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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF SEPTEMBER 15, 2025

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Adrienne L. Slash,
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 North, 100 North Senate Avenue,
Room N300, Indianapolis, Indiana, on Monday,
September 15, 2025 at 1:07 o'clock p.m.

- - -

ACCURATE REPORTING OF INDIANA, LLC
543 Ponds Pointe Drive
Carmel, Indiana 46032
TELEPHONE: (317) 848-0088
EMAIL: accuratereportingofindiana@gmail.com

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Adrienne L. Slash, Chairperson
4 Holli Harrington
5 Terry Tolliver

6 INDIANA CIVIL RIGHTS COMMISSION
7 By J. Philip Clay, Director
8 Indiana Government Center North
9 100 North Senate Avenue, Room N300
10 Indianapolis, Indiana 46204
11 On behalf of the Commission.

12 OTHER COMMISSION STAFF PRESENT:

13 Michael Lostutter
14 Lucy Travis
15 Christiana Afuwape
16 Cecelia Kibada (virtual)

17 ALSO PRESENT:

18 Kris Kazmierczak
19 Rebecca Kiell
20 Charles Kiell
21 Vincent Kroon
22 Mary Taylor Gallagher (virtual)
23 Harold Brown (virtual)
Cindy Armour (virtual)

- - -

1 1:07 o'clock p.m.
2 September 15, 2025

3 - - -

4 CHAIRPERSON SLASH: We can go ahead.
5 We're not -- we don't have a quorum, but we can
6 hear the Executive Director's Report, then any
7 announcements that you may have --

8 MR. LOSTUTTER: Okay.

9 CHAIRPERSON SLASH: -- we can do
10 those.

11 MR. LOSTUTTER: All right. Well, I
12 will move on, then.

13 Please be advised no party will be allowed
14 to speak directly to the Commission during any
15 Commission meeting except during a previously
16 scheduled oral argument or during our Public
17 Comments time directly before the end of the
18 meeting.

19 Concerning appeals, the Commissioners will
20 make their initial determination based on the
21 complaint, the notice of finding, the appeal, and
22 the final investigative report. You must not
23 address the Commission members except and unless
you are addressed directly by them.

1 If you have any questions about your case,
2 please wait to speak to the Docket Clerk until
3 after the Commission meeting ends. If you are
4 here to make remarks during the Public Comments
5 time, be aware that you will only be allowed two
6 minutes to speak. Thank you.

7 And --

8 CHAIRPERSON SLASH: Sure. At this
9 time, we'll just -- we'll start with item
10 no. 5 -- I'm sorry -- item no. 4, the ICRC
11 Director's Report, in hopes that we get our --
12 that we're able to establish our quorum.

13 MR. CLAY: Wonderful. Thank you.
14 Thank you for the opportunity. I believe I know
15 all of you from my time as Director of External
16 Affairs, but my name is Philip Clay. I currently
17 serve as the Executive Director for the Civil
18 Rights Commission here in the state. I am
19 serving a couple of roles today, as we are
20 without our Deputy Director/General Counsel for
21 the time being, so I'm going to kind of cover
22 both of those in this period.

23 So, in July of 2025, the ICRC had 701

1 calls, 278 new inquiries, opened 87, and closed
2 108 complaints, and obtained \$59,972 in monetary
3 relief for complainants through settlements.
4 During that time, we also, in our External
5 Affairs, attended, I believe, four events: A
6 National Night Out in Indianapolis, Avondale's
7 YMCA, Fort Wayne Fiesta, and I'm sorry, we had an
8 opportunity to speak with Noradian Law; however,
9 due to some scheduling conflicts, that was
10 postponed.

11 In total, we've reached just over 300
12 people through outreach events through August,
13 and obviously the numbers for July will speak for
14 themselves. But our intent is to continue to
15 work with the Commission and continue to be a
16 positive resource here in the community.

17 CHAIRPERSON SLASH: Awesome. Welcome
18 to you folks --

19 MR. CLAY: Thank you.

20 CHAIRPERSON SLASH: -- officially on
21 the record, since we haven't said that here yet.

22 MR. CLAY: Thank you.

23 CHAIRPERSON SLASH: Commissioners, do

1 you have any questions?

2 COMM. TOLLIVER: What changes do you
3 anticipate making in the next couple of months?

4 MR. CLAY: Yeah, I don't perceive any
5 more changes. Obviously there's an effort for us
6 to be a little bit more efficient as an agency.
7 Our primary focus has been improving morale
8 amongst the staff, and then working to make sure
9 that there are efficiencies, to make us more
10 productive, to handle more cases, to be better
11 constituent service -- be better in constituent
12 services, that we're taking those approaches.
13 And in terms of large changes, I don't see
14 anything coming.

15 COMM. TOLLIVER: And I know it's
16 still new, but how is morale?

17 MR. CLAY: Good, very good, very
18 good, I would say. It seems that people are
19 excited to be back at work, and we see a little
20 bit more laughter. I think there's probably a
21 little bit more joking than there had been
22 before, which is good to see. I'm sure my
23 colleagues here can probably speak to that a

1 little bit more than I could, but overall, it
2 seems well.

3 CHAIRPERSON SLASH: Thank you.

4 COMM. TOLLIVER: Then Thanksgiving
5 will be pleasant.

6 MR. CLAY: I think so.

7 (Laughter.)

8 MR. CLAY: I think so.

9 CHAIRPERSON SLASH: Thanks.

10 MR. CLAY: Very good.

11 CHAIRPERSON SLASH: Okay. I believe
12 that concludes the Director's Report.

13 MR. CLAY: Unless there's anything
14 else you'd like me to talk about, these are the
15 things --

16 CHAIRPERSON SLASH: Well, I mean the
17 only question I would have is staffing. I do --
18 were -- are there current open roles that we
19 should be directing people to the Commission for?

20 MR. CLAY: Yes. So, staffing -- and
21 I guess to your point, Comm. Tolliver, there are
22 opportunities in terms of staffing. I think what
23 we're going to see is a little bit more of a

1 streamlined External Affairs. We're in the
2 process of hiring a -- what would be a division
3 director for External Affairs, and then
4 reimagining, I think, how we approach our
5 outreach.

6 I think you're going to see us be a little
7 bit more targeted in terms of our digital
8 approach as opposed to a physical approach,
9 specifically because it seems, by and large, when
10 we attend events, it's more so collecting e-mails
11 for later notifications as opposed to driving
12 cases, which, I think as we all know, is really
13 our purpose here.

14 We're working to kind of come up with a
15 new curriculum in terms of Education and
16 Outreach, potentially working on a few ways that
17 might end up actually providing revenue back to
18 the Commission. Again, most of those talks are
19 preliminary and very -- just in the beginning
20 stages.

21 COMM. HARRINGTON: Can I ask a
22 question?

23 CHAIRPERSON SLASH: Uh-huh.

1 COMM. HARRINGTON: When you say
2 "digital," are you moving towards a digital
3 platform versus -- as far as interfacing with the
4 public -- versus live?

5 MR. CLAY: I think that's very
6 heavily being considered. For us, we're going to
7 look at the total efficiency of public outreach
8 and where we're at with that.

9 By and large right now, I guess the
10 question is: Does it make sense for us to send
11 someone three hours away to sit at a table for
12 six hours to talk to 50 people, and then drive
13 back? In total, we would have, obviously, the
14 cost of renting a car and/or mileage, the cost of
15 labor, the cost of setup. There's -- there's a
16 lot that's involved in that, as opposed to maybe
17 a more strategic digital approach.

18 That's not saying that we're going to
19 completely back away from doing public events. I
20 think having a presence in the community and in
21 the state is incredibly important. I think we
22 just need to be a little bit more strategic in
23 that approach.

1 COMM. HARRINGTON: Okay. And one
2 thing I would just share is in after -- upon
3 reviewing cases for a while, a lot of the
4 individuals that you guys help and advise aren't
5 technically savvy.

6 MR. CLAY: Right.

7 COMM. HARRINGTON: So, I hope
8 that's --

9 MR. CLAY: Yeah.

10 COMM. HARRINGTON: -- something you
11 guys are taking into consideration, that there
12 are not people being left behind --

13 MR. CLAY: Yeah.

14 COMM. HARRINGTON: -- on the outside
15 because of their lack of access to technology.

16 MR. CLAY: Absolutely.

17 CHAIRPERSON SLASH: Anything else on
18 your end?

19 COMM. TOLLIVER: (Shook head no.)

20 CHAIRPERSON SLASH: Okay.

21 All right. It is 1:15. We've kind of hit
22 our grace period here. I don't have text
23 messages from people saying they're not coming.

1 I guess it's time for me to send a couple of
2 messages and see if I can get anyone.

3 (Discussion off the record.)

4 CHAIRPERSON SLASH: I appreciate
5 everyone's patience once again.

6 (Discussion off the record.)

7 CHAIRPERSON SLASH: Oh, do you have
8 any insight on the Cultural Commissions or
9 updates on your -- on your programs?

10 MR. CLAY: Yeah. Per conversations
11 with all of the Cultural Commissions, we have --
12 or they have, rather, decided to pause any held
13 conferences that had been planned previously. A
14 multitude of reasons factoring into those, but
15 those have been paused, as well as pausing hiring
16 of any new director until we've had a chance to
17 talk to the Cultural Commissions further.
18 There's been some changes in like, for example,
19 the Hispanic Commission, where they've had a few
20 people step away or step down from the Commission
21 just due to workload inside of state government.
22 I believe there's probably a conversation
23 to be had about the Cultural Commissions in

1 general. It's something that we've all been kind
2 of working through behind the scenes. I'm not
3 sure where those conversations are at currently,
4 but we thought it was probably in the best
5 interest, until we had a little bit better
6 heading, to pause those.

7 COMM. HARRINGTON: What about the
8 awards program that there -- I know there are
9 individuals that have submitted, as well as --

10 MR. CLAY: Right.

11 COMM. HARRINGTON: -- for the Women's
12 Commission.

13 MR. CLAY: Yes, and I'll let Lucy
14 talk a little bit more about that. To my
15 knowledge, all of those awardees -- or the
16 nominees have been sent to the Commission. The
17 Commission is working through that list, and I
18 think we will have the awards ceremony, maybe in
19 just a little bit different manner than we've
20 seen it before.

21 COMM. HARRINGTON: So, they're going
22 to proceed? You said "pause," so I didn't know
23 if the Women's Commission was part of the pause.

1 MR. CLAY: No. So -- yeah. So, I
2 apologize. So, the pause was more so the two
3 directors, so by "two directors," meaning the one
4 director that would oversee the MLK Holiday
5 Commission, the Social Status of Black Males, as
6 well as the director that would oversee the
7 Hispanic Latino -- or -- yeah, Hispanic Latino
8 Commission and the Native American Commission.
9 We paused the hiring of those directors until we
10 can have further conversations seeking a better
11 understanding.

12 We didn't want to bring someone in and
13 then have something change a few months. It
14 seemed, given recent events, probably a poor
15 course of action, so rather than do that, we'd
16 just pause. The Women's Commission, because they
17 have lost their funding, is still proceeding.
18 They're just working through logistics, but I'll
19 let Lucy touch a little bit more on that.

20 MS. TRAVIS: Yeah.

21 So, we're -- we're still working to --
22 with the Commission to decide on a date, because
23 the original Torch Bearer was supposed to be for

1 next week, but due to losing the funding and also
2 losing the director, and honestly, just not being
3 able to make quorum with the ICW, we weren't able
4 to get the Commission to actually start the
5 process of the Torch Bearer.

6 So, we're just changing how the Torch
7 Bearer award will look like, and changing the
8 date so we can actually go through and submit the
9 package for -- to get that money for the awards,
10 and also just give the Commission time to go
11 through nominees and select -- select them.

12 We -- for the other Culture Commissions, I
13 know ICHLA and the Native American Indian Affairs
14 Commission, they were doing a conference, but
15 those were paused. The Commission originally
16 voted no, but was told to do so otherwise, so we
17 let the Commission decide what they wanted to do,
18 since statutorily that's not our place.
19 Essentially we have one vote on ICHLA.

20 So, those are being paused, but we're
21 still working with the Commissions to decide on
22 other events, so for the Native American Affairs
23 Commission, they're doing -- we actually just

1 submitted free packages for Admissions Day on
2 October 13th, and then a program November 13th,
3 and then residents at the Eiteljorg from
4 November 19th through the 29th. So, we've -- is
5 it \$30,000 involved?

6 MR. CLAY: I think that's what was,
7 yeah, asked.

8 MS. TRAVIS: So, we're working
9 closely with that Commission to provide
10 appropriate funding for that.

11 CHAIRPERSON SLASH: Okay.

12 COMM. HARRINGTON: Okay. Well -- and
13 just in case they haven't, I've got an inside
14 track to you guys that they may want to do
15 communication, because lot of buzz in the
16 community, knowing that it was supposed to happen
17 next week, and most folks have heard nothing.

18 MR. CLAY: Right.

19 COMM. HARRINGTON: So, if there's
20 anything that can be done to make people aware
21 that there is a pivot, and I don't know how much
22 you can elaborate on the change, just so folks
23 are aware.

1 MR. CLAY: Yeah. No, I think that's
2 absolutely a direction that we can take. We are
3 working with the Chairwoman right now and
4 Governor's Office to try to collaborate on that,
5 that we hope will be as meaningful, but maybe not
6 at the same scale, so --

7 COMM. HARRINGTON: Okay.

8 CHAIRPERSON SLASH: Thank you.

9 Okay. It's 20 after. I haven't gotten
10 any responses back. I think that the most
11 responsible thing that we can do is cut
12 everyone's losses on their time today. Thank you
13 for coming in today. We'll reschedule for next
14 month everything that we had on the docket for
15 today, in addition to the things we'll have next
16 month. I apologize for us not being able to
17 reach our quorum to be able to serve you the way
18 that we needed to today, but look forward to
19 doing so next month.

20 I couldn't even make gavel because we
21 never had a quorum, so I can't close it out
22 either. But once again, I sincerely thank you
23 for your time. I appreciate you being here and

1 being prepared, and apologize that we can't meet
2 our goal today.

3

4 - - -
5 Thereupon, the proceedings of
6 September 15, 2025 were concluded
7 at 1:22 o'clock p.m.
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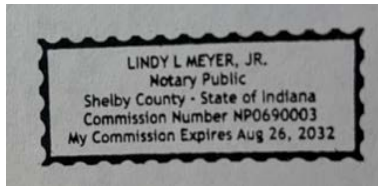
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CERTIFICATE

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 Monday, September 15, 2025 in this matter and transcribed by me.



Lindy L. Meyer, Jr.

Lindy L. Meyer, Jr.,
Notary Public in and
for the State of Indiana.

My Commission expires August 26, 2032.

Commission No. NP0690003

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