

**In The Matter Of:**  
*BEFORE THE INDIANA CIVIL RIGHTS COMMISSION*

---

*April 17, 2020*

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*WILLIAM F. DANIELS, D/B/A ACCURATE REPORTING OF INDIANA  
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BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF APRIL 17, 2020

- - -

TELEPHONIC PROCEEDINGS

in the above-captioned matter, before the Indiana  
Civil Rights Commission, Steven A. Ramos,  
Chairman, taken before me, Lindy L. Meyer, Jr., a  
Notary Public in and for the State of Indiana,  
County of Shelby, with all participants appearing  
via telephone, on Friday, April 17, 2020 at  
1:03 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

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Steven A. Ramos, Chairman  
4 Alpha Blackburn  
5 Adrienne L. Slash  
6 Holli Harrington  
7 James W. Jackson

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 OTHER COMMISSION STAFF PRESENT:

16 Caroline Stephens Ryker  
17 Micah Benson

18 - - -

19  
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21  
22  
23

1 1:03 o'clock p.m.  
2 April 17, 2020

3 - - -

4 CHAIRMAN RAMOS: Thank you, Judge  
5 Ryker.

6 It is 1:03 on my clock, so I officially  
7 call the meeting of the Indiana Civil Rights  
8 Commission together. Just for clarification, I  
9 want to make sure I know who is all on the phone.

10 Comm. Slash, are you there?

11 COMM. SLASH: Present. This is  
12 Comm. Slash. I'm present.

13 CHAIRMAN RAMOS: Thank you.

14 Comm. Blackburn?

15 COMM. BLACKBURN: I'm here. Thank  
16 you.

17 CHAIRMAN RAMOS: Comm. Jackson?

18 COMM. JACKSON: I'm here.

19 CHAIRMAN RAMOS: Comm. Harrington?

20 COMM. HARRINGTON: I'm here as well.

21 CHAIRMAN RAMOS: And all those, for  
22 the record, please identify yourself. I know,  
23 Judge Ryker, you are there. Who else is in  
attendance?

1                   JUDGE STEPHENS RYKER: I'll note that  
2 Micah Benson, she's our new Docket Clerk, is also  
3 on the line. Do we have Director Wilson on the  
4 line?

5                   MR. WILSON: Yes.

6                   JUDGE STEPHENS RYKER: Thank you very  
7 much. And --

8                   MR. SCHULTZ: This is Deputy Director  
9 Schultz. I am also on the line.

10                  CHAIRMAN RAMOS: Is there anyone else  
11 from the public who is on the line at this time?  
12 We do need you to identify yourselves for the  
13 court reporter.

14   (No response.)

15                  JUDGE STEPHENS RYKER: All right. At  
16 this time, I'm hearing no one from the public, so  
17 Chair Ramos, thank you very much. We are ready  
18 to get started.

19                  CHAIRMAN RAMOS: Thank you.

20                                        So, we do have a quorum, so we'll continue  
21 our meeting as such. The first item we have is,  
22 reviewing the agenda, are there any updates or  
23 suggestions on the agenda that's not currently

1 there?

2 (No response.)

3 CHAIRMAN RAMOS: Hearing none, we'll  
4 move to the approval of the previous meeting  
5 minutes. I will ask for a motion to approve the  
6 minutes.

7 COMM. SLASH: So moved. This is  
8 Comm. Slash.

9 CHAIRMAN RAMOS: Comm. Slash. I need  
10 a second.

11 COMM. HARRINGTON: Second,  
12 Comm. Harrington.

13 CHAIRMAN RAMOS: Thank you,  
14 Comm. Harrington. All those in favor, I will do  
15 a roll call.

16 Comm. Slash?

17 COMM. SLASH: Aye.

18 CHAIRMAN RAMOS: Comm. Blackburn?

19 COMM. BLACKBURN: Aye.

20 CHAIRMAN RAMOS: Comm. Jackson?

21 COMM. JACKSON: Aye.

22 CHAIRMAN RAMOS: Comm. Harrington?

23 COMM. HARRINGTON: Aye.

1                   CHAIRMAN RAMOS: And aye as well.

2                   So, the minutes have been approved.

3                   The next item on the agenda, Item IV, is  
4                   the Executive Director Wilson's Report.

5                   MR. WILSON: Well, good afternoon,  
6                   everyone. It's good to hear everybody today. As  
7                   with us, as an organization, this has been a very  
8                   trying time, but a good time as well for us to  
9                   advance our Commission in spite of not being in  
10                  the office fully.

11                  We do have a small staff that comes in,  
12                  because there's processes that we need to do, but  
13                  they are separated with social distancing so that  
14                  they have the proper spacing that they need, but  
15                  they help make sure that those teams that are  
16                  doing telework can get access to -- whether it's  
17                  faxes, mail, printing, you name it, anything that  
18                  the team needs, there has been the support piece  
19                  for that.

20                  We've been very aggressive. Normally,  
21                  this is -- this is our Fair Housing Month, and so  
22                  being Fair Housing Month, since we're not able to  
23                  do some of the physical events we do, we actually

1 have been doing more social media postings.  
2 Hopefully you've seen it. We've done a lot on  
3 the radio, working with our partners at Radio One  
4 as well as up in Northern Indiana, WLTH.

5           Again, social media posts have been hot  
6 and heavy. We're gearing to do a COVID-19 Fair  
7 Housing presentation on April the 28th, and so,  
8 we'll be doing that on-line, making it open to  
9 the public where they'll be able to ask  
10 questions.

11           And one of the big things we're bringing  
12 is some of our partners from ICDA, which will be  
13 helping people understand what type of help is  
14 available with -- whether it's rent or mortgage  
15 payments, we're going to be talking about those  
16 issues, even possible discrimination that they  
17 could face because of especially national origin  
18 because of this COVID-19.

19           So, it'll be a good event. It'll be an  
20 hour event, like I said, on the 28th. More  
21 information will be coming on, coming out  
22 probably next week, probably Monday or Tuesday,  
23 we'll have some fliers and things that we'll be

1 putting out, we'll talk about on the radio, so we  
2 can get people to tune in all over the state.  
3 With people being home a lot, a lot of people are  
4 looking for information, and hopefully we'll be  
5 providing that. So, that's one of the big things  
6 that we're doing.

7 Right now is we're trying to make sure  
8 people know that we're still functional, that  
9 we're still open for business. I think initially  
10 when this first started, you'll see some of our  
11 inquiries went down, but we see them coming back  
12 up.

13 But any time you have a crisis like this,  
14 people's focus is on different things, trying to  
15 make sure their family's safe, and so, we didn't  
16 get a lot of complaints. I mean it wasn't -- it  
17 dropped, but it wasn't dramatically, but we can  
18 see the increase now of the inquiries.

19 I think everybody did get a copy of our  
20 Month at a Glance. Does everybody have a copy,  
21 all of the Commissioners?

22 CHAIRMAN RAMOS: Yes.

23 COMM. BLACKBURN: Yes.

1                   JUDGE STEPHENS RYKER: And this is  
2 Judge Ryker, just letting you know that the  
3 monthly report was e-mailed to all of the  
4 Commissioners yesterday, so they should have a  
5 copy.

6                   MR. WILSON: Okay.

7                   And so, with that, I think there was a  
8 question. Chair, you asked about events and  
9 things. Well, right now -- right now we don't  
10 know what we're going to be doing and what some  
11 of our partners with some of those events that  
12 were scheduled. Partners are on hold with those  
13 things, so you won't see those on the sheet until  
14 we have a better idea of what's going to happen  
15 with those events as far as the dates and things.

16                   So, right now, with pretty much any of  
17 those outreach or partnership events, everything  
18 is pretty much on hold. Now, we are still  
19 preparing for our Conference. We did move the  
20 date until, I believe, August, around August  
21 the 27th or 28th. We did move that, so we're  
22 still planning for our Conference this year, but  
23 it'll be later on in the year. But right now,

1 you know, everything is still kind of up in the  
2 air when it comes to the events and activities.  
3 I think that was one of your questions, Chair  
4 Ramos.

5 CHAIRMAN RAMOS: Yes. Thank you.  
6 So, the other question I had, you mentioned the  
7 drop. The other one is, just from a media  
8 standpoint, we've seen some disadvantage for  
9 people of color, at least from the testing and  
10 stuff, and, you know, we can't believe everything  
11 we hear on the TV, which I'm sure we'd all agree  
12 to, but anything that you have received from a  
13 complaint standpoint around that?

14 MR. WILSON: No, I haven't, not  
15 around testing. I mean we've -- we've gotten  
16 some questions about COVID-19 related to  
17 discrimination, but it hasn't been centered on  
18 testing.

19 CHAIRMAN RAMOS: Thank you.

20 MR. WILSON: Anybody have any other  
21 questions for me?

22 COMM. BLACKBURN: I have a  
23 suggestion.

1 MR. WILSON: Please.

2 COMM. BLACKBURN: This is  
3 Comm. Blackburn. Comm. Wilson -- I mean Director  
4 Wilson, I want to suggest that the announcement  
5 of your one-hour COVID forum be announced by you  
6 for the Governor during one of his daily  
7 briefings. I think that I count his report among  
8 those few reports on COVID-19 that has accurate  
9 information, and is the forum which has certainly  
10 the means by which to shine the Commission's  
11 light on the issues of disparity and health and  
12 disparity in general that have come to light or  
13 focus during this pandemic should be addressed by  
14 someone specifically involved on a day-to-day  
15 basis in dealing with those kinds of issues.

16 MR. WILSON: I will definitely bring  
17 it to their attention.

18 CHAIRMAN RAMOS: This is Chair Ramos.  
19 I echo Comm. Blackburn's recommendation, that it  
20 provides an excellent opportunity for addressing  
21 needs that are out there, as well as the  
22 organization, and it just seems like a perfect  
23 opportunity for the Governor to shine some light

1 on areas that we can assist.

2 MR. WILSON: Thank you, Chair Ramos.

3 And thank you, Comm. Blackburn. I will  
4 definitely pass that information across the  
5 street.

6 COMM. BLACKBURN: I want you to do  
7 more than that. I want you to request the  
8 opportunity to be a presenter during his  
9 briefing.

10 MR. WILSON: I guess what I'm saying  
11 is -- I'm not saying that we won't, but I will  
12 just contact the Governor's Office and approach  
13 them about the recommendation from the  
14 Commission.

15 COMM. BLACKBURN: Great.

16 CHAIRMAN RAMOS: Thank you, Chair  
17 Blackburn. Thank you, Executive Director Wilson.

18 Are there any other questions for the  
19 Executive Director Wilson?

20 (No response.)

21 CHAIRMAN RAMOS: Hearing none, we'll  
22 move on, and thank you. Thank you --

23 MR. WILSON: Thank you.

1                   CHAIRMAN RAMOS:  -- Director Wilson.  
2   I'm sorry for that.

3                   Okay.  Our next item is Old Business, with  
4   several Commissioners' Appeals Reports to make  
5   determinations on.  The first on our list is  
6   Comm. Jackson, would you please read your case  
7   and your recommendation motion?

8                   COMM. JACKSON:  I don't have it in  
9   front of me.

10                  CHAIRMAN RAMOS:  This is Daniel  
11   Crumpton versus US Security.

12                  COMM. JACKSON:  Uphold the Director's  
13   finding of no probable cause.

14                  CHAIRMAN RAMOS:  Comm. Jackson is  
15   recommending an upholding of the findings of the  
16   Deputy Director.  I need a motion to approve.

17                  COMM. SLASH:  This is Comm. Slash.  
18   So moved.

19                  CHAIRMAN RAMOS:  I need a second.

20                  COMM. HARRINGTON:  This is  
21   Comm. Harrington.  Second.

22                  CHAIRMAN RAMOS:  All those in favor,  
23   signify by saying aye.

1 Comm. Slash?

2 COMM. SLASH: Aye.

3 CHAIRMAN RAMOS: Comm. Harrington?

4 COMM. HARRINGTON: Aye.

5 CHAIRMAN RAMOS: Comm. Blackburn?

6 COMM. BLACKBURN: Aye.

7 CHAIRMAN RAMOS: Comm. Jackson?

8 COMM. JACKSON: Aye.

9 CHAIRMAN RAMOS: And aye as well.

10 The motion passes. Thank you, Comm. Jackson.

11 COMM. JACKSON: I apologize I don't  
12 have that in front of me. I moved a couple of  
13 weeks ago and I've got boxes everywhere, so I'm  
14 having trouble finding things.

15 CHAIRMAN RAMOS: Well, you're still  
16 in Indiana.

17 COMM. JACKSON: Oh, yes, still in  
18 Indiana.

19 CHAIRMAN RAMOS: That's good. All  
20 right. Thank you.

21 The next case is Comm. Harrington.

22 COMM. HARRINGTON: Yes. In the case  
23 of Daniel Crumpton versus XPO Logistics, my

1 recommendation is to approve the finding of no  
2 probable cause.

3 CHAIRMAN RAMOS: Motion by  
4 Comm. Harrington to uphold the finding of no  
5 probable cause. I need a motion to approve.

6 COMM. SLASH: Comm. Slash --

7 COMM. BLACKBURN: Comm. Blackburn --

8 COMM. SLASH: -- so moved.

9 COMM. BLACKBURN: So moved.

10 CHAIRMAN RAMOS: I'm going to take  
11 Blackburn as move and Slash as second. All those  
12 in favor, signify by saying aye.

13 Comm. Blackburn?

14 COMM. BLACKBURN: Aye.

15 CHAIRMAN RAMOS: Comm. Slash?

16 COMM. SLASH: Aye.

17 CHAIRMAN RAMOS: Comm. Jackson?

18 COMM. JACKSON: Aye.

19 CHAIRMAN RAMOS: Comm. Harrington?

20 COMM. HARRINGTON: Aye.

21 CHAIRMAN RAMOS: And aye as well.

22 The next case is for Comm. Vice-Chair  
23 Slash.

1                   COMM. SLASH: In the case of Carrie  
2 White versus Booth Manor Apartments, I would like  
3 to uphold the Deputy Director's finding of no  
4 reasonable cause.

5                   CHAIRMAN RAMOS: Thank you,  
6 Comm. Vice-Chair Slash.

7                   The recommendation is to uphold the  
8 finding of no probable cause. I need a motion to  
9 approve.

10                  COMM. BLACKBURN: Comm. Blackburn.  
11 So moved.

12                  COMM. HARRINGTON: Comm. Harrington.  
13 Second.

14                  CHAIRMAN RAMOS: Thank you. All  
15 those in favor, signify by saying aye.

16                  Comm. Harrington?

17                  COMM. HARRINGTON: Aye.

18                  CHAIRMAN RAMOS: Comm. Blackburn?

19                  COMM. BLACKBURN: Aye.

20                  CHAIRMAN RAMOS: Comm. Jackson?

21                  COMM. JACKSON: Aye.

22                  CHAIRMAN RAMOS: Comm. Slash?

23                  COMM. SLASH: Aye.

1                   CHAIRMAN RAMOS: And aye as well.

2 Thank you very much.

3                   The next case is for Comm. Blackburn.

4                   COMM. BLACKBURN: I have the case of  
5 Elsharaiha versus Alfa Laval. I wish to uphold  
6 the Director's finding of no probable cause.

7                   CHAIRMAN RAMOS: Thank you,  
8 Comm. Blackburn.

9                   I need a motion to approve.

10                  COMM. SLASH: Comm. Slash. I --

11                  COMM. HARRINGTON: Comm. Harrington.  
12 I --

13                  COMM. SLASH: -- move approval.

14                  CHAIRMAN RAMOS: I have Harrington so  
15 moving and Slash seconding. All those in favor,  
16 signify by saying aye.

17                  Comm. Harrington?

18                  COMM. HARRINGTON: Aye.

19                  CHAIRMAN RAMOS: Comm. Slash?

20                  COMM. SLASH: Aye.

21                  CHAIRMAN RAMOS: Comm. Jackson?

22                  COMM. JACKSON: Aye.

23                  CHAIRMAN RAMOS: Comm. Blackburn?

1                   COMM. BLACKBURN: Aye.

2                   CHAIRMAN RAMOS: And aye as well.

3 Thank you very much.

4                   That takes us to New Business, and the  
5 Appointment of the Complainant Appeals and of  
6 Director's Findings. In the case of Jorge  
7 Castillo versus Arcelormittal USA, I will take  
8 that case. In the case of Kenneth McNeil versus  
9 Fast Lane Foods, Vice-Chair Slash, would you  
10 please take that?

11                   COMM. SLASH: Yes. Thank you.

12                   CHAIRMAN RAMOS: In the case of  
13 Jacques Alinstant versus Toyota Boshoku,  
14 Comm. Blackburn?

15                   COMM. BLACKBURN: Yes.

16                   CHAIRMAN RAMOS: Thank you.

17                   In the case of Ronnie Brasher versus  
18 Sakitumi Lounge, Comm. Harrington?

19                   COMM. HARRINGTON: Okay.

20                   CHAIRMAN RAMOS: Thank you.

21                   And in the case of Melissa Sienicki versus  
22 Le Jardin Homeowners, Comm. Jackson, would you  
23 please take that case?

1                   COMM. JACKSON: Yes.

2                   CHAIRMAN RAMOS: And in the last case  
3 of Shellie Ellison versus Blue River Bowl, I will  
4 take that case as well.

5                   Are there any questions on any of the  
6 appointments in New Business?

7                   (No response.)

8                   CHAIRMAN RAMOS: Hearing none, we'll  
9 move to our motions. There are no motions made.  
10 The next item is the Review of the ALJ's  
11 Decisions and Orders, and I will pass that over  
12 to Judge Ryker.

13                   JUDGE STEPHENS RYKER: So, with  
14 respect to the one decision pending before the  
15 Indiana Civil Rights Commission, Williams versus  
16 Golf View Apartments, at this time, there were  
17 previously oral arguments scheduled for today,  
18 and Chair Ramos, on the motion of a party,  
19 allowed for those to be continued to May 15th  
20 of 2020. So, at this particular Commission  
21 meeting, there's nothing the Commission needs to  
22 do with respect to that pending decision.

23                   CHAIRMAN RAMOS: Thank you. And the

1 next item is the Appeal of the Commission  
2 Decision, Judge Ryker.

3 JUDGE STEPHENS RYKER: With respect  
4 to the appeal of the decision in Lymon versus UAW  
5 Local 2209, which was previously ICRC  
6 No. EMra12041133 and is currently the Indiana  
7 Court of Appeals Case 19A-EX-0269 [sic], a  
8 decision was issued by the Indiana Court of  
9 Appeals on February 26th of 2020.

10 This was an appeal from a Commission  
11 decision finding no discrimination occurred, and  
12 the Court dismissed the appeal, finding that the  
13 party who placed the appeal was appealing a  
14 decision that they won. So, at this point, the  
15 appeal has been closed, and the Commission  
16 decision has been upheld.

17 CHAIRMAN RAMOS: Are there any  
18 questions for Judge Ryker?

19 COMM. BLACKBURN: This is  
20 Comm. Blackburn. I understand you to say that we  
21 do not have to affirm the ALJ's order in the case  
22 of Williams versus Golf View.

23 JUDGE STEPHENS RYKER: So, to go back

1 to Williams versus Golf View again -- this is ALJ  
2 Ryker -- at this point, the Commission's decision  
3 will be made in May of 20 -- or excuse me -- in  
4 May of 2020, at the next Commission meeting, May  
5 15, because that's when the oral arguments are  
6 going to occur on this decision. So, it's not  
7 that the Commission is not going to make a  
8 decision, it's just going to be next month for  
9 the oral arguments.

10 COMM. BLACKBURN: Thank you.

11 CHAIRMAN RAMOS: This is Chair Ramos.  
12 To provide a little clarity on that, both the  
13 Complainant and the Respondent didn't necessarily  
14 want to be the first to pioneer oral arguments.  
15 They wanted a little bit more time in preparation  
16 for that, so that was why they requested a  
17 continuance until May.

18 Are there any other questions for Judge  
19 Ryker?

20 (No response.)

21 CHAIRMAN RAMOS: Hearing none, the  
22 next item is the Election of the Chair and the  
23 Vice-Chair, and I'll pass that over to Judge

1 Ryker.

2 JUDGE STEPHENS RYKER: Okay. So, at  
3 this point, we will move into the election  
4 process for the Chair and Vice-Chair of the  
5 Commission. I'd like to give just a little bit  
6 of overview and instruction for this process,  
7 since we haven't had to do this entirely by phone  
8 before.

9 So, the election will be completed in  
10 three stages. First, I will give each  
11 Commissioner an opportunity to submit a  
12 nomination for Chair.

13 Second, after all of the nominations for  
14 Chair have been placed into the record, I will  
15 give each nominated Commissioner an opportunity  
16 to address the Commission. Nominees can accept  
17 or decline the nomination with or without  
18 commentary. Afterwards, the Commission has the  
19 opportunity for discussion or any other questions  
20 they might have.

21 The third step, I will give each  
22 Commissioner an opportunity to vote for each  
23 nominee. Please note that you may only vote

1 once. After all of the votes are collected, I  
2 will affirm on the record the name of the  
3 Commissioner who will be serving as Chair for  
4 the 2020 to 2021 year. After the Chair has been  
5 elected, I will repeat the same process for the  
6 election of the Vice-Chair.

7 Requests for nominations and votes will be  
8 done in alphabetical order by roll call.

9 So, before we begin this election process,  
10 does any Commissioner have any questions about  
11 the steps that I have outlined?

12 (No response.)

13 JUDGE STEPHENS RYKER: All right.  
14 Hearing none, we will go ahead and get started.  
15 So, I'm now going to call for the nominations of  
16 Chair for the Indiana Civil Rights Commission for  
17 the 2020 to 2021 year. When I call your name,  
18 please provide me with the name of the  
19 Commissioner you are nominating. If you do not  
20 have a nomination, please let me know that you  
21 are not making a nomination. And as I said,  
22 we'll be doing this in alphabetical order.

23 Chair Blackburn -- or excuse me --

1 Comm. Blackburn.

2 COMM. BLACKBURN: Yes. I would like  
3 to nominate Comm. Ramos for Chair.

4 JUDGE STEPHENS RYKER: Thank you very  
5 much, Comm. Blackburn.

6 Comm. Harrington.

7 COMM. HARRINGTON: Sorry; I was on  
8 mute. I would like to nominate Comm. Slash for  
9 Chair.

10 JUDGE STEPHENS RYKER: Thank you very  
11 much, Comm. Harrington.

12 Comm. Jackson.

13 COMM. JACKSON: I'd like to nominate  
14 Comm. Slash for Chair.

15 JUDGE STEPHENS RYKER: Thank you very  
16 much, Comm. Jackson.

17 Chair Ramos.

18 CHAIRMAN RAMOS: I would recommend  
19 self-nomination for Chair.

20 JUDGE STEPHENS RYKER: Thank you very  
21 much, Chair Ramos.

22 And Vice-Chair Slash.

23 COMM. SLASH: I would like to

1 nominate myself for Chair.

2 JUDGE STEPHENS RYKER: Thank you very  
3 much, Vice-Chair Slash.

4 All right. So, at this point, I am going  
5 to allow each of the nominees an opportunity to  
6 accept or decline their nomination, with any  
7 desired commentary. So, to begin, Chair Ramos,  
8 would you like to accept your nomination?

9 CHAIRMAN RAMOS: I would like to  
10 accept the nomination.

11 JUDGE STEPHENS RYKER: And would you  
12 like to provide any comments?

13 CHAIRMAN RAMOS: I would. I would  
14 like to first thank the Commission for the  
15 opportunity to serve as Chair, the first Latino  
16 Chair for the State of Indiana. It's been an  
17 honor, it's been a great privilege, and in the  
18 process, I have learned a lot. I've been on the  
19 Commission for several years, but I've still  
20 learned a lot. The Chair role is different, and  
21 more opportunity to get involved in the process,  
22 which was exciting.

23 It's been an educational process as well.

1 Along the way, we've -- working with Chair Slash,  
2 we've tried to share that education. Judge Ryker  
3 provided the recommendations on a motion process  
4 that you received today, and we've worked with  
5 her on it. She's done an excellent job.

6 Thank you for that, Judge Ryker.

7 It has also been an interesting process.  
8 As I mentioned in my speech a year ago, that I  
9 wanted to really understand the roles of each of  
10 the Commissions I've met with, the Cultural  
11 Commission, having conversation and understanding  
12 what they do, how the Commission can help, where  
13 they can use the systems. That was the -- it'd  
14 be an interesting process for anybody that  
15 partakes this role. I would advocate that as an  
16 important element for us.

17 I also met with the Governor's Office, an  
18 institution that is of huge importance in my life  
19 and in much of what I do. And so, I've met with  
20 the Governor's Office twice to discuss areas of  
21 education. We discussed the Teach 14 Program,  
22 which helps people to go on to get their  
23 Associate's degrees while in -- staying at the

1 same high school. So, great components there. I  
2 also attended several events.

3 But there's more to do, candidly. I  
4 believe that the Commission needs a strategy, and  
5 we don't have one that is in place. We have one  
6 from Executive Director Smith, which is expired,  
7 so that would be a focus for the new term, as  
8 well as looking to fill our other two Commission  
9 positions that are open.

10 But I thank everybody for the opportunity  
11 to serve in this role. It's been a pleasure,  
12 it's been an honor, and whatever decision is  
13 made, I continue to serve the Indiana Civil  
14 Rights Commission.

15 Thank you.

16 JUDGE STEPHENS RYKER: Thank you very  
17 much, Chair Ramos.

18 At this time, I would like to ask  
19 Vice-Chair Slash if you will accept the  
20 nomination for Chair.

21 COMM. SLASH: Yes, I accept.

22 JUDGE STEPHENS RYKER: And would you  
23 like to provide any comments?

1                   COMM. SLASH: Sure. I'll be very  
2 brief. I've had the distinct honor and pleasure  
3 of serving with the Commission, specifically  
4 having the opportunity to be a part of our  
5 innovation and adaptation, learning the different  
6 roles of the Commission, and helping our  
7 community staff to get through their course load,  
8 their work with the staff, but also in making  
9 sure that we have the opportunity to have the  
10 types of training that's required for  
11 Commissioners to feel confident, comfortable and  
12 prepared to make decisions on the record that  
13 matter, and to make sure that we are not sending  
14 things to appeals by way of our issue, but more  
15 so because the case was just complex.

16                   And so, I would totally ask for your  
17 support moving back into the Chair role. We have  
18 quite a bit more to do, but I think that we are  
19 really doing a great job at getting together.  
20 Chair Ramos has done an outstanding job at  
21 continuing that support of us growing together,  
22 so whether it be he or me, I believe we are on  
23 the right track. I just would love to have your

1 support at this time.

2 Thank you.

3 JUDGE STEPHENS RYKER: Thank you very  
4 much, Vice-Chair Slash.

5 So, at this time, before we move into the  
6 election, I'd like to provide the Commissioners  
7 with the opportunity for discussion and any  
8 questions. If you have anything you would like  
9 to discuss, please do so when I call your name.

10 Comm. Blackburn, do you have any comments  
11 or questions?

12 COMM. BLACKBURN: No, I do not.

13 JUDGE STEPHENS RYKER: Thank you.

14 Comm. Harrington, do you have any comments  
15 or questions?

16 COMM. HARRINGTON: This is  
17 Comm. Harrington. No comments or questions.

18 JUDGE STEPHENS RYKER: Comm. Jackson,  
19 do you have any comments or questions?

20 COMM. JACKSON: I just want to  
21 comment. I thank Commissioner -- or Chair Ramos  
22 for his stellar work over the past several months  
23 as Chair of the Commission, and really appreciate

1 his diligence and expertise.

2 Thank you.

3 JUDGE STEPHENS RYKER: Thank you very  
4 much, Commissioner.

5 So, now is the period of time when the  
6 Commissioners will take a vote on the position of  
7 Chair. I will take votes on each nominated  
8 Commissioner one at a time, and again, this will  
9 be done by roll call.

10 So, the first Commissioner that we will be  
11 voting on is Chair Ramos. If you would like to  
12 vote for Chair Ramos, please say aye.  
13 Comm. Blackburn?

14 COMM. JACKSON: Is this for -- I'm  
15 sorry; is this for Vice-Chair?

16 JUDGE STEPHENS RYKER: This is for  
17 Chair, the position of Chair. So, if you would  
18 like to vote for Ramos, Comm. Ramos, to be the  
19 Chair of the Commission for the 2020 to 2021  
20 year, please signify by saying aye.

21 Comm. Blackburn?

22 COMM. BLACKBURN: Aye.

23 JUDGE STEPHENS RYKER: And

1 Comm. Harrington? And if you are not voting for  
2 Chair Ramos, please say nay.

3 COMM. HARRINGTON: Nay.

4 JUDGE STEPHENS RYKER: Comm. Jackson?

5 COMM. JACKSON: Nay.

6 JUDGE STEPHENS RYKER: Comm. Ramos?

7 CHAIRMAN RAMOS: Aye.

8 JUDGE STEPHENS RYKER: And

9 Comm. Slash?

10 COMM. SLASH: Nay.

11 JUDGE STEPHENS RYKER: All right.

12 Now we will vote -- or excuse me -- the  
13 Commission will vote for Chair -- or excuse me --  
14 the position of Chair with respect to Vice-Chair  
15 Slash, Comm. Slash. If you are voting for  
16 Comm. Slash, please say aye. If you are voting  
17 not for Comm. Slash, please say nay.

18 Comm. Blackburn?

19 COMM. BLACKBURN: I'm sorry; did you  
20 take nominations for Vice-Chair?

21 JUDGE STEPHENS RYKER: Not yet.

22 We'll do that in just a minute here, after we've  
23 got the Chair elected. So --

1                   COMM. BLACKBURN: I thought we just  
2 voted.

3                   JUDGE STEPHENS RYKER: So -- okay.  
4 The nomination failed for Chair Ramos, so at this  
5 point, we will be voting on the position of Chair  
6 with respect to current Vice-Chair Slash. So, if  
7 you are voting for Comm. Slash to be Chair,  
8 you'll need to say aye. If you are not voting  
9 for Comm. Slash to be Chair, then you'll need to  
10 say nay.

11                  So, Comm. Blackburn, how do you vote?

12                   COMM. BLACKBURN: Nay.

13                   JUDGE STEPHENS RYKER: Okay.

14                  Comm. Harrington?

15                   COMM. HARRINGTON: Aye.

16                   JUDGE STEPHENS RYKER: Comm. Jackson?

17                   COMM. JACKSON: Aye.

18                   JUDGE STEPHENS RYKER: Comm. Ramos?

19                   CHAIRMAN RAMOS: Nay.

20                   JUDGE STEPHENS RYKER: And

21 Comm. Slash?

22                   COMM. SLASH: Aye.

23                   JUDGE STEPHENS RYKER: So, as I have

1 recorded the votes, there were two votes for  
2 Chair Ramos and three votes for Vice-Chair Slash,  
3 so at this point, the Commission has elected  
4 Comm. Slash to be Chair starting next month, in  
5 May of 2020, until April of 2021.

6 So, at this point, we will move into the  
7 voting for the position of Vice-Chair, so I'm now  
8 going to call for nominations for the Vice-Chair  
9 of the Commission for the 2020 to 2021 year.  
10 When I call your name, please provide me with the  
11 name of the Commissioner that you are nominating.  
12 If you do not have a nomination, please let me  
13 know that you are not making a nomination. And  
14 again, this is for the position of Vice-Chair.

15 So, Comm. Blackburn?

16 COMM. BLACKBURN: Comm. Ramos.

17 JUDGE STEPHENS RYKER: Thank you very  
18 much, Comm. Blackburn.

19 Comm. Harrington?

20 COMM. HARRINGTON: Comm. Ramos.

21 JUDGE STEPHENS RYKER: Thank you very  
22 much, Comm. Harrington.

23 Comm. Jackson?

1                   COMM. JACKSON:   Comm. Harrington.

2                   JUDGE STEPHENS RYKER:   Thank you very  
3 much, Comm. Jackson.

4                   Comm. Ramos?

5                   CHAIRMAN RAMOS:   Comm. Ramos.

6                   JUDGE STEPHENS RYKER:   Thank you very  
7 much Comm. Ramos.

8                   Comm. Slash?

9                   COMM. SLASH:   Comm. Ramos.

10                  JUDGE STEPHENS RYKER:   Thank you very  
11 much, Comm. Slash.   Give me just one second here.

12                  (Pause in proceedings.)

13                  JUDGE STEPHENS RYKER:   So, give me  
14 just one minute.   There was a point of order  
15 raised by Deputy Director Tim Schultz with  
16 respect to the vote on the position of Chair.   In  
17 order to elect a Chair, we do need four votes of  
18 the Commission, so we will need to reconduct that  
19 vote.   Okay.   So, we will have to take  
20 nominations again and go through that process in  
21 order to properly elect a Chair by majority vote  
22 of the present Commissioners.

23                  CHAIRMAN RAMOS:   I'm not sure who I

1 am right now, but a point of clarification. So,  
2 if you end up in a three-to-two quorum, what is  
3 the decision that is made if you don't have the  
4 four votes?

5 JUDGE STEPHENS RYKER: And actually,  
6 at this point, I'm a little turned around, so I  
7 will pass it over to Deputy Director Schultz,  
8 because I believe in the past what we've done is  
9 the majority of the Commissioners who are  
10 currently present, provided there's a quorum, so  
11 we would need only three out of five, and I think  
12 the point of order has been --

13 MR. SCHULTZ: Addressed.

14 JUDGE STEPHENS RYKER: -- addressed.  
15 So, never mind. I apologize for that. We've --  
16 okay. I think that was more of a question that  
17 we worked out, so I apologize for that. We are  
18 currently -- as it was voted, there were three  
19 votes for Comm. Slash, two votes for Comm. Ramos,  
20 so Comm. Slash is the elected Chair for the next  
21 year.

22 Okay. So, I'm just going to quickly recap  
23 where we are for the Vice-Chair position. At

1 this point, we have two different Commissioners  
2 who have been nominated for Vice-Chair, the  
3 Commissioners being Chair Ramos and  
4 Comm. Harrington. So, at this point, I am going  
5 to give the nominees an opportunity to accept or  
6 decline their nomination, with any desired  
7 commentary.

8 So, Chair Ramos, will you be accepting the  
9 nomination for Vice-Chair?

10 CHAIRMAN RAMOS: Yes, I will accept  
11 the nomination for Vice-Chair.

12 JUDGE STEPHENS RYKER: Would you like  
13 to make --

14 CHAIRMAN RAMOS: My commentary is  
15 similar to what I have mentioned, but I'm  
16 delighted to work with Vice-Chair -- I mean with  
17 Chair Slash. I've had the opportunity  
18 previously. I have high regard for her and all  
19 of the members of the Commission, and will do my  
20 utmost best to serve in the event that she is not  
21 able to select the capacity to fill those spots,  
22 but certainly serve as her assistant in this  
23 process as Vice-Chair.

1                   JUDGE STEPHENS RYKER: Okay. And at  
2 this point, thank you very much, Chair Ramos.

3                   Comm. Harrington, will you be accepting  
4 the nomination for Vice-Chair?

5                   COMM. HARRINGTON: At this time, I  
6 would have to decline, and I can just say there's  
7 some upcoming activity in relation to the  
8 situation that we're in right now where there's  
9 some uncertainty in upcoming requirements, and I  
10 wouldn't want to accept and not be able to  
11 fulfill, so I would decline at this time.

12                  JUDGE STEPHENS RYKER: Okay. Thank  
13 you very much, Comm. Harrington.

14                  So, as we move into this next process,  
15 which is the opportunity for comment and  
16 discussion, there's only one nominee for the  
17 Vice-Chair position, and that's current Chair  
18 Ramos. So, as I call your name, if you have  
19 anything you would like to discuss, please let me  
20 know.

21                  Comm. Blackburn?

22                  COMM. BLACKBURN: You're asking for  
23 comment?

1 JUDGE STEPHENS RYKER: Correct,  
2 comments or any questions.

3 COMM. BLACKBURN: I have none.

4 JUDGE STEPHENS RYKER: And

5 Comm. Harrington?

6 COMM. HARRINGTON: I have no  
7 additional comments or questions.

8 JUDGE STEPHENS RYKER: Comm. -- or  
9 excuse me. Comm. Harrington, I've got that  
10 noted.

11 Comm. Jackson?

12 COMM. JACKSON: No question or  
13 comment.

14 JUDGE STEPHENS RYKER: And

15 Comm. Slash?

16 COMM. SLASH: No question or comment  
17 at this time.

18 JUDGE STEPHENS RYKER: So, now is the  
19 period of time when Commissioners will vote for  
20 Vice-Chair. I will take votes on each nominated  
21 Commissioner at one time, and at this time,  
22 there's only one nominee, so please place your  
23 vote for Commissioner as I call your name. And

1 again, the nominee for Vice-Chair is Comm. Ramos.

2 So, Comm. Blackburn, if you could signify

3 that you are voting for Comm. Ramos by saying

4 aye, and if not, by saying nay. So,

5 Comm. Blackburn?

6 COMM. BLACKBURN: Aye.

7 JUDGE STEPHENS RYKER: And

8 Comm. Harrington?

9 COMM. HARRINGTON: Aye.

10 JUDGE STEPHENS RYKER: Comm. Jackson?

11 COMM. JACKSON: Aye.

12 JUDGE STEPHENS RYKER: Comm. Ramos?

13 CHAIRMAN RAMOS: Aye.

14 JUDGE STEPHENS RYKER: And

15 Comm. Slash?

16 COMM. SLASH: Aye.

17 JUDGE STEPHENS RYKER: Okay. So, by

18 the unanimous vote of the present Commissioners,

19 Comm. Ramos will be serving as the Vice-Chair of

20 the Commission for the 2020 to 2021 year starting

21 in May, which would be next month.

22 Okay. So, thank you very much for bearing

23 with me through that process. I know it's a

1 lengthier process than what we're typically used  
2 to, but at this time, the election of Chair and  
3 Vice-Chair for next year is closed, and so we  
4 will move on to the meeting dates for 2020.

5 Chair Ramos.

6 COMM. JACKSON: Before you get into  
7 that, can I ask you a question?

8 JUDGE STEPHENS RYKER: Yes. Is this  
9 Comm. Jackson?

10 COMM. JACKSON: Yeah.

11 JUDGE STEPHENS RYKER: Okay.

12 COMM. JACKSON: How do you go -- how  
13 do we go about getting the term limits changed  
14 for Chair?

15 JUDGE STEPHENS RYKER: So, the term  
16 limits are set by the Indiana Code, so it would  
17 require a legislative change.

18 COMM. JACKSON: So, that is just  
19 engaging a state legislator to sponsor that, or  
20 how does that go?

21 JUDGE STEPHENS RYKER: That's  
22 probably a more involved question than I could  
23 answer here today, but it would be -- the short

1 answer is that there would have to be a change in  
2 the law, specifically the Indiana Code provision  
3 22-9-6, which authorizes the Commission, and then  
4 the associated provisions of that Code that go  
5 into the details of Commission composition as  
6 well as the voting requirements.

7           COMM. JACKSON: What would we do to  
8 make that an agenda item if we want -- if we  
9 wanted to do that? And I say that because, from  
10 a leadership perspective, in my opinion, changing  
11 Chair every year can -- can be a little  
12 challenging with regard to leadership in having  
13 some continuity to try and get things done.

14           JUDGE STEPHENS RYKER: So, that might  
15 be a question that's better addressed by  
16 following up after the Commission meeting with  
17 Deputy Director Tim Schultz, and he might be able  
18 to walk you through that process, or you could  
19 give me an opportunity to have a phone call with  
20 you about that process as well.

21           COMM. JACKSON: Yeah, that would be  
22 fine.

23           JUDGE STEPHENS RYKER: Okay. Because

1 that might require some research on either of our  
2 parts.

3 COMM. JACKSON: Thank you.

4 JUDGE STEPHENS RYKER: Okay. Thank  
5 you very much.

6 So, at this point, Chair Ramos, I think we  
7 are ready for meeting dates.

8 CHAIRMAN RAMOS: Actually, I'm going  
9 to pass that over to Chair Slash to finish, and  
10 congratulate her on her role as Chair.

11 COMM. SLASH: Thank you for passing  
12 here. Thank you, Vice-Chair Ramos, but I'd also  
13 like to use this moment briefly to say thank you  
14 for your service, thank you for all that you've  
15 done for the Commission over the years, and for  
16 your leadership. I'm looking forward to a  
17 successful trip around the sun together as Chair  
18 and Vice-Chair, even through these trying times  
19 as we navigate new waters.

20 And thank you to the rest of the  
21 Commissioners for your vote of support as we move  
22 on, because we do know that the next year or so  
23 could likely present some interesting issues,

1 could present some challenges. So, thank you for  
2 your support. I'm looking forward to continuing  
3 to work with you, and to work that together.  
4 Thank you.

5 So, the next item that we have on the  
6 agenda is meeting dates for 2020. So, our next  
7 meeting date is May 15th. At this time, that  
8 meeting date, as we noted before, should include  
9 an oral argument.

10 Following that, we've got June 15th and  
11 July 17th. We have made adjustments to dates  
12 prior to now, I think, to accommodate for a  
13 calendar that is now ever so fluid. Does anyone  
14 have any concerns about any of the dates that we  
15 have on the calendar?

16 COMM. HARRINGTON: So --

17 COMM. BLACKBURN: I might have an  
18 issue on September 18th, but it's too far out to  
19 say for sure.

20 COMM. SLASH: Thank you.

21 JUDGE STEPHENS RYKER: This is ALJ  
22 Ryker. I do just want to quickly point out that  
23 the June Commission meeting date was moved from

1 the 12th to the 15th to possibly accommodate the  
2 Conference that is not currently going to happen  
3 on that date, so the ICRC is going to hold. So,  
4 the 12th is now available if that is a date that  
5 the Commission would like to use, along with the  
6 19th, which is also a Friday.

7 COMM. SLASH: Okay. So, is there any  
8 discussion? Our meeting does tend to be the  
9 third Friday; correct?

10 JUDGE STEPHENS RYKER: Correct.

11 COMM. BLACKBURN: Correct.

12 COMM. SLASH: And so, the third  
13 Friday in June is the 19th. The 17th was the  
14 date that we had accommodated. Is there any  
15 interest or -- we can even accept like a motion  
16 to move it back to the 19th, if that's the  
17 interest of the Commission?

18 (No response.)

19 COMM. SLASH: Okay. So hearing none,  
20 I think we leave it where it is, and we can  
21 revisit it next month if necessary.

22 Okay. Moving forward, are there any  
23 announcements?

1 (No response.)

2 COMM. SLASH: Okay. Hearing no  
3 announcements, did anyone join us for public  
4 comment today?

5 (No response.)

6 COMM. SLASH: Okay. It sounds like  
7 that is not the case. Without any further  
8 matters to discuss, did we leave anything out,  
9 ALJ Ryker?

10 JUDGE STEPHENS RYKER: So, the last  
11 issue that I'd like to address is I did hear a  
12 couple of bells ring during the course of our  
13 Commission meeting, so I do want to follow up and  
14 get the names of any members from the public who  
15 may be on the phone here today.

16 Is there anyone in attendance of this  
17 Commission meeting today, outside of a  
18 Commissioner or -- Commissioners or a member of  
19 the ICRC? If so, if you could please identify  
20 yourself and state your name for the record, and  
21 include the spelling of your name.

22 (No response.)

23 JUDGE STEPHENS RYKER: Okay. Hearing

1 none, thank you very much. That's the last issue  
2 I had to address.

3           COMM. SLASH: Okay. Thank you so  
4 much for that, and thank you for everyone's  
5 participation today. Thank you for your  
6 engagement. The only way that holding a hearing  
7 over the phone works is with everyone's  
8 participation, so thank you for that. We look  
9 forward to gathering and seeing each other one  
10 day soon, but until then, continuing to work in  
11 this manner as these times are presented to us.  
12 Stay healthy, stay safe, and have a great  
13 weekend.

14           This meeting is now adjourned at 1:52 p.m.

15           COMM. BLACKBURN: Thanks, everybody.

16           CHAIRMAN RAMOS: Thanks everyone.

17           COMM. HARRINGTON: Stay safe.

18                               - - -  
19           Thereupon, the proceedings of  
20           April 17, 2020 were concluded  
21           at 1:52 o'clock p.m.  
22                               - - -

23

## 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, April 17, 2020 in this matter and  
8 transcribed by me.

9  
10 \_\_\_\_\_  
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  
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20  
21  
22  
23

	<b>6:20</b>	<b>areas (2)</b> 12:1;26:20	<b>3:13,14;5:18,19; 8:23;10:22;11:2,3; 12:3,6,15,17;14:5,6; 15:7,7,9,11,13,14; 16:10,10,18,19;17:3, 4,8,23;18:1,14,15; 20:19,20;21:10; 23:23;24:1,2,5;29:10, 12;30:13,21,22; 31:18,19;32:1,11,12; 33:15,16,18;37:21, 22;38:3;39:2,5,6; 43:17;44:11</b>	<b>16:1</b>
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<p><b>20 (1)</b> 21:3 <b>2020 (12)</b> 3:1.5;19:20;20:9; 21:4;23:4,17;30:19; 33:5,9;39:20;40:4; 43:6 <b>2021 (6)</b> 23:4,17;30:19; 33:5,9;39:20 <b>2209 (1)</b> 20:5 <b>22-9-6 (1)</b> 41:3 <b>26th (1)</b> 20:9 <b>27th (1)</b> 9:21 <b>28th (3)</b> 7:7,20;9:21</p>				