

**In The Matter Of:**

*BEFORE THE STATE OF INDIANA CIVIL RIGHTS COMMISSION*

---

*August 16, 2019*

---

*WILLIAM F. DANIELS, D/B/A ACCURATE REPORTING OF INDIANA  
12922 BRIGHTON AVENUE  
CARMEL, INDIANA 46032  
317.848.0088  
ACCURATEREPORTINGOFINDIANA@HOTMAIL.COM*

Original File CRC 8-16-19.txt

Min-U-Script® with Word Index

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23

BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF AUGUST 16, 2019

- - -

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, at the Indiana Government  
Center North, 100 North Senate Avenue, Room N300,  
Indianapolis, Indiana, on Friday, August 16, 2019  
at 1:08 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 Adrienne L. Slash
- 5 Holli Harrington
- 6 James W. Jackson (via telephone)

7 COMMISSION STAFF PRESENT:

- 8 Caroline Stephens Ryker
- 9 Anehita Eromosele

10 ALSO PRESENT:

- 11 Victoria Johnson
- 12 Cody Eckert

13 - - -

- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23

1 1:08 o'clock p.m.  
2 August 16, 2019

3 - - -

4 CHAIRMAN RAMOS: I call to order the  
5 Indiana Civil Rights Commission public meeting of  
6 August 16th, 2019. It is 1:08 on my watch. We  
7 have a quorum, and so, we'll go ahead and go  
8 through our agenda.

9 Judge Ryker?

10 JUDGE STEPHENS RYKER: Thank you very  
11 much. So, our first agenda item is just  
12 reviewing the previous meeting minutes. The  
13 second is the ICRC's Director Report. We do have  
14 a number of appeals to report back on from Old  
15 Business. And then as far as the New Business,  
16 we have some new appeals to assign.

17 We have two Administrative Law Judge  
18 decisions that the Commission needs to review.  
19 We also have a proposed procedural order for  
20 objections for the Commission's review, and then  
21 meeting dates, announcements, and a period of  
22 public comment.

23 CHAIRMAN RAMOS: Okay. Are there any  
additions or modifications to the agenda?

1 (No response.)

2 CHAIRMAN RAMOS: All right. Hearing  
3 none, we will proceed. The next item on the  
4 agenda is approval of the previous minutes. We  
5 need a motion to approve.

6 COMM. SLASH: So moved.

7 COMM. HARRINGTON: Second.

8 CHAIRMAN RAMOS: Motion's been made  
9 by Comm. Slash and approved by Comm. Harrington.  
10 All those in favor will need to signify by  
11 individual votes, since Comm. Jackson is on the  
12 phone.

13 Comm. Jackson --

14 COMM. JACKSON: Yes.

15 CHAIRMAN RAMOS: -- your aye or nay  
16 as to having approval for the minutes.

17 COMM. JACKSON: I approve, yes.

18 CHAIRMAN RAMOS: Aye.

19 Comm. Harrington?

20 COMM. HARRINGTON: Aye.

21 CHAIRMAN RAMOS: Comm. Slash?

22 COMM. SLASH: Aye.

23 CHAIRMAN RAMOS: Aye. The meeting

1 minutes have been approved. We don't see a  
2 Director, so we'll come back to that --

3 JUDGE STEPHENS RYKER: Okay.

4 CHAIRMAN RAMOS: -- from the agenda's  
5 standpoint. We do have Old Business that's out  
6 there, so from a business standpoint, the first  
7 case that's listed is Charles Cooper versus Quail  
8 Run Apartments, and it is my recommendation to  
9 uphold the Director's finding of no probable  
10 cause. I need a motion to approve.

11 COMM. SLASH: So moved.

12 CHAIRMAN RAMOS: I need a second.

13 COMM. HARRINGTON: Second.

14 CHAIRMAN RAMOS: Those in favor,  
15 Comm. Jackson?

16 (No response.)

17 CHAIRMAN RAMOS: Comm. Jackson?

18 COMM. JACKSON: Yes, approve.

19 CHAIRMAN RAMOS: Okay. That's an  
20 aye.

21 Comm. Slash?

22 COMM. SLASH: Aye.

23 CHAIRMAN RAMOS: Comm. Harrington?

1                   COMM. HARRINGTON:  Aye.

2                   CHAIRMAN RAMOS:  Aye.

3                   The next case is Michael Coello versus the  
4                   Crown Point Police.  Comm. Blackburn is not here.  
5                   Do we have any response from her on this  
6                   particular case?

7                   JUDGE STEPHENS RYKER:  I'll defer to  
8                   the Docket Clerk.

9                   Ms. Eromosele, did we receive anything  
10                  from agenda item no. 2, Michael Coello versus  
11                  Crown Point Police, from Comm. Blackburn?

12                  MS. EROMOSELE:  No, I didn't get  
13                  anything from her.

14                  CHAIRMAN RAMOS:  All right.  We will  
15                  move that to the next month's meeting.  The next  
16                  one is from Myra Hatfield versus Complete  
17                  Property Care, and that's Comm. Slash.

18                  COMM. SLASH:  I move to uphold the  
19                  finding of no probable cause.

20                  CHAIRMAN RAMOS:  I need a motion to  
21                  approve.

22                  COMM. HARRINGTON:  So moved.

23                  CHAIRMAN RAMOS:  I need a second.

1 Comm. Jackson?

2 COMM. JACKSON: Second.

3 CHAIRMAN RAMOS: Those in favor,  
4 signify by saying aye. Comm. Jackson?

5 COMM. JACKSON: Aye.

6 CHAIRMAN RAMOS: Comm. Harrington?

7 COMM. HARRINGTON: Aye.

8 CHAIRMAN RAMOS: Comm. Slash?

9 COMM. SLASH: Aye.

10 CHAIRMAN RAMOS: Aye.

11 The next case is Dorothy Morgan versus  
12 Armani Development, Incorporated. Comm. Jackson.

13 COMM. JACKSON: Uphold the Director's  
14 finding for no probable cause.

15 CHAIRMAN RAMOS: Okay. I need a  
16 motion to approve.

17 COMM. HARRINGTON: So moved.

18 COMM. SLASH: So moved.

19 CHAIRMAN RAMOS: I need a second.

20 COMM. HARRINGTON: Second.

21 CHAIRMAN RAMOS: Those in favor,  
22 signify by saying aye. Comm. Slash?

23 COMM. SLASH: Aye.

1                   CHAIRMAN RAMOS:   Comm. Harrington?

2                   COMM. HARRINGTON:   Aye.

3                   CHAIRMAN RAMOS:   Comm. Jackson?

4                   COMM. JACKSON:    Aye.

5                   CHAIRMAN RAMOS:   Aye.   Motion passes.

6                   The last case we have is Candace McKinney  
7 versus Andrew Arbuckle.   Comm. Harrington.

8                   COMM. HARRINGTON:   In this case, I  
9 recommend that we uphold the no-probable-cause  
10 finding.

11                   CHAIRMAN RAMOS:   I need a motion to  
12 approve.

13                   COMM. SLASH:    So moved.

14                   CHAIRMAN RAMOS:   I need a second.

15                   COMM. JACKSON:   Second.

16                   CHAIRMAN RAMOS:   Those in favor,  
17 signify by saying aye.   Comm. Jackson?

18                   COMM. JACKSON:   Aye.

19                   CHAIRMAN RAMOS:   Comm. Slash?

20                   COMM. SLASH:    Aye.

21                   CHAIRMAN RAMOS:   Comm. Harrington?

22                   COMM. HARRINGTON:   Aye.

23                   CHAIRMAN RAMOS:   Aye.   Motion

1 carries.

2 Item IV [sic] on our agenda is New  
3 Business, so we have a series of appeals that I  
4 will assign. The first one is Victoria Johnson  
5 versus Anderson Housing Authority. I will take  
6 that case. The next case is Bessie Russell  
7 versus Quicken Loans, Comm. Slash. And the next  
8 is Brian Rowlette versus Wilson school  
9 Apartments, Comm. Harrington. Is that okay?

10 COMM. HARRINGTON: Uh-huh.

11 CHAIRMAN RAMOS: Thank you.

12 All right. The next item we have on the  
13 agenda is the Review of the ALJ Decisions and  
14 Orders. Comm. Ryker -- Judge Ryker.

15 JUDGE STEPHENS RYKER: So, agenda  
16 item no. 1 is He versus Belterra Casino. As you  
17 remember, we have oral arguments coming up in  
18 September for this case. The briefing deadline  
19 is next week, so when those are received, we will  
20 forward that on to you for your review in advance  
21 of those oral arguments. But as of today,  
22 there's nothing further that the Commission needs  
23 to do.

1           Agenda item no. 2, this case is ICRC  
2           versus Ted Stauffer. You have this particular  
3           case in front of you. There is not a copy in the  
4           binder, but it's in the documents --

5                       COMM. HARRINGTON: Uh-huh.

6                       JUDGE STEPHENS RYKER: -- in front of  
7           it. This case is one that had a hearing  
8           conducted, and afterwards, the parties settled  
9           the case and have jointly moved for the case to  
10          be dismissed.

11                      The other procedural issue that I will  
12          note for the record, the parties also requested a  
13          waiver of the 15-day objection period, meaning  
14          they both agreed to the initial findings of fact,  
15          conclusions of law and order that were issued  
16          today, and do not want a period for objections.

17                      CHAIRMAN RAMOS: Is there -- are  
18          there any questions for Judge Ryker around this?

19                               (No response.)

20                      CHAIRMAN RAMOS: Essentially, they  
21          are -- have come to a settlement, an agreement,  
22          and they're looking for a motion to dismiss?

23                      JUDGE STEPHENS RYKER: Correct. So,

1 as the ALJ, I accepted that motion to dismiss.  
2 The original motion that was filed by the parties  
3 is also in the documents in front of you. If you  
4 do want to review that agreement that was  
5 reached, that's attached to the back of the joint  
6 motion to dismiss.

7 CHAIRMAN RAMOS: Are there any  
8 questions for Judge Ryker? Do you need another  
9 minute?

10 COMM. SLASH: Just a quick moment.

11 CHAIRMAN RAMOS: Sure.

12 (Pause in proceedings.)

13 CHAIRMAN RAMOS: Are you good?

14 COMM. SLASH: (Nodded head yes.)

15 CHAIRMAN RAMOS: Okay. So, I'm  
16 looking for a motion to approve the dismissal of  
17 the case in the ICRC (Vasquez) versus Ted  
18 Stausfer.

19 COMM. SLASH: So moved.

20 CHAIRMAN RAMOS: I need a second.

21 COMM. HARRINGTON: Second.

22 CHAIRMAN RAMOS: Those in favor,  
23 signify by saying aye. Comm. Jackson?

1                   COMM. JACKSON: Aye.

2                   CHAIRMAN RAMOS: Comm. Slash?

3                   COMM. SLASH: Aye.

4                   CHAIRMAN RAMOS: Comm. Harrington?

5                   COMM. HARRINGTON: Aye.

6                   CHAIRMAN RAMOS: Aye. The motion is  
7 approved.

8                   JUDGE STEPHENS RYKER: Okay. So, the  
9 next agenda item is the Proposed Procedural Order  
10 for Objections, and that is also in front of you  
11 as well. It's the document that has the word  
12 "Draft" written across it as well. So, this is  
13 something that's come out of some concerns about  
14 efficiency as well as clarity on the next steps  
15 after an objection is filed to an ALJ's decision.

16                   And with respect to the content, the order  
17 for consideration for the Commission deals with  
18 how oral arguments would be scheduled, how  
19 briefing deadlines would be scheduled, and then  
20 how the Commission would review any requests for  
21 continuances.

22                   If you look at just the first two  
23 paragraph numbers, paragraph 1 and paragraph 2,

1 it asks that the Commission automatically grant  
2 30 days for a briefing schedule whenever  
3 objections are filed, and that the oral arguments  
4 would be set for the next Commission meeting that  
5 falls after that briefing period.

6 The third paragraph asks permission for  
7 the Docket Clerk and the ALJ to be able to send  
8 out those notices in advance. So, if we do  
9 receive objections, we can let them know that  
10 they do have 30 days, and then an additional time  
11 period between when the briefing is due and the  
12 next Commission meeting for oral arguments.

13 The fourth paragraph asks that if any  
14 continuances are requested on the part of the  
15 Commission, that the Commission would  
16 collectively move for that by majority vote.

17 And then the fifth paragraph requests that  
18 in the event a request for a continuance of a  
19 deadline is made before a Commission meeting is  
20 scheduled, so let's say a continuance request  
21 comes the day after a Commission meeting, the  
22 oral argument falls on the next Commission  
23 meeting date, which is the next time the

1 Commission can convene to consider whether or not  
2 a continuance can be granted, and in the interim  
3 period, the Chair of the Commission would be able  
4 to, for good cause, grant such a continuance.

5 CHAIRMAN RAMOS: In the current  
6 model, if you could identify the challenge that  
7 they're currently under, which has really been  
8 the genesis of this document.

9 JUDGE STEPHENS RYKER: Sure. So,  
10 particularly with the continuances for deadlines,  
11 if the parties request a continuance and the  
12 date -- or the due date falls on the same date  
13 that the Commission could review a continuance,  
14 there's really no time for the party to prepare  
15 for whether or not they'll be granted. So, if  
16 the oral arguments are the same day, the  
17 Commission could decide whether or not the oral  
18 arguments would be a different day.

19 There's a certain amount of confusion as  
20 to what happens. Do they need to show up? Do  
21 they not show up? And just providing that  
22 guidance for them in the interim, but if it does  
23 fall within a time period where a majority of the

1 Commission could vote, obviously that's what  
2 would happen.

3           And then with respect to the automatic  
4 deadlines, just providing clarity for litigants  
5 on what those procedures are after the objections  
6 are filed, because it could be that objections  
7 are filed 15 days before the next Commission  
8 meeting, and without those deadlines set, there's  
9 kind of like a gap between the last action and a  
10 deadline.

11           COMM. SLASH: For clarity, nos. 1  
12 and 2 are things that we've been kind of going  
13 off of without them being written and set in  
14 stone?

15           JUDGE STEPHENS RYKER: Correct. So,  
16 the Indiana Administrative Orders and Procedures  
17 Act allows the Commission to do briefing and oral  
18 argument.

19           COMM. SLASH: Uh-huh.

20           JUDGE STEPHENS RYKER: The past  
21 practice has been waiting until there has been a  
22 Commission meeting, and then the Commission  
23 decides whether or not they want oral argument

1 and briefing, and historically the Commission has  
2 wanted both.

3 COMM. SLASH: Okay.

4 JUDGE STEPHENS RYKER: The deadlines  
5 are just the ones that have been used in the  
6 past, the 30 days versus 15 days. There's not a  
7 particular place that that comes from, outside of  
8 how it's normally been done.

9 COMM. SLASH: Just general practice?

10 JUDGE STEPHENS RYKER: Uh-huh.

11 COMM. SLASH: Okay.

12 COMM. HARRINGTON: I had a question  
13 on paragraph 3. It states that "The Docket Clerk  
14 or ALJ may send out notifications...." Is this a  
15 definite, or is this an optional thing?

16 JUDGE STEPHENS RYKER: So, really  
17 what that's asking permission for is us to be  
18 able to send out the document with the Chair's  
19 signature, so if there's a continuance that's  
20 requested, we're allowed to contact him, get it  
21 in writing, and send it out, outside of the  
22 Commission having to send that paper themselves.

23 COMM. SLASH: So, it's giving

1 permission and not saying it's something that  
2 they could at will do?

3 JUDGE STEPHENS RYKER: Right. So,  
4 the only thing that paragraph no. 3 gives  
5 permission for is putting a document in the  
6 mail --

7 COMM. HARRINGTON: Uh-huh.

8 JUDGE STEPHENS RYKER: -- not signing  
9 anything. So, there's --

10 COMM. HARRINGTON: Uh-huh.

11 JUDGE STEPHENS RYKER: -- no  
12 authority to either the ALJ or the Docket Clerk  
13 to make a decision on anything, but just the  
14 ability to put the document in the mail so  
15 that --

16 COMM. HARRINGTON: Yeah. Well, my  
17 concern was the "may" versus "will." Is it  
18 something they're always going to do, or is it  
19 circumstantial?

20 JUDGE STEPHENS RYKER: That's a great  
21 point, and I guess it's really at the  
22 Commission's discretion. This is just a document  
23 I put together based on past practice.

1                   COMM. HARRINGTON: Uh-huh.

2                   JUDGE STEPHENS RYKER: It's a draft,  
3 obviously, so if there are corrections that need  
4 to be made and making it mandatory every time,  
5 that's something that we can certainly do.

6                   COMM. SLASH: Would making it  
7 mandatory every time change a course of action?

8                   JUDGE STEPHENS RYKER: It might make  
9 it clear that we have to.

10                  CHAIRMAN RAMOS: What is the impact  
11 on -- does that increase somebody's workload to  
12 eighty hours a week or --

13                  COMM. HARRINGTON: Huh-uh.

14                  CHAIRMAN RAMOS: -- it's -- I mean --

15                  JUDGE STEPHENS RYKER: No, it's just  
16 one document. We do it anyway when the  
17 Commission votes. The only difference is that if  
18 the Chair issues the decision as opposed to the  
19 full Commission, we'd still like to be able to  
20 put it --

21                  CHAIRMAN RAMOS: I think the point is  
22 valid, though, because "may" is ambiguous and  
23 it's subjective --

1                   COMM. HARRINGTON: Uh-huh.

2                   CHAIRMAN RAMOS: -- and it should be  
3 consistent always, so --

4                   COMM. HARRINGTON: From a process  
5 standpoint.

6                   CHAIRMAN RAMOS: Yeah, I agree with  
7 Comm. Harrington. So, we should -- your  
8 recommendation is to modify that to "will"?

9                   COMM. HARRINGTON: Uh-huh.

10                  JUDGE STEPHENS RYKER: And this is  
11 certainly not something that the Commission has  
12 to vote on. I'm moving for its consideration,  
13 so --

14                  COMM. HARRINGTON: Well, just in the  
15 spirit of some of the other conversation we've  
16 had along communication, I think that will help  
17 if you can say your standard practice is to  
18 always do something. When people say, "Well, we  
19 never got any communication," then you can say,  
20 "Well, it's our practice, we send it out," and  
21 then you would have record of what you've done.  
22 I think it just puts you in a strong position.

23                  JUDGE STEPHENS RYKER: Sure.

1                   CHAIRMAN RAMOS:  And I think it also  
2 helps to expedite some of the process for  
3 individuals, either -- the Complainant and  
4 Respondent --

5                   MS. EROMOSELE:  Uh-huh.

6                   CHAIRMAN RAMOS:  -- because the  
7 process is more defined and they know what to  
8 expect.

9                   JUDGE STEPHENS RYKER:  Uh-huh.  Would  
10 the Commission want to set a number of days that  
11 that action has to be taken, since there's the  
12 "will" now, or -- do you want it done within  
13 three days or five days or anything like that?

14                  COMM. HARRINGTON:  What's your  
15 current practice?

16                  JUDGE STEPHENS RYKER:  Currently we  
17 try to send it out within one or two days, if we  
18 can.  Same day is obviously the preference, yeah.

19                  COMM. SLASH:  So, just considering  
20 holidays, though, or times that you're not in the  
21 office, would it be fair to say three to five  
22 days?

23                  JUDGE STEPHENS RYKER:  That would be

1 great.

2 COMM. SLASH: Just considering.

3 JUDGE STEPHENS RYKER: Yeah.

4 CHAIRMAN RAMOS: I'd probably go with  
5 five, give them some latitude.

6 JUDGE STEPHENS RYKER: Okay.

7 COMM. SLASH: I don't want you to  
8 come in on a holiday to make sure that our  
9 24-hour turnaround is intact.

10 JUDGE STEPHENS RYKER: I appreciate  
11 that.

12 CHAIRMAN RAMOS: Yeah. It means --  
13 the flip side of this is -- so, if it tends to be  
14 six days, what does that -- if I'm going to  
15 respond, does that make that -- what's the  
16 impact? Does that make sense?

17 COMM. HARRINGTON: Yeah. I just  
18 think it's -- to your earlier point, it's not an  
19 efficient and timely communication, but by  
20 setting it at five, the goal is to do it as soon  
21 as possible, but prompter to make sure it happens  
22 by five days.

23 CHAIRMAN RAMOS: Okay.

1                   JUDGE STEPHENS RYKER:  Although your  
2 point is very well taken about the six days.  So,  
3 perhaps modifying paragraph no. 1, instead of the  
4 30 days beginning to run from a date that is  
5 already set in stone, having it run from the date  
6 that the notice is served, so that if we send it  
7 out in six days, it doesn't impact their time to  
8 file.

9                   CHAIRMAN RAMOS:  Yeah.

10                  JUDGE STEPHENS RYKER:  It just  
11 impacts -- you know, whether it was a holiday or  
12 someone was out sick, the 30 days is an important  
13 piece so that no parties' rights are impacted.

14                  COMM. SLASH:  Yes.

15                  COMM. HARRINGTON:  Yeah.

16                  CHAIRMAN RAMOS:  Okay.

17                  Comm. Jackson, any questions?

18                  COMM. JACKSON:  No questions.

19                  CHAIRMAN RAMOS:  Okay.  Any other  
20 questions?

21                  COMM. SLASH:  (Shook head no.)

22                  COMM. HARRINGTON:  (Shook head no.)

23                  CHAIRMAN RAMOS:  In front of us is an

1 order that's proposed by our Judge Ryker, and the  
2 focus of it is to address a deficiency to benefit  
3 the respondents and the claimants and to have  
4 consistency in what to expect. And so, the order  
5 specifically is concerning the briefing and oral  
6 arguments under the Indiana Administrative Orders  
7 and Procedures Act. We can include this into  
8 the -- into the log so that it can be captured in  
9 the minutes, but if there are no objections, I  
10 would request a motion to approve.

11 COMM. SLASH: So moved.

12 CHAIRMAN RAMOS: I'd request a  
13 second.

14 COMM. HARRINGTON: Second.

15 CHAIRMAN RAMOS: Those in favor of  
16 approving these orders, please signify by saying  
17 aye.

18 COMM. SLASH: Aye. I'm sorry. I  
19 forgot we have roll call.

20 CHAIRMAN RAMOS: Comm. Slash?

21 COMM. SLASH: Aye.

22 CHAIRMAN RAMOS: Comm. Harrington?

23 COMM. HARRINGTON: Aye.

1 CHAIRMAN RAMOS: Comm. Jackson?

2 COMM. JACKSON: Aye.

3 CHAIRMAN RAMOS: Aye as well. So,  
4 that motion is approved. Would you please modify  
5 the suggestions that we had in that --

6 JUDGE STEPHENS RYKER: Absolutely.

7 CHAIRMAN RAMOS: -- and shoot that  
8 out to us so we have it for the record?

9 JUDGE STEPHENS RYKER: Absolutely.

10 COMM. SLASH: Do we have to sign?

11 JUDGE STEPHENS RYKER: Yes, and I  
12 will send out a copy to be signed once we've made  
13 those corrections, because I do want it to  
14 reflect what was actually ordered here today.

15 COMM. SLASH: Okay.

16 CHAIRMAN RAMOS: Okay.

17 JUDGE STEPHENS RYKER: And I will  
18 note that if at any point this becomes something  
19 that the Commission does not want to do, the  
20 Commission can always rescind it.

21 CHAIRMAN RAMOS: Okay. So, we can go  
22 back on the Item IV for the Director's Report.  
23 Do you -- can you provide some guidance on that?

1                   JUDGE STEPHENS RYKER: I can provide  
2 some update. I'm not sure -- I haven't heard  
3 from either Director Wilson or Deputy Director  
4 Posey. So, before you, you have the Indiana  
5 Civil Rights Agency Monthly Report for July. On  
6 page 3 you have the July Agency at a Glance. It  
7 goes over really our most important statistics  
8 for each month.

9                   You can see we have Inquiries by  
10 Enforcement Area. In the month of July, we had  
11 140, which is the highest number of Employment  
12 cases, closely followed by Housing, and then  
13 Public Accommodation, Education, Credit, and then  
14 a few that did not have a particular enforcement  
15 area identified.

16                  As far as the different protected classes  
17 that were filed under, there are 32, which is,  
18 again, the highest number in the category of  
19 Race, followed by Disability, then Retaliation.  
20 We had a number of complaints filed under a  
21 protected class that the same number or just one  
22 for the month, National Origin, Color, Religion  
23 and Familial Status, and then we had five that

1 were filed under the protected category of sex.

2 As far as the number of calls that we've  
3 received, we had an increase of 281 calls during  
4 this last month. We had 30 more inquiries  
5 drafted in the last month and 10 more formalized  
6 complaints drafted than last month, and we did  
7 have an increase in the amount of monetary  
8 settlements reached through our Alternative  
9 Dispute Resolution department as well.

10 We have some upcoming events in August,  
11 most of which have already occurred. The first  
12 is the Safety Summit on the 3rd, then there was  
13 the Mayor's Breakfast on the 15th. We have the  
14 Fiesta Ft. Wayne event, and that's on the 17th.  
15 We have a Remote Intake series that is going to  
16 come up this next week, so that'll be in the  
17 Washington Public Library all of next week. And  
18 then there's the Latinas Take the Lead event,  
19 which will also occur next week.

20 COMM. SLASH: Can I ask a question?

21 JUDGE STEPHENS RYKER: Sure.

22 COMM. SLASH: What is the time frame  
23 of the Remote Intake? Is it just all library

1 hours?

2 JUDGE STEPHENS RYKER: It's during  
3 the business day, so from, I believe, 8:00  
4 to 5:00 or 8:00 to 6:00 --

5 COMM. SLASH: Okay.

6 JUDGE STEPHENS RYKER: -- those  
7 hours.

8 CHAIRMAN RAMOS: And can you explain  
9 what -- the Latinas Take the Lead?

10 JUDGE STEPHENS RYKER: You know,  
11 honestly, I'm not entirely sure what that event  
12 is. I can check with both the Cultural  
13 Commissioner in charge of that and our Director  
14 staff and make sure that I understand that event  
15 and send out the details after this Commission  
16 meeting.

17 CHAIRMAN RAMOS: Thank you. And I  
18 asked Anehitia to see if she could give us a view  
19 of September.

20 Anehitia, were you able to do that?

21 MS. EROMOSELE: I'll have to get back  
22 to you on that, because --

23 CHAIRMAN RAMOS: Okay.

1 MS. EROMOSELE: -- no one -- no one  
2 is available to do that today.

3 CHAIRMAN RAMOS: What I ask is, it's  
4 nice to be able to plan ahead for some of these  
5 events, so it would be nice to know what's  
6 happening in September, so if we want to attend  
7 some of the events --

8 COMM. SLASH: Yeah.

9 CHAIRMAN RAMOS: -- we can -- you  
10 know for August my schedule's already full,  
11 but -- so, for September if we can get that now,  
12 that would be great. That way we can get that on  
13 our agenda so if we want to participate.

14 MS. EROMOSELE: Okay.

15 CHAIRMAN RAMOS: Thank you. I have a  
16 comment on the Agency at a Glance, and it's going  
17 to draw a conclusion that there's a reflection  
18 and correlation between the two. We had a number  
19 of -- increase in calls and a number -- increases  
20 as well from a month-to-month standpoint, but we  
21 can also look at the outreach aspects.

22 And, so you're -- you know, you had some  
23 significant Twitter impressions from -- a change

1 from previous times, so I don't know if that had  
2 an impact on it, that people are doing a lot of  
3 Twitter, but that was -- I don't know. That's  
4 interesting. Any correlations you can relate to  
5 that at all, or just coincidence.

6 JUDGE STEPHENS RYKER: It's not a  
7 department that I work in, so I really -- I can  
8 look into that for you and ask that at the next  
9 Commission meeting the Outreach staff report back  
10 on that.

11 CHAIRMAN RAMOS: Yeah. It's just --  
12 you know, it causes a pretty big jump from where  
13 we are normally, 300, so that's almost a 25  
14 percent increase in calls. So, just curiosity.  
15 Any other things from the report standpoint,  
16 Judge?

17 JUDGE STEPHENS RYKER: I will note  
18 that we're closing our HUD contract. The end of  
19 this contract's coming up, so our HUD contract  
20 closes in June and July months, and then  
21 September with the EEOC. So, we'll keep you  
22 posted as those contracts come to a close and let  
23 you know what the results are.

1                   COMM. SLASH: So, can you explain a  
2 little bit more about that? What does that mean?  
3 What does that mean for workload? What does that  
4 mean for flow of cases in and out and that sort  
5 of thing?

6                   JUDGE STEPHENS RYKER: Sure. So, as  
7 you know, we're a substantially equivalent agency  
8 with the EEOC and HUD, and we have contracts  
9 because of that where we are completing a certain  
10 number of cases, and at the close of each year  
11 we're turning in our progress for the year. So,  
12 we're saying we've completed this many cases,  
13 they've, you know, reached whatever result,  
14 whether it's a hearing before the ALJ or it went  
15 to state court, and then the federal agency  
16 writes a report based on that information and  
17 lets us know about our progress for the year.

18                   COMM. SLASH: Uh-huh.

19                   JUDGE STEPHENS RYKER: Does that  
20 answer all of the questions?

21                   COMM. SLASH: Sure. I just wanted to  
22 know what the significance was and what it means  
23 to the agency and that sort of thing.

1                   CHAIRMAN RAMOS: Is it fair to say  
2 that September things settle down a little bit in  
3 the grand scheme of things? Because I know  
4 you're fitting budgets and all of that kind of  
5 stuff. I'm just trying to get a perspective for  
6 what's happening in the month of September that  
7 increase -- increase impact.

8                   JUDGE STEPHENS RYKER: So, that I'm  
9 not sure I can speak to. It's really Intake's  
10 purview, since they are the ones who actually  
11 receive those calls and take those complaints. I  
12 can tell you right now we've got 38 cases on the  
13 docket before the Administrative Law Judge, and I  
14 mean it's been fairly consistent for the last few  
15 months as far as the number of cases coming in  
16 and coming out, so we've been maintaining that  
17 number.

18                   CHAIRMAN RAMOS: And there were a few  
19 things that we had on or last agenda that didn't  
20 make it to -- onto this agenda, so I'd ask that  
21 they be put into the agenda for next month. One  
22 of them is an update on the finances, so we can  
23 just look at that, with Pam as presenting or

1 Executive Director Wilson. I'd like to have that  
2 view for the year. That would be helpful for us.

3 Number two, we also had conversations on  
4 strategy, and I don't expect that to be  
5 completed, but I'd love to get an update on what  
6 the strategic outlook is for the Commission, so  
7 if you could pass that on to Comm. Wilson, and  
8 I'll follow up with him as well.

9 We still have two spots open on the  
10 Commission, and they're -- if we have candidates  
11 and we get them to Greg, and so that we can, you  
12 know, don't have an update on that. So, we can  
13 follow up with him as well. I have a couple of  
14 names that I can present that are -- you know,  
15 I'm sure we all have candidates, and it's nice to  
16 have a few from the outlying areas as well.

17 COMM. SLASH: I've been trying my  
18 best to find someone from far and away.

19 CHAIRMAN RAMOS: Yeah, and I've put  
20 in a couple of names as well, but I know that,  
21 you know, there's -- it's a process.

22 And the last piece that I have is really  
23 from an upcoming standpoint. We've talked about

1 legislative support and what we can do as a  
2 Commission to support initiatives, and the  
3 session coming up in January is a long session,  
4 and just trying to get our ducks lined up, I've  
5 asked Judge Ryker to provide some training for us  
6 in the November time frame so we can really  
7 understand what our role is in that whole  
8 process.

9           And then to look at if there are elements  
10 out there that the Governor is supporting that  
11 makes sense from a Commission standpoint, to see  
12 if we can provide our support from the  
13 Commission's standpoint in helping get those  
14 initiatives through. It hasn't been a position  
15 that we've done in my time, so it's an  
16 opportunity, and certainly part of our role.

17           COMM. SLASH: Uh-huh.

18           CHAIRMAN RAMOS: I think it's  
19 something that we should -- you know, we should  
20 take a look at. Any questions on that, or  
21 comments?

22           COMM. SLASH: Huh-uh.

23           CHAIRMAN RAMOS: Okay. Item iv on

1 the agenda lists the next meeting dates for 2019,  
2 and we had some question on September 20th,  
3 whether that's going to work or not work.

4 COMM. SLASH: I haven't seen a  
5 conflict that would say that it's not going to  
6 work. Do you -- the Coaches Luncheon is not on  
7 the 20th. It's the following Friday, I think.

8 COMM. HARRINGTON: I don't know  
9 the --

10 COMM. SLASH: I'll do a quick Google  
11 search and see if that --

12 COMM. HARRINGTON: For September?

13 COMM. SLASH: Uh-huh.

14 CHAIRMAN RAMOS: Yeah. We're -- we  
15 may have a conflict, but if Comm. Blackburn can  
16 attend -- Comm. Slash, if you can verify that.

17 COMM. SLASH: Yes, absolutely. I  
18 think our big question was: Is it going to be  
19 like Summer Celebration? And it's -- no. So,  
20 the 20th is not a conflict. It's the following  
21 weekend, the weekend of the 28th.

22 COMM. HARRINGTON: Okay.

23 COMM. SLASH: So, the conflict that

1 we were concerned about is the Coaches Luncheon.  
2 The same way as the Corporate Luncheon messes up  
3 July --

4 CHAIRMAN RAMOS: Okay.

5 COMM. SLASH: -- the Coaches Luncheon  
6 tends to mess up September, but we're okay.

7 CHAIRMAN RAMOS: So, mine is not  
8 confirmed yet, so I can't say yea or nay on that,  
9 but it looks like we would have a quorum anyway,  
10 so that would be -- we can just proceed with  
11 the 20th.

12 COMM. SLASH: Uh-huh.

13 CHAIRMAN RAMOS: Okay. And then the  
14 18th of October, November 15th and December 20th.

15 Are there any announcements from the  
16 public today, or any announcements in general?

17 COMM. HARRINGTON: I do have one, and  
18 I brought fliers I can share with everyone. On  
19 September 10th, the Indianapolis Airport is doing  
20 a professional services outreach event for any  
21 disadvantaged minority, women or veteran owned  
22 businesses that might be interested in those  
23 opportunities. So, I'll share it with everyone

1 and just ask that you share that with your  
2 networks.

3 CHAIRMAN RAMOS: Sure. Can you send  
4 it to us electronically?

5 COMM. HARRINGTON: Uh-huh.

6 CHAIRMAN RAMOS: Excellent.

7 Any other announcements?

8 COMM. SLASH: I can't think of -- oh,  
9 yes, I have one. On Monday, August 19th, and for  
10 two to three weeks following -- I think it's  
11 three -- the Exchange -- the Indianapolis Urban  
12 League's Exchange Leadership Fellowship  
13 Application will be open to the public.

14 We are hoping to have a fifth cohort of 20  
15 outstanding applicants to train in civil rights,  
16 social justice and leading the City of  
17 Indianapolis. So, the application will be open  
18 and available on the Urban League's Web site, but  
19 we'll also get it out to the Commissioners as  
20 well once it's launched.

21 CHAIRMAN RAMOS: Excellent. Good  
22 work.

23 COMM. HARRINGTON: Congratulations.

1 Will you share your recognition that you got at  
2 the National Urban League?

3 COMM. SLASH: I don't do really well  
4 talking about accolades, but thank you, Holli.

5 So, the National Urban League was here  
6 last year -- I mean last month, and as a part of  
7 the National Conference that they do annually,  
8 they give out all of their awards for the year.  
9 I personally was named National Female President  
10 of the Year for the Young Professionals Movement  
11 as well as --

12 CHAIRMAN RAMOS: Very good.

13 COMM. SLASH: Thank you -- as well as  
14 reached the distinguished honor of having our  
15 chapter and myself both being President's  
16 Distinguished, which is basically the gold  
17 standard for how a president should be and how a  
18 chapter should be running.

19 And on top of that, the Indianapolis Urban  
20 League's affiliate received numerous awards for  
21 Economic Development, Workforce Development and  
22 Education programs. So, we should be proud of  
23 what we've got going here in Central Indiana and

1 pushing throughout the state.

2 CHAIRMAN RAMOS: Wow, that's  
3 fantastic.

4 JUDGE STEPHENS RYKER: Yes,  
5 congratulations.

6 MS. EROMOSELE: Congratulations.

7 COMM. SLASH: Thank you.

8 CHAIRMAN RAMOS: It makes  
9 Indianapolis proud; right?

10 MS. EROMOSELE: Uh-huh.

11 CHAIRMAN RAMOS: Great.

12 Any announcements, Comm. Jackson?

13 COMM. JACKSON: No, I don't have any  
14 announcements.

15 CHAIRPERSON BLACKBURN: Okay.

16 JUDGE STEPHENS RYKER: I would like  
17 to provide just a quick update on the electronic  
18 file trans system.

19 CHAIRMAN RAMOS: Uh-huh.

20 JUDGE STEPHENS RYKER: Thanks to the  
21 very hard work of IOT, we've got a system, so  
22 keep your eye out for some e-mails from me over  
23 the next month. Hopefully we'll have that up and

1 running for the next time so I can stop  
2 forwarding all of the e-mails.

3 COMM. SLASH: It's been working,  
4 though.

5 CHAIRMAN RAMOS: Definitely.

6 JUDGE STEPHENS RYKER: It has been.

7 CHAIRMAN RAMOS: Better than the  
8 alternative.

9 COMM. SLASH: Yeah, it's been  
10 working.

11 CHAIRMAN RAMOS: You've got no  
12 complaints from us.

13 JUDGE STEPHENS RYKER: Okay. So,  
14 hopefully we'll have that, like I said, set up  
15 before the next meeting.

16 CHAIRMAN RAMOS: Okay.

17 COMM. SLASH: Thank you.

18 CHAIRMAN RAMOS: And VIII on the  
19 agenda is Public Comment. Do we have anyone from  
20 the public? Yes.

21 MS. JOHNSON: My name is Victoria  
22 Johnson, and I filed an appeal with Anderson  
23 Housing Authority, and was just wanting to ask

1 what were the process. I submitted additional  
2 information -- as the investigation was going on,  
3 I was trying to submit the information, but the  
4 investigator was not getting all of the  
5 information via e-mail, and then there was some  
6 discrepancy with phone calls. So, there was a  
7 lot of information that was missed in the case,  
8 and I've filed an appeal in reference to that.

9           So, I'm just here to find out what would  
10 be the process of the outcome and how long it  
11 will be, only because there's still situations  
12 that are occurring, to the point where I've had  
13 to file -- like I'm going to have a file a  
14 protective order. She's -- they've called my  
15 contractor and caused some discrepancy there, to  
16 the point where I might not have a job. So, I  
17 mean at this point, I really don't know what to  
18 do, so that's why I'm here, just to kind of get  
19 some insight.

20           CHAIRMAN RAMOS: Sure. And Judge  
21 Ryker -- the process is really interfacing with  
22 the Commission. You should have an investigator  
23 that's been assigned to it. That's the process.

1 So, that's your key means and communication  
2 vehicle that's on there.

3 You certainly can appeal to the Executive  
4 Director Wilson if there's something specifically  
5 that you need. I mean I would go to the top if  
6 that was me, so -- and I would just put  
7 communications in writing to say here's your  
8 issues and concerns as it relates to the case,  
9 and forward that to him. Timeliness is obviously  
10 the key in that --

11 MS. JOHNSON: Uh-huh.

12 CHAIRMAN RAMOS: -- certainly if it's  
13 a situation where you're, you know, worried about  
14 your job and that kind of stuff. And they can  
15 take a look at it and see if that is within our  
16 jurisdiction. I mean we don't -- I mean our role  
17 is very specific in what we do, so it may not  
18 necessarily apply, but again, I would cover all  
19 of my bases if I were you.

20 MS. JOHNSON: Uh-huh.

21 CHAIRMAN RAMOS: And I would start  
22 that process.

23 Anything that you would suggest, Judge

1 Ryker?

2 JUDGE STEPHENS RYKER: And can I have  
3 you state your name once more?

4 MS. JOHNSON: Victoria Johnson.

5 JUDGE STEPHENS RYKER: Victoria  
6 Johnson?

7 MS. JOHNSON: Uh-huh.

8 JUDGE STEPHENS RYKER: So, is the  
9 appeal you're referencing -- I believe it is  
10 under New Business --

11 COMM. SLASH: Uh-huh.

12 JUDGE STEPHENS RYKER: -- point  
13 no. 1. So, it was just assigned to Chair Ramos  
14 at this point. He will have a period of time  
15 where he can review that document.

16 MS. JOHNSON: Okay.

17 JUDGE STEPHENS RYKER: So, I believe  
18 that's the appeal you brought with you here  
19 today. We've provided all of that information to  
20 him, so he's got that, and also the information  
21 that was provided during the investigation as  
22 well.

23 MS. JOHNSON: Okay.

1                   JUDGE STEPHENS RYKER: So, after he  
2 reviews that, at the next Commission meeting,  
3 which will be on September 20th, although it  
4 sounds like Chair Ramos may or may not be here --

5                   CHAIRMAN RAMOS: Yeah.

6                   JUDGE STEPHENS RYKER: -- that's one  
7 of the first opportunities he will be available  
8 to report back on that.

9                   MS. JOHNSON: Uh-huh.

10                  JUDGE STEPHENS RYKER: And then as  
11 far as -- if Chair Ramos is not here at the next  
12 meeting, he can either send that in, or the next  
13 meeting afterwards will be October 18th. And if  
14 you want to call our Docket Clerk in advance of  
15 the next meeting to find out whether or not  
16 Chair Ramos will be here, you're more than  
17 welcome to do that.

18                  MS. JOHNSON: Sure. Thank you.

19                  CHAIRMAN RAMOS: And I would suggest  
20 that whatever time lines that have been laid out,  
21 that you make sure that you follow that, because  
22 things can go wrong if you don't. And then  
23 again, I would overcommunicate versus

1 undercommunicate at this point.

2 MS. JOHNSON: Yes. Thank you.

3 CHAIRMAN RAMOS: Okay. Do you have  
4 any other questions?

5 MS. JOHNSON: No, that's all.

6 CHAIRMAN RAMOS: Okay.

7 Are there any other conversations or  
8 comments from the public?

9 (No response.)

10 CHAIRMAN RAMOS: Hearing none, I move  
11 to adjourn the meeting. Meeting is adjourned.

12 - - -  
13 Thereupon, the proceedings of  
14 August 16, 2019 were concluded  
at 1:48 o'clock p.m.  
- - -

15

16

17

18

19

20

21

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, August 16, 2019 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  
17  
18  
19  
20  
21  
22  
23

	<b>3:6;28:4</b>	<b>Arbuckle (1)</b> 8:7	<b>beginning (1)</b> 22:4	<b>32:10,15</b>
[	<b>Airport (1)</b> 35:19	<b>Area (2)</b> 25:10,15	<b>Belterra (1)</b> 9:16	<b>captured (1)</b> 23:8
[sic] (1) 9:2	<b>ALJ (6)</b> 9:13;11:1;13:7; 16:14;17:12;30:14	<b>areas (1)</b> 32:16	<b>benefit (1)</b> 23:2	<b>Care (1)</b> 6:17
<b>A</b>	<b>ALJ's (1)</b> 12:15	<b>argument (3)</b> 13:22;15:18,23	<b>Bessie (1)</b> 9:6	<b>carries (1)</b> 9:1
<b>ability (1)</b> 17:14	<b>allowed (1)</b> 16:20	<b>arguments (8)</b> 9:17,21;12:18; 13:3,12;14:16,18; 23:6	<b>best (1)</b> 32:18	<b>case (17)</b> 5:7;6:3,6;7:11;8:6, 8;9:6,6,18;10:1,3,7,9, 9;11:17;40:7;41:8
<b>able (6)</b> 13:7;14:3;16:18; 18:19;27:20;28:4	<b>allows (1)</b> 15:17	<b>Armani (1)</b> 7:12	<b>Better (1)</b> 39:7	<b>cases (6)</b> 25:12;30:4,10,12; 31:12,15
<b>Absolutely (3)</b> 24:6,9;34:17	<b>almost (1)</b> 29:13	<b>around (1)</b> 10:18	<b>big (2)</b> 29:12;34:18	<b>Casino (1)</b> 9:16
<b>accepted (1)</b> 11:1	<b>along (1)</b> 19:16	<b>aspects (1)</b> 28:21	<b>binder (1)</b> 10:4	<b>category (2)</b> 25:18;26:1
<b>accolades (1)</b> 37:4	<b>Alternative (2)</b> 26:8;39:8	<b>assign (2)</b> 3:15;9:4	<b>bit (2)</b> 30:2;31:2	<b>cause (4)</b> 5:10;6:19;7:14; 14:4
<b>Accommodation (1)</b> 25:13	<b>Although (2)</b> 22:1;43:3	<b>assigned (2)</b> 40:23;42:13	<b>Blackburn (4)</b> 6:4,11;34:15;38:15	<b>caused (1)</b> 40:15
<b>across (1)</b> 12:12	<b>always (4)</b> 17:18;19:3,18; 24:20	<b>attached (1)</b> 11:5	<b>both (4)</b> 10:14;16:2;27:12; 37:15	<b>causes (1)</b> 29:12
<b>Act (2)</b> 15:17;23:7	<b>ambiguous (1)</b> 18:22	<b>attend (2)</b> 28:6;34:16	<b>Breakfast (1)</b> 26:13	<b>Celebration (1)</b> 34:19
<b>action (3)</b> 15:9;18:7;20:11	<b>amount (2)</b> 14:19;26:7	<b>August (5)</b> 3:1.5,5;26:10; 28:10;36:9	<b>Brian (1)</b> 9:8	<b>Central (1)</b> 37:23
<b>actually (2)</b> 24:14;31:10	<b>Anderson (2)</b> 9:5;39:22	<b>Authority (3)</b> 9:5;17:12;39:23	<b>briefing (8)</b> 9:18;12:19;13:2,5, 11;15:17;16:1;23:5	<b>certain (2)</b> 14:19;30:9
<b>additional (2)</b> 13:10;40:1	<b>Andrew (1)</b> 8:7	<b>automatic (1)</b> 15:3	<b>brought (2)</b> 35:18;42:18	<b>certainly (5)</b> 18:5;19:11;33:16; 41:3,12
<b>additions (1)</b> 3:23	<b>Anehita (2)</b> 27:18,20	<b>automatically (1)</b> 13:1	<b>budgets (1)</b> 31:4	<b>Chair (6)</b> 14:3;18:18;42:13; 43:4,11,16
<b>address (1)</b> 23:2	<b>announcements (6)</b> 3:20;35:15,16; 36:7;38:12,14	<b>available (3)</b> 28:2;36:18;43:7	<b>Business (7)</b> 3:14,14;5:5,6;9:3; 27:3;42:10	<b>CHAIRMAN (104)</b> 3:3,22;4:2,8,15,18, 21,23;5:4,12,14,17, 19,23;6:2,14,20,23; 7:3,6,8,10,15,19,21; 8:1,3,5,11,14,16,19, 21,23;9:11;10:17,20; 11:7,11,13,15,20,22; 12:2,4,6;14:5;18:10, 14,21;19:2,6;20:1,6; 21:4,12,23;22:9,16, 19,23;23:12,15,20, 22;24:1,3,7,16,21; 27:8,17,23;28:3,9,15; 29:11;31:1,18;32:19; 33:18,23;34:14;35:4, 7,13;36:3,6,21;37:12; 38:2,8,11,19;39:5,7, 11,16,18;40:20; 41:12,21;43:5,19
<b>Administrative (4)</b> 3:16;15:16;23:6; 31:13	<b>annually (1)</b> 37:7	<b>awards (2)</b> 37:8,20	<b>businesses (1)</b> 35:22	
<b>advance (3)</b> 9:20;13:8;43:14	<b>Apartments (2)</b> 5:8;9:9	<b>away (1)</b> 32:18	<b>C</b>	
<b>affiliate (1)</b> 37:20	<b>appeal (5)</b> 39:22;40:8;41:3; 42:9,18	<b>aye (35)</b> 4:15,18,20,22,23; 5:20,22;6:1,2;7:4,5,7, 9,10,22,23;8:2,4,5,17, 18,20,22,23;11:23; 12:1,3,5,6;23:17,18, 21,23;24:2,3	<b>call (3)</b> 3:3;23:19;43:14	
<b>afterwards (2)</b> 10:8;43:13	<b>appeals (3)</b> 3:13,15;9:3		<b>called (1)</b> 40:14	
<b>again (3)</b> 25:18;41:18;43:23	<b>applicants (1)</b> 36:15	<b>B</b>	<b>calls (6)</b> 26:2,3;28:19; 29:14;31:11;40:6	
<b>Agency (6)</b> 25:5,6;28:16;30:7, 15,23	<b>Application (2)</b> 36:13,17	<b>back (7)</b> 3:13;5:2;11:5; 24:22;27:21;29:9; 43:8	<b>can (45)</b> 13:9;14:1,2;18:5; 19:17,19;20:18;23:7, 8;24:20,21,23;25:1,9; 26:20;27:8,12;28:9, 11,12,21;29:4,7;30:1; 31:9,12,22;32:11,12, 14;33:1,6,12;34:15, 16;35:10,18;36:3; 39:1;41:3,14;42:2, 15;43:12,22	
<b>agenda (16)</b> 3:7,10,23;4:4;6:10; 9:2,13,15;10:1;12:9; 28:13;31:19,20,21; 34:1;39:19	<b>apply (1)</b> 41:18	<b>based (2)</b> 17:23;30:16	<b>Candace (1)</b> 8:6	<b>challenge (1)</b> 14:6
<b>agenda's (1)</b> 5:4	<b>appreciate (1)</b> 21:10	<b>bases (1)</b> 41:19	<b>candidates (2)</b>	
<b>agree (1)</b> 19:6	<b>approval (2)</b> 4:4,16	<b>basically (1)</b> 37:16		
<b>agreed (1)</b> 10:14	<b>approve (9)</b> 4:5,17;5:10,18; 6:21;7:16;8:12; 11:16;23:10	<b>becomes (1)</b> 24:18		
<b>agreement (2)</b> 10:21;11:4	<b>approved (4)</b> 4:9;5:1;12:7;24:4			
<b>ahead (2)</b>	<b>approving (1)</b> 23:16			

<b>change (2)</b> 18:7;28:23	12:1,2,3,4,5;15:11, 19;16:3,9,11,12,23; 17:7,10,16;18:1,6,13; 19:1,4,7,9,14;20:14, 19;21:2,7,17;22:14, 15,17,18,21,22; 23:11,14,18,20,21,22, 23;24:1,2,10,15; 26:20,22;27:5;28:8; 30:1,18,21;32:7,17; 33:17,22;34:4,8,10, 12,13,15,16,17,22,23; 35:5,12,17;36:5,8,23; 37:3,13;38:7,12,13; 39:3,9,17;42:11	<b>conducted (1)</b> 10:8 <b>Conference (1)</b> 37:7 <b>confirmed (1)</b> 35:8 <b>conflict (4)</b> 34:5,15,20,23 <b>confusion (1)</b> 14:19 <b>Congratulations (3)</b> 36:23;38:5,6 <b>consider (1)</b> 14:1 <b>consideration (2)</b> 12:17;19:12 <b>considering (2)</b> 20:19;21:2 <b>consistency (1)</b> 23:4 <b>consistent (2)</b> 19:3;31:14 <b>contact (2)</b> 16:20;29:18 <b>content (1)</b> 12:16 <b>continuance (7)</b> 13:18,20;14:2,4,11, 13;16:19 <b>continuances (3)</b> 12:21;13:14;14:10 <b>contract (1)</b> 29:19 <b>contractor (1)</b> 40:15 <b>contracts (2)</b> 29:22;30:8 <b>contract's (1)</b> 29:19 <b>convene (1)</b> 14:1 <b>conversation (1)</b> 19:15 <b>conversations (1)</b> 32:3 <b>Cooper (1)</b> 5:7 <b>copy (2)</b> 10:3;24:12 <b>Corporate (1)</b> 35:2 <b>corrections (2)</b> 18:3;24:13 <b>correlation (1)</b> 28:18 <b>correlations (1)</b> 29:4 <b>couple (2)</b> 32:13,20 <b>course (1)</b> 18:7 <b>court (1)</b> 30:15	<b>cover (1)</b> 41:18 <b>Credit (1)</b> 25:13 <b>Crown (2)</b> 6:4,11 <b>Cultural (1)</b> 27:12 <b>curiosity (1)</b> 29:14 <b>current (2)</b> 14:5;20:15 <b>currently (2)</b> 14:7;20:16	7:12;37:21,21 <b>difference (1)</b> 18:17 <b>different (2)</b> 14:18;25:16 <b>Director (7)</b> 3:12;5:2;25:3,3; 27:13;32:1;41:4 <b>Director's (3)</b> 5:9;7:13;24:22 <b>Disability (1)</b> 25:19 <b>disadvantaged (1)</b> 35:21 <b>discrepancy (2)</b> 40:6,15 <b>discretion (1)</b> 17:22 <b>dismiss (3)</b> 10:22;11:1,6 <b>dismissal (1)</b> 11:16 <b>dismissed (1)</b> 10:10 <b>Dispute (1)</b> 26:9 <b>distinguished (2)</b> 37:14,16 <b>Docket (6)</b> 6:8;13:7;16:13; 17:12;31:13;43:14 <b>document (8)</b> 12:11;14:8;16:18; 17:5,14,22;18:16; 42:15 <b>documents (2)</b> 10:4;11:3 <b>done (4)</b> 16:8;19:21;20:12; 33:15 <b>Dorothy (1)</b> 7:11 <b>down (1)</b> 31:2 <b>Draft (2)</b> 12:12;18:2 <b>drafted (2)</b> 26:5,6 <b>draw (1)</b> 28:17 <b>ducks (1)</b> 33:4 <b>due (2)</b> 13:11;14:12 <b>during (3)</b> 26:3;27:2;42:21
	<b>comment (3)</b> 3:21;28:16;39:19 <b>comments (1)</b> 33:21 <b>Commission (38)</b> 3:4,17;9:22;12:17, 20;13:1,4,12,15,15, 19,21,22;14:1,3,13, 17;15:1,7,17,22,22; 16:1,22;18:17,19; 19:11;20:10;24:19, 20;27:15;29:9;32:6, 10;33:2,11;40:22; 43:2 <b>Commissioner (1)</b> 27:13 <b>Commissioners (1)</b> 36:19 <b>Commission's (3)</b> 3:19;17:22;33:13 <b>communication (4)</b> 19:16,19;21:19; 41:1 <b>communications (1)</b> 41:7 <b>Complainant (1)</b> 20:3 <b>complaints (4)</b> 25:20;26:6;31:11; 39:12 <b>Complete (1)</b> 6:16 <b>completed (2)</b> 30:12;32:5 <b>completing (1)</b> 30:9 <b>concern (1)</b> 17:17 <b>concerned (1)</b> 35:1 <b>concerning (1)</b> 23:5 <b>concerns (2)</b> 12:13;41:8 <b>conclusion (1)</b> 28:17 <b>conclusions (1)</b> 10:15	<b>date (6)</b> 13:23;14:12,12,12; 22:4,5 <b>dates (2)</b> 3:20;34:1 <b>day (5)</b> 13:21;14:16,18; 20:18;27:3 <b>days (16)</b> 13:2,10;15:7;16:6, 6;20:10,13,13,17,22; 21:14,22;22:2,4,7,12 <b>deadline (3)</b> 9:18;13:19;15:10 <b>deadlines (5)</b> 12:19;14:10;15:4, 8;16:4 <b>deals (1)</b> 12:17 <b>December (1)</b> 35:14 <b>decide (1)</b> 14:17 <b>decides (1)</b> 15:23 <b>decision (3)</b> 12:15;17:13;18:18 <b>decisions (2)</b> 3:17;9:13 <b>defer (1)</b> 6:7 <b>deficiency (1)</b> 23:2 <b>defined (1)</b> 20:7 <b>definite (1)</b> 16:15 <b>Definitely (1)</b> 39:5 <b>department (2)</b> 26:9;29:7 <b>Deputy (1)</b> 25:3 <b>details (1)</b> 27:15 <b>Development (3)</b>	<b>D</b>	
			<b>E</b>	
			<b>earlier (1)</b> 21:18 <b>Economic (1)</b> 37:21	

<b>Education (2)</b> 25:13;37:22	10:14	<b>follow (3)</b> 32:8,13;43:21	<b>great (4)</b> 17:20;21:1;28:12; 38:11	<b>Hopefully (2)</b> 38:23;39:14
<b>EEOC (2)</b> 29:21;30:8	<b>fair (2)</b> 20:21;31:1	<b>followed (2)</b> 25:12,19	<b>Greg (1)</b> 32:11	<b>hoping (1)</b> 36:14
<b>efficiency (1)</b> 12:14	<b>fairly (1)</b> 31:14	<b>following (3)</b> 34:7,20;36:10	<b>guess (1)</b> 17:21	<b>hours (3)</b> 18:12;27:1,7
<b>efficient (1)</b> 21:19	<b>fall (1)</b> 14:23	<b>forgot (1)</b> 23:19	<b>guidance (2)</b> 14:22;24:23	<b>Housing (3)</b> 9:5;25:12;39:23
<b>eighty (1)</b> 18:12	<b>falls (3)</b> 13:5,22;14:12	<b>formalized (1)</b> 26:5	<b>H</b>	<b>HUD (3)</b> 29:18,19;30:8
<b>either (4)</b> 17:12;20:3;25:3; 43:12	<b>Familial (1)</b> 25:23	<b>forward (2)</b> 9:20;41:9	<b>happen (1)</b> 15:2	<b>Huh-uh (2)</b> 18:13;33:22
<b>electronic (1)</b> 38:17	<b>fantastic (1)</b> 38:3	<b>forwarding (1)</b> 39:2	<b>happening (2)</b> 28:6;31:6	<b>I</b>
<b>electronically (1)</b> 36:4	<b>far (6)</b> 3:14;25:16;26:2; 31:15;32:18;43:11	<b>fourth (1)</b> 13:13	<b>happens (2)</b> 14:20;21:21	<b>ICRC (2)</b> 10:1;11:17
<b>elements (1)</b> 33:9	<b>favor (7)</b> 4:10;5:14;7:3,21; 8:16;11:22;23:15	<b>frame (2)</b> 26:22;33:6	<b>hard (1)</b> 38:21	<b>ICRC's (1)</b> 3:12
<b>e-mail (1)</b> 40:5	<b>federal (1)</b> 30:15	<b>Friday (1)</b> 34:7	<b>HARRINGTON (48)</b> 4:7,9,19,20;5:13, 23;6:1,22;7:6,7,17, 20;8:1,2,7,8,21,22; 9:9,10;10:5;11:21; 12:4,5;16:12;17:7,10, 16;18:1,13;19:1,4,7, 9,14;20:14;21:17; 22:15,22;23:14,22, 23;34:8,12,22;35:17; 36:5,23	<b>identified (1)</b> 25:15
<b>e-mails (2)</b> 38:22;39:2	<b>Fellowship (1)</b> 36:12	<b>front (5)</b> 10:3,6;11:3;12:10; 22:23	<b>hatfield (1)</b> 6:16	<b>identify (1)</b> 14:6
<b>Employment (1)</b> 25:11	<b>Female (1)</b> 37:9	<b>Ft (1)</b> 26:14	<b>head (3)</b> 11:14;22:21,22	<b>impact (5)</b> 18:10;21:16;22:7; 29:2;31:7
<b>end (1)</b> 29:18	<b>few (4)</b> 25:14;31:14,18; 32:16	<b>full (2)</b> 18:19;28:10	<b>heard (1)</b> 25:2	<b>impacted (1)</b> 22:13
<b>Enforcement (2)</b> 25:10,14	<b>Fiesta (1)</b> 26:14	<b>further (1)</b> 9:22	<b>Hearing (3)</b> 4:2;10:7;30:14	<b>impacts (1)</b> 22:11
<b>entirely (1)</b> 27:11	<b>fifth (2)</b> 13:17;36:14	<b>G</b>	<b>help (1)</b> 19:16	<b>important (2)</b> 22:12;25:7
<b>equivalent (1)</b> 30:7	<b>file (4)</b> 22:8;38:18;40:13, 13	<b>gap (1)</b> 15:9	<b>helpful (1)</b> 32:2	<b>impressions (1)</b> 28:23
<b>Eromosele (8)</b> 6:9,12;20:5;27:21; 28:1,14;38:6,10	<b>filed (10)</b> 11:2;12:15;13:3; 15:6,7;25:17,20; 26:1;39:22;40:8	<b>general (2)</b> 16:9;35:16	<b>helping (1)</b> 33:13	<b>include (1)</b> 23:7
<b>Essentially (1)</b> 10:20	<b>finances (1)</b> 31:22	<b>genesis (1)</b> 14:8	<b>helps (1)</b> 20:2	<b>Incorporated (1)</b> 7:12
<b>event (6)</b> 13:18;26:14,18; 27:11,14;35:20	<b>find (3)</b> 32:18;40:9;43:15	<b>gives (1)</b> 17:4	<b>here's (1)</b> 41:7	<b>increase (7)</b> 18:11;26:3,7; 28:19;29:14;31:7,7
<b>events (3)</b> 26:10;28:5,7	<b>finding (4)</b> 5:9;6:19;7:14;8:10	<b>giving (1)</b> 16:23	<b>highest (2)</b> 25:11,18	<b>increases (1)</b> 28:19
<b>everyone (2)</b> 35:18,23	<b>findings (1)</b> 10:14	<b>Glance (2)</b> 25:6;28:16	<b>historically (1)</b> 16:1	<b>Indiana (5)</b> 3:4;15:16;23:6; 25:4;37:23
<b>Excellent (2)</b> 36:6,21	<b>first (6)</b> 3:10;5:6;9:4; 12:22;26:11;43:7	<b>goal (1)</b> 21:20	<b>holiday (2)</b> 21:8;22:11	<b>Indianapolis (5)</b> 35:19;36:11,17; 37:19;38:9
<b>Exchange (2)</b> 36:11,12	<b>fitting (1)</b> 31:4	<b>goes (1)</b> 25:7	<b>holidays (1)</b> 20:20	<b>individual (1)</b> 4:11
<b>Executive (2)</b> 32:1;41:3	<b>five (6)</b> 20:13,21;21:5,20, 22;25:23	<b>gold (1)</b> 37:16	<b>Holli (1)</b> 37:4	<b>individuals (1)</b> 20:3
<b>expect (3)</b> 20:8;23:4;32:4	<b>fliers (1)</b> 35:18	<b>good (4)</b> 11:13;14:4;36:21; 37:12	<b>honestly (1)</b> 27:11	<b>information (7)</b> 30:16;40:2,3,5,7; 42:19,20
<b>expedite (1)</b> 20:2	<b>flip (1)</b> 21:13	<b>Google (1)</b> 34:10	<b>honor (1)</b> 37:14	<b>initial (1)</b> 10:14
<b>explain (2)</b> 27:8;30:1	<b>flow (1)</b> 30:4	<b>Governor (1)</b> 33:10		<b>initiatives (2)</b> 33:2,14
<b>eye (1)</b> 38:22	<b>focus (1)</b> 23:2	<b>grand (1)</b> 31:3		<b>Inquiries (2)</b> 25:9;26:4
<b>F</b>		<b>grant (2)</b> 13:1;14:4		<b>insight (1)</b>
<b>fact (1)</b>		<b>granted (2)</b> 14:2,15		

40:19 <b>instead (1)</b> 22:3 <b>intact (1)</b> 21:9 <b>Intake (2)</b> 26:15,23 <b>Intake's (1)</b> 31:9 <b>interested (1)</b> 35:22 <b>interesting (1)</b> 29:4 <b>interfacing (1)</b> 40:21 <b>interim (2)</b> 14:2,22 <b>into (4)</b> 23:7,8;29:8;31:21 <b>investigation (2)</b> 40:2;42:21 <b>investigator (2)</b> 40:4,22 <b>IOT (1)</b> 38:21 <b>issue (1)</b> 10:11 <b>issued (1)</b> 10:15 <b>issues (2)</b> 18:18;41:8 <b>item (10)</b> 3:10;4:3;6:10;9:2, 12,16;10:1;12:9; 24:22;33:23 <b>IV (3)</b> 9:2;24:22;33:23	17:3,8,11,20;18:2,8, 15;19:10,23;20:9,16, 23;21:3,6,10;22:1,10; 23:1;24:6,9,11,17; 25:1;26:21;27:2,6, 10;29:6,16,17;30:6, 19;31:8,13;33:5; 38:4,16,20;39:6,13; 40:20;41:23;42:2,5,8, 12,17;43:1,6,10 <b>July (5)</b> 25:5,6,10;29:20; 35:3 <b>jump (1)</b> 29:12 <b>June (1)</b> 29:20 <b>jurisdiction (1)</b> 41:16 <b>justice (1)</b> 36:16	26:17,23 <b>lined (1)</b> 33:4 <b>lines (1)</b> 43:20 <b>listed (1)</b> 5:7 <b>lists (1)</b> 34:1 <b>litigants (1)</b> 15:4 <b>little (2)</b> 30:2;31:2 <b>Loans (1)</b> 9:7 <b>log (1)</b> 23:8 <b>long (2)</b> 33:3;40:10 <b>look (7)</b> 12:22;28:21;29:8; 31:23;33:9,20;41:15 <b>looking (2)</b> 10:22;11:16 <b>looks (1)</b> 35:9 <b>lot (2)</b> 29:2;40:7 <b>love (1)</b> 32:5 <b>Luncheon (4)</b> 34:6;35:1,2,5	21:12;30:22;41:1 <b>meeting (20)</b> 3:4,11,20;4:23; 6:15;13:4,12,19,21, 23;15:8,22;27:16; 29:9;34:1;39:15; 43:2,12,13,15 <b>mess (1)</b> 35:6 <b>messes (1)</b> 35:2 <b>Michael (2)</b> 6:3,10 <b>might (3)</b> 18:8;35:22;40:16 <b>mine (1)</b> 35:7 <b>minority (1)</b> 35:21 <b>minute (1)</b> 11:9 <b>minutes (5)</b> 3:11;4:4,16;5:1; 23:9 <b>missed (1)</b> 40:7 <b>model (1)</b> 14:6 <b>modifications (1)</b> 3:23 <b>modify (2)</b> 19:8;24:4 <b>modifying (1)</b> 22:3 <b>moment (1)</b> 11:10 <b>Monday (1)</b> 36:9 <b>monetary (1)</b> 26:7 <b>month (10)</b> 25:8,10,22;26:4,5, 6;31:6,21;37:6;38:23 <b>Monthly (1)</b> 25:5 <b>months (2)</b> 29:20;31:15 <b>month's (1)</b> 6:15 <b>month-to-month (1)</b> 28:20 <b>more (6)</b> 20:7;26:4,5;30:2; 42:3;43:16 <b>Morgan (1)</b> 7:11 <b>most (2)</b> 25:7;26:11 <b>motion (15)</b> 4:5;5:10;6:20; 7:16;8:5,11,23; 10:22;11:1,2,6,16; 12:6;23:10;24:4	<b>Motion's (1)</b> 4:8 <b>move (3)</b> 6:15,18;13:16 <b>moved (9)</b> 4:6;5:11;6:22;7:17, 18;8:13;10:9;11:19; 23:11 <b>Movement (1)</b> 37:10 <b>moving (1)</b> 19:12 <b>much (1)</b> 3:10 <b>Myra (1)</b> 6:16 <b>myself (1)</b> 37:15
				<b>N</b>
	<b>K</b>			<b>name (2)</b> 39:21;42:3 <b>named (1)</b> 37:9 <b>names (2)</b> 32:14,20 <b>National (5)</b> 25:22;37:2,5,7,9 <b>nay (2)</b> 4:15;35:8 <b>necessarily (1)</b> 41:18 <b>need (15)</b> 4:5,10;5:10,12; 6:20,23;7:15,19;8:11, 14;11:8,20;14:20; 18:3;41:5 <b>needs (2)</b> 3:17;9:22 <b>networks (1)</b> 36:2 <b>New (4)</b> 3:14,15;9:2;42:10 <b>next (29)</b> 4:3;6:3,15,15;7:11; 9:6,7,12,19;12:9,14; 13:4,12,22,23;15:7; 26:16,17,19;29:8; 31:21;34:1;38:23; 39:1,15;43:2,11,12, 15 <b>nice (3)</b> 28:4,5;32:15 <b>Nodded (1)</b> 11:14 <b>none (1)</b> 4:3 <b>no-probable-cause (1)</b> 8:9 <b>normally (2)</b> 16:8;29:13 <b>nos (1)</b>
<b>J</b>		<b>L</b>		
<b>Jackson (26)</b> 4:11,13,14,17;5:15, 17,18;7:1,2,4,5,12, 13;8:3,4,15,17,18; 11:23;12:1;22:17,18; 24:1,2;38:12,13 <b>January (1)</b> 33:3 <b>job (2)</b> 40:16;41:14 <b>Johnson (13)</b> 9:4;39:21,22; 41:11,20;42:4,4,6,7, 16,23;43:9,18 <b>joint (1)</b> 11:5 <b>jointly (1)</b> 10:9 <b>Judge (68)</b> 3:8,9,16;5:3,6,7; 9:14,15;10:6,18,23; 11:8;12:8;14:9; 15:15,20;16:4,10,16;	<b>laid (1)</b> 43:20 <b>last (10)</b> 8:6;15:9;26:4,5,6; 31:14,19;32:22;37:6, 6 <b>Latinas (2)</b> 26:18;27:9 <b>latitude (1)</b> 21:5 <b>launched (1)</b> 36:20 <b>Law (3)</b> 3:16;10:15;31:13 <b>Lead (2)</b> 26:18;27:9 <b>Leadership (1)</b> 36:12 <b>leading (1)</b> 36:16 <b>League (2)</b> 37:2,5 <b>League's (3)</b> 36:12,18;37:20 <b>legislative (1)</b> 33:1 <b>lets (1)</b> 30:17 <b>Library (2)</b>	<b>M</b>	<b>mail (2)</b> 17:6,14 <b>maintaining (1)</b> 31:16 <b>majority (2)</b> 13:16;14:23 <b>makes (2)</b> 33:11;38:8 <b>making (2)</b> 18:4,6 <b>mandatory (2)</b> 18:4,7 <b>many (1)</b> 30:12 <b>may (7)</b> 16:14;17:17;18:22; 34:15;41:17;43:4,4 <b>Mayor's (1)</b> 26:13 <b>McKinney (1)</b> 8:6 <b>mean (10)</b> 18:14;30:2,3,4; 31:14;37:6;40:17; 41:5,16,16 <b>meaning (1)</b> 10:13 <b>means (3)</b>	<b>moment (1)</b> 11:10 <b>Monday (1)</b> 36:9 <b>monetary (1)</b> 26:7 <b>month (10)</b> 25:8,10,22;26:4,5, 6;31:6,21;37:6;38:23 <b>Monthly (1)</b> 25:5 <b>months (2)</b> 29:20;31:15 <b>month's (1)</b> 6:15 <b>month-to-month (1)</b> 28:20 <b>more (6)</b> 20:7;26:4,5;30:2; 42:3;43:16 <b>Morgan (1)</b> 7:11 <b>most (2)</b> 25:7;26:11 <b>motion (15)</b> 4:5;5:10;6:20; 7:16;8:5,11,23; 10:22;11:1,2,6,16; 12:6;23:10;24:4

15:11 <b>note (3)</b> 10:12;24:18;29:17 <b>notice (1)</b> 22:6 <b>notices (1)</b> 13:8 <b>notifications (1)</b> 16:14 <b>November (2)</b> 33:6;35:14 <b>number (13)</b> 3:13;20:10;25:11, 18,20,21;26:2;28:18, 19;30:10;31:15,17; 32:3 <b>numbers (1)</b> 12:23 <b>numerous (1)</b> 37:20	35:23;43:7 <b>opportunity (1)</b> 33:16 <b>opposed (1)</b> 18:18 <b>optional (1)</b> 16:15 <b>oral (11)</b> 9:17,21;12:18; 13:3,12,22;14:16,17; 15:17,23;23:5 <b>order (8)</b> 3:3,18;10:15;12:9, 16;23:1,4;40:14 <b>ordered (1)</b> 24:14 <b>Orders (4)</b> 9:14;15:16;23:6,16 <b>Origin (1)</b> 25:22 <b>original (1)</b> 11:2 <b>out (22)</b> 5:5;12:13;13:8; 16:14,18,21;19:20; 20:17;22:7,12;24:8, 12;27:15;30:4;31:16; 33:10;36:19;37:8; 38:22;40:9;43:15,20 <b>outcome (1)</b> 40:10 <b>outlook (1)</b> 32:6 <b>outlying (1)</b> 32:16 <b>outreach (3)</b> 28:21;29:9;35:20 <b>outside (2)</b> 16:7,21 <b>outstanding (1)</b> 36:15 <b>over (2)</b> 25:7;38:22 <b>overcommunicate (1)</b> 43:23 <b>owned (1)</b> 35:21	28:13 <b>particular (4)</b> 6:6;10:2;16:7; 25:14 <b>particularly (1)</b> 14:10 <b>parties (4)</b> 10:8,12;11:2;14:11 <b>parties' (1)</b> 22:13 <b>party (1)</b> 14:14 <b>pass (1)</b> 32:7 <b>passes (1)</b> 8:5 <b>past (3)</b> 15:20;16:6;17:23 <b>Pause (1)</b> 11:12 <b>people (2)</b> 19:18;29:2 <b>percent (1)</b> 29:14 <b>perhaps (1)</b> 22:3 <b>period (8)</b> 3:20;10:13,16; 13:5,11;14:3,23; 42:14 <b>permission (4)</b> 13:6;16:17;17:1,5 <b>personally (1)</b> 37:9 <b>perspective (1)</b> 31:5 <b>phone (2)</b> 4:12;40:6 <b>piece (2)</b> 22:13;32:22 <b>place (1)</b> 16:7 <b>plan (1)</b> 28:4 <b>please (2)</b> 23:16;24:4 <b>pm (1)</b> 3:1 <b>Point (12)</b> 6:4,11;17:21; 18:21;21:18;22:2; 24:18;40:12,16,17; 42:12,14 <b>Police (2)</b> 6:4,11 <b>Posey (1)</b> 25:4 <b>position (2)</b> 19:22;33:14 <b>possible (1)</b> 21:21 <b>posted (1)</b> 29:22	<b>practice (6)</b> 15:21;16:9;17:23; 19:17,20;20:15 <b>preference (1)</b> 20:18 <b>prepare (1)</b> 14:14 <b>present (1)</b> 32:14 <b>presenting (1)</b> 31:23 <b>President (2)</b> 37:9,17 <b>President's (1)</b> 37:15 <b>pretty (1)</b> 29:12 <b>previous (3)</b> 3:11;4:4;29:1 <b>probable (3)</b> 5:9;6:19;7:14 <b>probably (1)</b> 21:4 <b>procedural (3)</b> 3:18;10:11;12:9 <b>procedures (3)</b> 15:5,16;23:7 <b>proceed (2)</b> 4:3;35:10 <b>proceedings (1)</b> 11:12 <b>process (10)</b> 19:4;20:2,7;32:21; 33:8;40:1,10,21,23; 41:22 <b>professional (1)</b> 35:20 <b>Professionals (1)</b> 37:10 <b>programs (1)</b> 37:22 <b>progress (2)</b> 30:11,17 <b>prompter (1)</b> 21:21 <b>Property (1)</b> 6:17 <b>proposed (3)</b> 3:18;12:9;23:1 <b>protected (3)</b> 25:16,21;26:1 <b>protective (1)</b> 40:14 <b>proud (2)</b> 37:22;38:9 <b>provide (5)</b> 24:23;25:1;33:5, 12;38:17 <b>provided (2)</b> 42:19,21 <b>providing (2)</b> 14:21;15:4 <b>public (8)</b>	3:4,21;25:13; 26:17;35:16;36:13; 39:19,20 <b>purview (1)</b> 31:10 <b>pushing (1)</b> 38:1 <b>put (6)</b> 17:14,23;18:20; 31:21;32:19;41:6 <b>puts (1)</b> 19:22 <b>putting (1)</b> 17:5
<b>O</b>			<b>Q</b>	
<b>objection (2)</b> 10:13;12:15 <b>objections (8)</b> 3:19;10:16;12:10; 13:3,9;15:5,6;23:9 <b>obviously (4)</b> 15:1;18:3;20:18; 41:9 <b>occur (1)</b> 26:19 <b>occurred (1)</b> 26:11 <b>occurring (1)</b> 40:12 <b>o'clock (1)</b> 3:1 <b>October (2)</b> 35:14;43:13 <b>off (1)</b> 15:13 <b>office (1)</b> 20:21 <b>Old (2)</b> 3:13;5:5 <b>once (3)</b> 24:12;36:20;42:3 <b>one (12)</b> 6:16;9:4;10:7; 18:16;20:17;25:21; 28:1,1;31:21;35:17; 36:9;43:6 <b>ones (2)</b> 16:5;31:10 <b>only (3)</b> 17:4;18:17;40:11 <b>onto (1)</b> 31:20 <b>open (3)</b> 32:9;36:13,17 <b>opportunities (2)</b>			<b>Quail (1)</b> 5:7 <b>quick (3)</b> 11:10;34:10;38:17 <b>Quicken (1)</b> 9:7 <b>quorum (2)</b> 3:6;35:9	
			<b>R</b>	
	<b>P</b>			<b>Race (1)</b> 25:19 <b>RAMOS (108)</b> 3:3,22;4:2,8,15,18, 21,23;5:4,12,14,17, 19,23;6:2,14,20,23; 7:3,6,8,10,15,19,21; 8:1,3,5,11,14,16,19, 21,23;9:11;10:17,20; 11:7,11,13,15,20,22; 12:2,4,6;14:5;18:10, 14,21;19:2,6;20:1,6; 21:4,12,23;22:9,16, 19,23;23:12,15,20, 22;24:1,3,7,16,21; 27:8,17,23;28:3,9,15; 29:11;31:1,18;32:19; 33:18,23;34:14;35:4, 7,13;36:3,6,21;37:12; 38:2,8,11,19;39:5,7, 11,16,18;40:20; 41:12,21;42:13;43:4, 5,11,16,19 <b>reached (4)</b> 11:5;26:8;30:13; 37:14 <b>really (12)</b> 14:7,14;16:16; 17:21;25:7;29:7; 31:9;32:22;33:6; 37:3;40:17,21 <b>receive (3)</b> 6:9;13:9;31:11 <b>received (3)</b> 9:19;26:3;37:20
	<b>page (1)</b> 25:6 <b>Pam (1)</b> 31:23 <b>paper (1)</b> 16:22 <b>paragraph (9)</b> 12:23,23,23;13:6, 13,17;16:13;17:4; 22:3 <b>part (3)</b> 13:14;33:16;37:6 <b>participate (1)</b>			

<p><b>recognition (1)</b> 37:1</p> <p><b>recommend (1)</b> 8:9</p> <p><b>recommendation (2)</b> 5:8;19:8</p> <p><b>record (3)</b> 10:12;19:21;24:8</p> <p><b>reference (1)</b> 40:8</p> <p><b>referencing (1)</b> 42:9</p> <p><b>reflect (1)</b> 24:14</p> <p><b>reflection (1)</b> 28:17</p> <p><b>relate (1)</b> 29:4</p> <p><b>relates (1)</b> 41:8</p> <p><b>Religion (1)</b> 25:22</p> <p><b>remember (1)</b> 9:17</p> <p><b>Remote (2)</b> 26:15,23</p> <p><b>Report (8)</b> 3:12,13;24:22; 25:5;29:9,15;30:16; 43:8</p> <p><b>request (5)</b> 13:18,20;14:11; 23:10,12</p> <p><b>requested (3)</b> 10:12;13:14;16:20</p> <p><b>requests (2)</b> 12:20;13:17</p> <p><b>rescind (1)</b> 24:20</p> <p><b>Resolution (1)</b> 26:9</p> <p><b>respect (2)</b> 12:16;15:3</p> <p><b>respond (1)</b> 21:15</p> <p><b>Respondent (1)</b> 20:4</p> <p><b>respondents (1)</b> 23:3</p> <p><b>response (4)</b> 4:1;5:16;6:5;10:19</p> <p><b>result (1)</b> 30:13</p> <p><b>results (1)</b> 29:23</p> <p><b>Retaliation (1)</b> 25:19</p> <p><b>review (8)</b> 3:17,19;9:13,20; 11:4;12:20;14:13; 42:15</p> <p><b>reviewing (1)</b> 3:11</p>	<p><b>reviews (1)</b> 43:2</p> <p><b>right (6)</b> 4:2;6:14;9:12; 17:3;31:12;38:9</p> <p><b>Rights (4)</b> 3:4;22:13;25:5; 36:15</p> <p><b>role (3)</b> 33:7,16;41:16</p> <p><b>roll (1)</b> 23:19</p> <p><b>Rowlette (1)</b> 9:8</p> <p><b>Run (3)</b> 5:8;22:4,5</p> <p><b>running (2)</b> 37:18;39:1</p> <p><b>Russell (1)</b> 9:6</p> <p><b>Ryker (66)</b> 3:8,9;5:3;6:7;9:14, 14,15;10:6,18,23; 11:8;12:8;14:9; 15:15,20;16:4,10,16; 17:3,8,11,20;18:2,8, 15;19:10,23;20:9,16, 23;21:3,6,10;22:1,10; 23:1;24:6,9,11,17; 25:1;26:21;27:2,6, 10;29:6,17;30:6,19; 31:8;33:5;38:4,16, 20;39:6,13;40:21; 42:1,2,5,8,12,17; 43:1,6,10</p>	<p>13:7;16:14,18,21, 22;19:20;20:17;22:6; 24:12;27:15;36:3; 43:12</p> <p><b>sense (2)</b> 21:16;33:11</p> <p><b>September (12)</b> 9:18;27:19;28:6, 11;29:21;31:2,6; 34:2,12;35:6,19;43:3</p> <p><b>series (2)</b> 9:3;26:15</p> <p><b>served (1)</b> 22:6</p> <p><b>services (1)</b> 35:20</p> <p><b>session (2)</b> 33:3,3</p> <p><b>set (6)</b> 13:4;15:8,13; 20:10;22:5;39:14</p> <p><b>setting (1)</b> 21:20</p> <p><b>settle (1)</b> 31:2</p> <p><b>settled (1)</b> 10:8</p> <p><b>settlement (1)</b> 10:21</p> <p><b>settlements (1)</b> 26:8</p> <p><b>sex (1)</b> 26:1</p> <p><b>share (4)</b> 35:18,23;36:1;37:1</p> <p><b>Shook (2)</b> 22:21,22</p> <p><b>shoot (1)</b> 24:7</p> <p><b>show (2)</b> 14:20,21</p> <p><b>sick (1)</b> 22:12</p> <p><b>side (1)</b> 21:13</p> <p><b>sign (1)</b> 24:10</p> <p><b>signature (1)</b> 16:19</p> <p><b>signed (1)</b> 24:12</p> <p><b>significance (1)</b> 30:22</p> <p><b>significant (1)</b> 28:23</p> <p><b>signify (6)</b> 4:10;7:4,22;8:17; 11:23;23:16</p> <p><b>signing (1)</b> 17:8</p> <p><b>site (1)</b> 36:18</p> <p><b>situation (1)</b></p>	<p>41:13</p> <p><b>situations (1)</b> 40:11</p> <p><b>six (3)</b> 21:14;22:2,7</p> <p><b>SLASH (67)</b> 4:6,9,21,22;5:11, 21,22;6:17,18;7:8,9, 18,22,23;8:13,19,20; 9:7;11:10,14,19;12:2, 3;15:11,19;16:3,9,11, 23;18:6;20:19;21:2, 7;22:14,21;23:11,18, 20,21;24:10,15; 26:20,22;27:5;28:8; 30:1,18,21;32:17; 33:17,22;34:4,10,13, 16,17,23;35:5,12; 36:8;37:3,13;38:7; 39:3,9,17;42:11</p> <p><b>social (1)</b> 36:16</p> <p><b>somebody's (1)</b> 18:11</p> <p><b>someone (2)</b> 22:12;32:18</p> <p><b>soon (1)</b> 21:20</p> <p><b>sorry (1)</b> 23:18</p> <p><b>sort (2)</b> 30:4,23</p> <p><b>sounds (1)</b> 43:4</p> <p><b>speak (1)</b> 31:9</p> <p><b>specific (1)</b> 41:17</p> <p><b>specifically (2)</b> 23:5;41:4</p> <p><b>spirit (1)</b> 19:15</p> <p><b>spots (1)</b> 32:9</p> <p><b>staff (2)</b> 27:14;29:9</p> <p><b>standard (2)</b> 19:17;37:17</p> <p><b>standpoint (8)</b> 5:5,6;19:5;28:20; 29:15;32:23;33:11, 13</p> <p><b>start (1)</b> 41:21</p> <p><b>state (3)</b> 30:15;38:1;42:3</p> <p><b>states (1)</b> 16:13</p> <p><b>statistics (1)</b> 25:7</p> <p><b>Status (1)</b> 25:23</p> <p><b>Stauffer (1)</b></p>	<p>10:2</p> <p><b>Stausfer (1)</b> 11:18</p> <p><b>STEPHENS (57)</b> 3:9;5:3;6:7;9:15; 10:6,23;12:8;14:9; 15:15,20;16:4,10,16; 17:3,8,11,20;18:2,8, 15;19:10,23;20:9,16, 23;21:3,6,10;22:1,10; 24:6,9,11,17;25:1; 26:21;27:2,6,10;29:6, 17;30:6,19;31:8; 38:4,16,20;39:6,13; 42:2,5,8,12,17;43:1, 6,10</p> <p><b>steps (1)</b> 12:14</p> <p><b>still (3)</b> 18:19;32:9;40:11</p> <p><b>stone (2)</b> 15:14;22:5</p> <p><b>stop (1)</b> 39:1</p> <p><b>strategic (1)</b> 32:6</p> <p><b>strategy (1)</b> 32:4</p> <p><b>strong (1)</b> 19:22</p> <p><b>stuff (2)</b> 31:5;41:14</p> <p><b>subjective (1)</b> 18:23</p> <p><b>submit (1)</b> 40:3</p> <p><b>submitted (1)</b> 40:1</p> <p><b>substantially (1)</b> 30:7</p> <p><b>suggest (2)</b> 41:23;43:19</p> <p><b>suggestions (1)</b> 24:5</p> <p><b>Summer (1)</b> 34:19</p> <p><b>Summit (1)</b> 26:12</p> <p><b>support (3)</b> 33:1,2,12</p> <p><b>supporting (1)</b> 33:10</p> <p><b>Sure (17)</b> 11:11;14:9;19:23; 21:8,21;25:2;26:21; 27:11,14;30:6,21; 31:9;32:15;36:3; 40:20;43:18,21</p>
	<b>S</b>			<b>T</b>

<p><b>talked (1)</b> 32:23 <b>talking (1)</b> 37:4 <b>Ted (2)</b> 10:2;11:17 <b>tends (2)</b> 21:13;35:6 <b>Thanks (1)</b> 38:20 <b>that'll (1)</b> 26:16 <b>third (1)</b> 13:6 <b>though (3)</b> 18:22;20:20;39:4 <b>three (4)</b> 20:13,21;36:10,11 <b>throughout (1)</b> 38:1 <b>Timeliness (1)</b> 41:9 <b>timely (1)</b> 21:19 <b>times (2)</b> 20:20;29:1 <b>today (6)</b> 9:21;10:16;24:14; 28:2;35:16;42:19 <b>together (1)</b> 17:23 <b>top (2)</b> 37:19;41:5 <b>train (1)</b> 36:15 <b>training (1)</b> 33:5 <b>trans (1)</b> 38:18 <b>try (1)</b> 20:17 <b>trying (4)</b> 31:5;32:17;33:4; 40:3 <b>turnaround (1)</b> 21:9 <b>turning (1)</b> 30:11 <b>Twitter (2)</b> 28:23;29:3 <b>two (7)</b> 3:16;12:22;20:17; 28:18;32:3,9;36:10</p>	<p>39:14 <b>upcoming (2)</b> 26:10;32:23 <b>update (5)</b> 25:2;31:22;32:5, 12;38:17 <b>uphold (4)</b> 5:9;6:18;7:13;8:9 <b>Urban (5)</b> 36:11,18;37:2,5,19 <b>used (1)</b> 16:5</p>	<p>34:21,21 <b>weeks (1)</b> 36:10 <b>welcome (1)</b> 43:17 <b>What's (4)</b> 20:14;21:15;28:5; 31:6 <b>whenever (1)</b> 13:2 <b>whole (1)</b> 33:7 <b>Wilson (5)</b> 9:8;25:3;32:1,7; 41:4 <b>within (4)</b> 14:23;20:12,17; 41:15 <b>without (2)</b> 15:8,13 <b>women (1)</b> 35:21 <b>word (1)</b> 12:11 <b>work (6)</b> 29:7;34:3,3,6; 36:22;38:21 <b>Workforce (1)</b> 37:21 <b>working (2)</b> 39:3,10 <b>workload (2)</b> 18:11;30:3 <b>worried (1)</b> 41:13 <b>Wow (1)</b> 38:2 <b>writes (1)</b> 30:16 <b>writing (2)</b> 16:21;41:7 <b>written (2)</b> 12:12;15:13 <b>wrong (1)</b> 43:22</p>	<p><b>10 (1)</b> 26:5 <b>10th (1)</b> 35:19 <b>140 (1)</b> 25:11 <b>15 (2)</b> 15:7;16:6 <b>15-day (1)</b> 10:13 <b>15th (2)</b> 26:13;35:14 <b>16 (1)</b> 3:1.5 <b>16th (1)</b> 3:5 <b>17th (1)</b> 26:14 <b>18th (2)</b> 35:14;43:13 <b>19th (1)</b> 36:9</p>	<p>27:4</p>
	<p><b>U</b></p>	<p><b>V</b></p>	<p><b>Y</b></p>	<p><b>2</b></p>
<p><b>under (6)</b> 14:7;23:6;25:17, 20;26:1;42:10 <b>up (13)</b> 9:17;14:20,21; 26:16;29:19;32:8,13; 33:3,4;35:2,6;38:23;</p>	<p><b>valid (1)</b> 18:22 <b>Vasquez (1)</b> 11:17 <b>vehicle (1)</b> 41:2 <b>verify (1)</b> 34:16 <b>versus (15)</b> 5:7;6:3,10,16;7:11; 8:7;9:5,7,8,16;10:2; 11:17;16:6;17:17; 43:23 <b>veteran (1)</b> 35:21 <b>via (1)</b> 40:5 <b>Victoria (4)</b> 9:4;39:21;42:4,5 <b>view (2)</b> 27:18;32:2 <b>VIII (1)</b> 39:18 <b>vote (3)</b> 13:16;15:1;19:12 <b>votes (2)</b> 4:11;18:17</p>	<p><b>1</b></p>	<p><b>2 (4)</b> 6:10;10:1;12:23; 15:12 <b>20 (1)</b> 36:14 <b>2019 (3)</b> 3:1.5,5;34:1 <b>20th (6)</b> 34:2,7,20;35:11, 14;43:3 <b>24-hour (1)</b> 21:9 <b>25 (1)</b> 29:13 <b>281 (1)</b> 26:3 <b>28th (1)</b> 34:21</p>	<p><b>6:00 (1)</b> 27:4</p>
<p><b>under (6)</b> 14:7;23:6;25:17, 20;26:1;42:10 <b>up (13)</b> 9:17;14:20,21; 26:16;29:19;32:8,13; 33:3,4;35:2,6;38:23;</p>	<p><b>waiting (1)</b> 15:21 <b>waiver (1)</b> 10:13 <b>Washington (1)</b> 26:17 <b>watch (1)</b> 3:5 <b>way (2)</b> 28:12;35:2 <b>Wayne (1)</b> 26:14 <b>Web (1)</b> 36:18 <b>week (5)</b> 9:19;18:12;26:16, 17,19 <b>weekend (2)</b></p>	<p><b>1 (5)</b> 9:16;12:23;15:11; 22:3;42:13 <b>1:08 (2)</b> 3:1,5</p>	<p><b>3</b></p>	<p><b>8</b></p>
<p><b>under (6)</b> 14:7;23:6;25:17, 20;26:1;42:10 <b>up (13)</b> 9:17;14:20,21; 26:16;29:19;32:8,13; 33:3,4;35:2,6;38:23;</p>	<p><b>W</b></p>	<p><b>1</b></p>	<p><b>3 (3)</b> 16:13;17:4;25:6 <b>30 (6)</b> 13:2,10;16:6;22:4, 12;26:4 <b>300 (1)</b> 29:13 <b>32 (1)</b> 25:17 <b>38 (1)</b> 31:12 <b>3rd (1)</b> 26:12</p>	<p><b>8:00 (2)</b> 27:3,4</p>
<p><b>under (6)</b> 14:7;23:6;25:17, 20;26:1;42:10 <b>up (13)</b> 9:17;14:20,21; 26:16;29:19;32:8,13; 33:3,4;35:2,6;38:23;</p>	<p><b>waiting (1)</b> 15:21 <b>waiver (1)</b> 10:13 <b>Washington (1)</b> 26:17 <b>watch (1)</b> 3:5 <b>way (2)</b> 28:12;35:2 <b>Wayne (1)</b> 26:14 <b>Web (1)</b> 36:18 <b>week (5)</b> 9:19;18:12;26:16, 17,19 <b>weekend (2)</b></p>	<p><b>1</b></p>	<p><b>5</b></p>	<p><b>5:00 (1)</b></p>