through all

1 of the particulars. And so, although it might
2 have been --

3 CHAIRPERSON BLACKBURN: So, is it a
4 multiyear kind of commitment, or can you
5 trademark the name with the event in some way so
6 that it --

7 MR. SMITH: Oh, that would be nice.
8 Probably so. Right now it's a this-year thing,
9 and I think they are in bed with us and they
10 would love for this to continue, and there was a
11 financial commitment on our part, and -- but I
12 think it pales in comparison to all of the things
13 that they have been given -- or they're giving
14 us.

15 But one thing that we want to do, again,
16 is afterwards, evaluate. You know, it's a good
17 idea in theory and I think it sounds fantastic,
18 but, you know, just like everything else that we
19 do, we have to bring it back once we've finished
20 the event and say, "Hey, was this worth the time,
21 money and resources spent, and should we
22 continue?"

23 If the answer to all of those questions is

1 yes, then I think we definitely pursue making it
2 obviously an annual event. You know, so that
3 would be ideal, and then trademarking anything
4 that we would need to trademark in making sure
5 that we turn this thing into an even larger event
6 as we move forward, and taking it as a pilot to
7 other cities throughout the state, uh-huh, and
8 doing something very similar in other parts of
9 the state. I think that would be ideal.

10 CHAIRPERSON BLACKBURN: Great. Well,
11 I thank you.

12 MR. SMITH: Yes, ma'am.

13 CHAIRPERSON BLACKBURN: Are there any
14 other announcements?

15 (No response.)

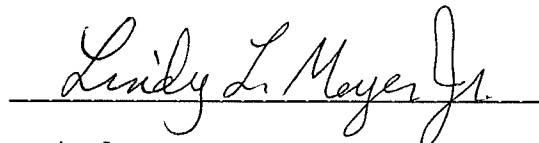
16 CHAIRPERSON BLACKBURN: Hearing none,
17 the meeting is adjourned.

18 - - -
19 Thereupon, the proceedings of
20 August 24, 2012 were concluded
21 at 11:40 o'clock a.m.
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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, August 24, 2012 in this matter and transcribed by me.



Lindy L. Meyer, Jr.,

Notary Public in and
for the State of Indiana.

My Commission expires October 27, 2016.

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