

1 INDIANA CIVIL RIGHTS COMMISSION
2 INDIANA GOVERNMENT CENTER NORTH
3 100 NORTH SENATE AVENUE, ROOM N103
4 INDIANAPOLIS, INDIANA 46204-2255

5 IN THE MATTER OF:)
6)
7 INDIANA CIVIL RIGHTS)
8)
9 COMMISSION PUBLIC MEETING)

10
11 ORIGINAL
12

13
14 A transcript of the Indiana Civil Rights
15 Commission public meeting held before me, Lisa M. Hobbs, a
16 Notary Public in and for the County of Johnson, State of
17 Indiana, at the Indiana Government Center South, Conference
18 Room 5, 402 West Washington Street, Indianapolis, on
19 February 25, 2005, commencing at 3:30 p.m., Alpha
20 Blackburn, Chairperson.
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24 WM. F. DANIELS d/b/a
25 ACCURATE REPORTING OF INDIANA
12922 BRIGHTON AVENUE
CARMEL, IN 46032

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A P P E A R A N C E S

COMMISSIONERS IN ATTENDANCE:

Chairperson Alpha Blackburn

Vice Chair David C. Carter

Commissioner Barry Baynard

Commissioner John Garcia

Commissioner Aleisha Kropf

Commissioner Chris Gibson

FROM INDIANA CIVIL RIGHTS COMMISSION:

Deputy Director Bruce Jefferson

Barbara Dobbins

Joan Essex

Helen Scott

Steve Tilden

Lisa M. Hobbs,
Court Reporter.

1 February 25, 2005 3:20 p.m.

2 CHAIRPERSON BLACKBURN: Good afternoon, everybody.
3 The Indiana Civil Rights Commission is now in session.

4 Are there any agenda requests?

5 DEPUTY DIRECTOR JEFFERSON: Madame Chair, I think we
6 have to add -- I think we can add the case we heard today
7 earlier under --

8 CHAIRPERSON BLACKBURN: Dugger.

9 DEPUTY DIRECTOR JEFFERSON: -- other orders. That's
10 Dugger v. Jimmy Jones, CPD Ventures, Inc.

11 CHAIRPERSON BLACKBURN: Okay. The January meetings
12 we'll have next month this says.

13 No new business. We're go then to committee reports.

14 DEPUTY DIRECTOR JEFFERSON: On -- under the topic of
15 personnel, of course, we have -- got a new executive
16 director who started Wednesday of this week, Gregory
17 Kellams Scott. I forwarded to all of you via e-mail the
18 press release from the governor, and you all had an
19 opportunity to meet him today. And I also have a copy of
20 the press release floating around up there with you
21 somewhere.

22 Unfortunately he's not able to be here. He's got
23 other previous commitments. I'm sure you'll see him next
24 month.

25 We had no departures from the Agency in the last

1 month. We still have one vacant chief staff counsel
2 position, which now that we have a new executive director
3 in place, we hopefully can make some decisions on filling
4 that executive position.

5 We have two Civil Rights Specialist III positions open
6 which are investigator's positions. They've been open for
7 some time. We chose not to fill them pending someone new
8 coming, and we'll make decisions on those also.

9 Just kind of a heads-up here to you as commissioners,
10 we have some retirements coming up of long-term employees
11 that are a natural --

12 CHAIRPERSON BLACKBURN: Really?

13 DEPUTY DIRECTOR JEFFERSON: -- course of things, but
14 the big news about that is we -- we'll probably be losing
15 some of our bilingual Spanish speakers which is bad.

16 MS. SCOTT: We'll be losing both of them.

17 DEPUTY DIRECTOR JEFFERSON: Right, two out of three.
18 So one of the things that I'm going to try to stress over
19 the next couple of months is that if you have the ability
20 to get some bilingual speakers in because our -- the rate
21 of contact for Spanish speakers is very high. We have a
22 lot of complainants who call who do not speak English.

23 And so I've started communicating with the Indiana
24 Commission on Latino and Hispanic Affairs, and they are
25 going to help us hopefully get some good candidates for

1 those -- for that task.

2 And what we've traditionally had is investigators who
3 are bilingual. We don't have a full interpreter position
4 that we need all the time, but we do need someone
5 available. We need more than one person on staff. So that
6 will be an upcoming concern.

7 We have two staffers who are currently on extended
8 leave. That's been for some time. And I think that's
9 really all for the personnel report unless there are
10 questions.

11 CHAIRPERSON BLACKBURN: Any questions?

12 (No questions.)

13 DEPUTY DIRECTOR JEFFERSON: Joan Essex can give you an
14 update on the financial report.

15 MS. ESSEX: You received a copy of the January
16 financial statement in your packet. We're moving right
17 along towards the -- we're starting to think about the end
18 of the fiscal year and looking at funds that may be
19 available for some computer upgrades and things as that.
20 Well be talking about those over the next couple months.

21 So if there aren't any questions about the financial
22 statement, per se, next month I might be able to give you a
23 little bit more on that.

24 CHAIRPERSON BLACKBURN: Great.

25 Any questions?

1 (No questions.)

2 CHAIRPERSON BLACKBURN: Consent agreements: We have
3 three. May I have a motion to accept those agreements?

4 COMMISSIONER KROPF: So moved.

5 VICE CHAIR CARTER: Second.

6 CHAIRPERSON BLACKBURN: All in favor?

7 (The entire Commission voted in favor.)

8 CHAIRPERSON BLACKBURN: Anyone opposed?

9 (No one opposed.)

10 CHAIRPERSON BLACKBURN: Thank you.

11 Conclusions of fact -- Findings of Fact, Conclusions
12 of Law, And Order: The case is Finke and Baker v.
13 Dentasafe, Inc. May I have a motion to accept it?

14 VICE CHAIR CARTER: So moved.

15 COMMISSIONER KROPF: Second.

16 CHAIRPERSON BLACKBURN: All in favor?

17 (The entire Commission voted in favor.)

18 CHAIRPERSON BLACKBURN: Anyone opposed?

19 (No one opposed.)

20 CHAIRPERSON BLACKBURN: Thank you.

21 Under other orders we did hear a case today, Dugger v.
22 CPD Ventures, Inc., d/b/a Jimmy Johns. Do we have a
23 recommendation?

24 VICE CHAIR CARTER: Madame Chair, in the case of
25 Dugger v. CPD Ventures, Inc., I move that the Commission

1 enter an Order that remands the case to the administrative
2 law judge with instructions to conduct further appropriate
3 proceedings to address the following issues: One, how many
4 hours per week should complainant be deemed to have lost at
5 Jimmy Johns as a result of her termination; two, how long a
6 period of time was it reasonable for complainant to remain
7 unemployed after her termination.

8 In addressing this issue, it is appropriate to
9 consider both the maximum and the average time allowable
10 for receipt of unemployment compensation in Indiana.

11 CHAIRPERSON BLACKBURN: Thank you very much.

12 May I have a motion to accept that recommendation?

13 COMMISSIONER GIBSON: So moved.

14 COMMISSIONER KROPF: Second.

15 CHAIRPERSON BLACKBURN: All in favor of that action?

16 (The entire Commission voted in favor.)

17 CHAIRPERSON BLACKBURN: Okay. Thank you. So it is
18 ordered.

19 We have 37 cases of no probable cause.

20 COMMISSIONER GARCIA: Madame Chair --

21 CHAIRPERSON BLACKBURN: Oops.

22 COMMISSIONER GARCIA: -- I think there's a mistake
23 there. Jones v. ACS Healthcare Solutions is on that list,
24 and --

25 MS. DOBBINS: No, it's not an error, sir.

1 Sometimes --

2 COMMISSIONER GARCIA: Separate ones?

3 MS. DOBBINS: -- they cross paths.

4 COMMISSIONER GARCIA: Okay.

5 MS. DOBBINS: They probably just got their letter,
6 turned right around and asked for an appeal.

7 COMMISSIONER GARCIA: Okay. Because I've got that on
8 appeal.

9 MS. DOBBINS: Yeah. It'll show up on --

10 COMMISSIONER GARCIA: Okay.

11 MS. DOBBINS: It'll show up on the no probable cause
12 list.

13 COMMISSIONER GARCIA: Okay.

14 MS. DOBBINS: Okay.

15 CHAIRPERSON BLACKBURN: Okay. But we're not
16 dismissing that case, and that's one of your --

17 COMMISSIONER GARCIA: Yeah.

18 CHAIRPERSON BLACKBURN: -- making note of it.

19 So other than that, that makes then 36 cases of no
20 probable cause. May I have a motion to dismiss them?

21 COMMISSIONER GARCIA: I move we dismiss them.

22 VICE CHAIR CARTER: Second.

23 CHAIRPERSON BLACKBURN: All in favor?

24 (The entire Commission voted in favor.)

25 CHAIRPERSON BLACKBURN: Any opposed?

1 (No one opposed.)

2 CHAIRPERSON BLACKBURN: Thank you.

3 Four cases of failure to locate or failure to
4 cooperate. May I have a motion to dismiss them?

5 COMMISSIONER BAYNARD: So moved.

6 COMMISSIONER KROPF: Second.

7 CHAIRPERSON BLACKBURN: All in favor?

8 (The entire Commission voted in favor.)

9 CHAIRPERSON BLACKBURN: Any opposed?

10 (No one opposed.)

11 CHAIRPERSON BLACKBURN: Thank you.

12 In the cases that were withdrawn, there are eight of
13 them, and they're all listed. May I have a motion to
14 dismiss those?

15 VICE CHAIR CARTER: So moved.

16 COMMISSIONER BAYNARD: Second.

17 CHAIRPERSON BLACKBURN: All in favor?

18 (The entire Commission voted in favor.)

19 CHAIRPERSON BLACKBURN: Anyone opposed?

20 (No one opposed.)

21 CHAIRPERSON BLACKBURN: Thanks.

22 And we lacked jurisdiction in two cases. May I have a
23 motion to dismiss those?

24 COMMISSIONER KROPF: So moved.

25 COMMISSIONER GARCIA: Second.

1 CHAIRPERSON BLACKBURN: All in favor?

2 (The entire Commission voted in favor.)

3 CHAIRPERSON BLACKBURN: Anyone opposed?

4 (No one opposed.)

5 CHAIRPERSON BLACKBURN: Thank you.

6 We'll go now to report on appeals reviewed by
7 commissioners, and start with Commissioner Baynard.

8 COMMISSIONER BAYNARD: Yes, Madame Chair, in the case
9 of Manzili v. Hall Render Killian Heath & Lyman PSC and
10 Dunlap v. Clarian Health, I'd like to recommend to the
11 Commission that we uphold the Director's Finding of no
12 probable cause.

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

15 VICE CHAIR CARTER: So moved.

16 CHAIRPERSON BLACKBURN: All in favor?

17 (The entire Commission voted in favor.)

18 CHAIRPERSON BLACKBURN: I missed a second.

19 COMMISSIONER GARCIA: Second.

20 CHAIRPERSON BLACKBURN: Thank you.

21 We have a second. And all in favor?

22 (The entire Commission voted in favor.)

23 CHAIRPERSON BLACKBURN: Anyone opposed?

24 (No one opposed.)

25 CHAIRPERSON BLACKBURN: Thank you.

1 Commissioner Carter.

2 VICE CHAIR CARTER: Madame Chair, in the cases of Cork
3 v. Gold Seal Termite and Pest Control and Green v. Irwin
4 Mortgage Corporation, I recommend that the Commission
5 uphold the Director's No Probable Cause Finding.

6 CHAIRPERSON BLACKBURN: May I have a motion to accept
7 that recommendation?

8 COMMISSIONER BAYNARD: So moved.

9 COMMISSIONER KROPPF: Second.

10 CHAIRPERSON BLACKBURN: All in favor?

11 (The entire Commission voted in favor.)

12 CHAIRPERSON BLACKBURN: Anyone opposed?

13 (No one opposed.)

14 CHAIRPERSON BLACKBURN: Thank you.

15 Commissioner Garcia.

16 COMMISSIONER GARCIA: In both cases, Jones v. ACS
17 Healthcare Solutions and Reynolds v. AMDG LLC, my
18 recommendation is to uphold the Executive Director's
19 Determination of no probable cause.

20 CHAIRPERSON BLACKBURN: May I have a motion to accept
21 that?

22 COMMISSIONER KROPPF: So moved.

23 VICE CHAIR CARTER: Second.

24 CHAIRPERSON BLACKBURN: All in favor?

25 (The entire Commission voted in favor.)

1 CHAIRPERSON BLACKBURN: Anyone opposed?

2 (No one opposed.)

3 CHAIRPERSON BLACKBURN: Thank you.

4 I have four cases. They're listed on the agenda, and
5 my recommendation is that we uphold the Director's Finding
6 of no probable cause in all four cases.

7 So may I have a motion to accept that recommendation?

8 VICE CHAIR CARTER: So moved.

9 COMMISSIONER KROPF: Second.

10 CHAIRPERSON BLACKBURN: All in favor?

11 (The entire Commission voted in favor.)

12 CHAIRPERSON BLACKBURN: Anyone opposed?

13 (No one opposed.)

14 CHAIRPERSON BLACKBURN: Thank you.

15 And Commissioner Gibson.

16 COMMISSIONER GIBSON: In the cases of Camp v. Clay
17 City Senior Housing and Dixon v. Creative Industries, Inc.,
18 I recommend that we uphold the Director's Finding of no
19 probable cause.

20 CHAIRPERSON BLACKBURN: May I have a motion to accept
21 the recommendation?

22 COMMISSIONER GARCIA: I'll move we accept his
23 recommendation.

24 CHAIRPERSON BLACKBURN: And a second?

25 COMMISSIONER BAYNARD: Second.

1 CHAIRPERSON BLACKBURN: All in favor?

2 (The entire Commission voted in favor.)

3 CHAIRPERSON BLACKBURN: Anyone opposed?

4 (No one opposed.)

5 CHAIRPERSON BLACKBURN: Thank you.

6 COMMISSIONER GIBSON: In the cases of Hill v. AMDG LLC
7 and Severns v. Bethel Manor, I don't have a decision at
8 this point.

9 CHAIRPERSON BLACKBURN: All right.

10 The next is Commissioner Kropf.

11 COMMISSIONER KROPF: In the case of Yoder v. The City
12 of Logansport, et. al., I move we uphold the Director's
13 Finding of no probable cause.

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

16 COMMISSIONER GIBSON: So moved.

17 COMMISSIONER BAYNARD: Second.

18 CHAIRPERSON BLACKBURN: All in favor?

19 (The entire Commission voted in favor.)

20 CHAIRPERSON BLACKBURN: Anyone opposed?

21 (No one opposed.)

22 CHAIRPERSON BLACKBURN: Thank you.

23 We will now assign cases for review by commissioners.

24 Carter, Noble v. Tower Automotive and Jones v.
25 National City Bank.

1 Baynard, Freeling v. Transitional Services, Inc. and
2 Addison v. Southwest Health Center.

3 Garcia, Garcia v. Meijer, Inc. and Poindexter v. Pike
4 Family Dentistry, Inc.

5 Kropf, Rainier v. Ferguson & Ferguson, Inc., LaRosa v.
6 Asplundh Tree Expert Company.

7 And Gibson, Roberson v. Ft. Wayne State Development
8 Center.

9 And I'll review Dillon v. Wabash National Corp. And
10 Cortez v. Dr. Richard Herd, DDS.

11 And now an administrative update from our deputy
12 director.

13 DEPUTY DIRECTOR JEFFERSON: Thank you. I would like
14 to say first that we've got three areas to talk about: The
15 statistical report, the ADR unit, and legislation.

16 The statistical report has been forwarded to you in
17 your package or should have been. We got a little better
18 handle on our case production last month in January. I
19 think it's in light of the holidays being over with, and
20 we're all back and at it. So we closed more investigations
21 than we took in last month. So that made me happy.

22 We're continuing to work on training our intake staff
23 at the front. We do have relatively new people up there.
24 They're all within six months of employment, and next month
25 we're going to start some sort of continuation of some of

1 the things we have been working on and staffing phone calls
2 and getting good complaints out of that process.

3 But for the most part I think they've done a good job
4 in really grasping the information that comes in and not
5 missing complaints and referring those complaints that
6 don't belong at our Agency to other people. So that's
7 good.

8 The ADR unit -- and Steve Tilden is here to take any
9 questions you may have -- we're continuing to try to
10 receive grant funds from EEOC under the pilot program.
11 Now I think we've shifted away from being a pilot program
12 to now just being a grant or a contract work that the EEOC
13 does. So we're applying just like every other practitioner
14 in the state now on similar footing, I think, isn't it?

15 MR. TILDEN: Uh-huh.

16 DEPUTY DIRECTOR JEFFERSON: So attorneys apply to be
17 mediators for EEOC and so do we. And so I think we'll
18 probably be successful in getting a contract from EEOC in
19 the future for the next year, and it may be a contract that
20 is a rollover contract for a three-year period so we don't
21 have to do this every year. So that's been pretty
22 successful.

23 I -- the only concern I think we need to make sure we
24 address as an Agency is that we do their things but we also
25 take care of our own mediations at a minimum. So --

1 MR. TILDEN: Right.

2 May I say something?

3 DEPUTY DIRECTOR JEFFERSON: Sure. Go ahead.

4 MR. TILDEN: I wanted to mention that Diane Graves
5 who's been an assistant in our unit for a number of years,
6 about nine years, received a promotion several months ago,
7 and she was allowed to take the mediation certification
8 training at the law school that I help with every semester
9 and completed that.

10 And I'm working with her to start to learn to do
11 telephone mediations, and then later on she'll be setting
12 in and observing me. And then she's had the mediation
13 certification training. She did complete her first one
14 with my help on phone mediation.

15 So I just wanted to say I'm trying to bring somebody
16 along that doesn't have a college degree, but is incredibly
17 bright, and she's in a professional position now. As
18 you're aware, she's been blind since she was two years old.
19 So it's a good thing. She's really neat, so that's --
20 okay.

21 And the other thing I thought I'd mention because I
22 had a mediation yesterday in New Castle. I thought I'd
23 mention that, but -- that -- it's an extraordinary thing.
24 It was a conciliation with our attorney Robin Clay. I was
25 the mediator. And we held it in the circuit court

1 chambers.

2 And it's an old case -- five-year-old case, a housing
3 complaint, four-plus hours of mediation. They started at,
4 you know, \$1500 and \$17,000, and they finally settled on
5 \$12,000 to pay the complainant.

6 But after it was done, and I got them back together to
7 summarize the whole thing, the complainant and respondent
8 who's going to pay the \$12,000 got up, went over, and
9 hugged each other. Just -- it was awesome. You know,
10 Robin just couldn't believe it. It was a transformational
11 mediation, something that wouldn't happen one out of a
12 thousand times. I just thought that's interesting.

13 CHAIRPERSON BLACKBURN: Okay.

14 MR. TILDEN: I've seen one other one where there
15 wasn't any money involved, where it was a sexual harassment
16 complaint, two females, one had filed. And this was one of
17 the law students that I supervised at this mediation.

18 After hours of mediation, it was transformational too,
19 and there were many -- they had restraining orders against
20 each other. And we had to get permission from the Court so
21 that we could even have the mediation together in the same
22 room.

23 After hours of this transformational mediation, they
24 got up. They -- and hugged each other and started crying.
25 I had to get kleenexes out.

1 (Laughter.)

2 MR. TILDEN: It was amazing. But there was no money
3 involved, but it did resolve the civil rights complaints.

4 CHAIRPERSON BLACKBURN: Right.

5 MR. TILDEN: So anyway, just a couple tidbits of
6 interesting ADR for you guys.

7 CHAIRPERSON BLACKBURN: Yeah, that's neat.

8 DEPUTY DIRECTOR JEFFERSON: Thanks, Steve.

9 And hugging is always good --

10 (Laughter.)

11 DEPUTY DIRECTOR JEFFERSON: -- as long as it's
12 welcome.

13 COMMISSIONER KROPF: As long as it's welcome.

14 (Laughter.)

15 COMMISSIONER KROPF: We don't want to see it back
16 here.

17 (Laughter.)

18 VICE CHAIR CARTER: At least not while making
19 sandwiches.

20 DEPUTY DIRECTOR JEFFERSON: And then that's the ADR
21 update and statistical report if you have any questions.

22 Under legislation, really the only update I would give
23 you there I had mentioned last month and I think the month
24 before, there was this House Bill 1188 that dealt with
25 commission -- boards and commissions. And I believe it's

1 sort of trans -- it's been amended into a study commission
2 issue now.

3 Chris Gibson, do you know --

4 COMMISSIONER GIBSON: Actually I know 1188 is the
5 boards and commission bill --

6 DEPUTY DIRECTOR JEFFERSON: Right.

7 COMMISSIONER GIBSON: But I haven't -- I don't know
8 what the latest form it's taken. I know the administration
9 has backed off a fair amount on that bill.

10 DEPUTY DIRECTOR JEFFERSON: Right. I don't know if it
11 will get passed, but I think there's been an amendment that
12 if it does get passed, it will turn into sort of a summer
13 study commission to look at the issue a little deeper.
14 So --

15 COMMISSIONER GIBSON: Because the original draft would
16 have done away with the Civil Rights Commission, as I
17 understand it.

18 DEPUTY DIRECTOR JEFFERSON: It would have as far as
19 the board meetings, yeah.

20 COMMISSIONER GIBSON: The current board structure,
21 not, obviously, the state agency.

22 DEPUTY DIRECTOR JEFFERSON: Right. But -- well, that
23 and many other boards and commissions.

24 COMMISSIONER GIBSON: Yeah, absolutely.

25 DEPUTY DIRECTOR JEFFERSON: So that's a bill that

1 could have impacted us, and that's where that stands. And
2 I don't know if there are -- if you have any other
3 interests in pending legislation or bills that you're aware
4 of that you want to update us on, but that was the one I
5 talked about.

6 COMMISSIONER KROPF: Is the Agency watching the --
7 like the antimarriage amendment and --

8 DEPUTY DIRECTOR JEFFERSON: These -- that's the Senate
9 Joint Resolution. Is that 7?

10 COMMISSIONER KROPF: Uh-huh.

11 COMMISSIONER GIBSON: Okay.

12 DEPUTY DIRECTOR JEFFERSON: That was -- and here's
13 what I know about that is that was that ban -- the same sex
14 marriage ban constitutional --

15 COMMISSIONER KOPF: Uh-huh.

16 DEPUTY DIRECTOR JEFFERSON: -- amendment. That has
17 passed out of the Senate --

18 COMMISSIONER KROPF: Uh-huh.

19 DEPUTY DIRECTOR JEFFERSON: -- over to the House where
20 it's pending. Right?

21 COMMISSIONER KROPF: Uh-huh, right.

22 DEPUTY DIRECTOR JEFFERSON: That's the latest on that,
23 and I don't know what -- I don't know exact procedure on
24 the -- on a constitutional amendment versus the bills. I'm
25 not sure how many readings it has to have and things like

1 that, or if they just vote on it en masse.

2 COMMISSIONER KROPF: Uh-huh.

3 DEPUTY DIRECTOR JEFFERSON: I don't know the procedure
4 on it.

5 COMMISSIONER GIBSON: It's a similar procedure. I
6 mean, obviously, it needs to pass. And if it were to pass,
7 this General Assembly would have to pass another elected
8 General Assembly. So it couldn't come back next year
9 because there's not an election this November for the
10 General Assembly. It would have to come back, and then --
11 at the earliest in 2007 be passed again, and then it would
12 have to go on to the next statewide ballot.

13 DEPUTY DIRECTOR JEFFERSON: Okay.

14 COMMISSIONER GIBSON: And once that, then if it were
15 to be approved, it becomes part of the Constitution.

16 COMMISSIONER KROPF: Statewide ballot in 2008. Right?

17 COMMISSIONER GIBSON: I think 2008 is correct.

18 COMMISSIONER KROPF: Do we watch under the purview of
19 the Civil Rights Commission the -- like, the antiadoption
20 bills and the -- there's a bill -- I don't remember the
21 number, to remove health benefits for university employees?

22 DEPUTY DIRECTOR JEFFERSON: We can, and actually I was
23 made aware of them when -- from you, those -- that bill.
24 We could -- I could start a track on that and give an
25 update on that because that -- there's that bill, and there

1 was -- I believe there's another bill that dealt with -- is
2 there a benefits bill?

3 COMMISSIONER KROPF: It's the university benefits --

4 DEPUTY DIRECTOR JEFFERSON: University --

5 COMMISSIONER KROPF: -- bill, yeah.

6 DEPUTY DIRECTOR JEFFERSON: -- benefits bill.

7 COMMISSIONER KROPF: I think it -- what is it, 485, or
8 something.

9 DEPUTY DIRECTOR JEFFERSON: Right.

10 COMMISSIONER KROPF: I'm not sure.

11 DEPUTY DIRECTOR JEFFERSON: And we can track those
12 too.

13 COMMISSIONER KROPF: Great.

14 DEPUTY DIRECTOR JEFFERSON: So that's what I had on
15 legislation.

16 Joan Essex is here to give an update on grants and
17 programs and other Department of Administration activities.

18 MS. ESSEX: I will read the grants and contracts
19 report that -- provided by Damica O'Bryant.

20 As far as EEOC, proposals are now being accepted for
21 the 2005 mediation work-share agreement. ICRC will be
22 applying for this contract again.

23 The deadline is -- for application has been extended
24 to March 3rd of 2005. We are in the final stages of
25 preparation for the proposal and hope to get it to EEOC by

1 close of business Wednesday, March 2nd.

2 If awarded, monies may be used to staff mediation
3 training and development, equipment, and mediation staff
4 salaries.

5 With regard to FHAP, Fair Housing Assistance Program,
6 HUD received the 2002-2003 final report. We are awaiting
7 an official response. The 2003-2004 final report will be
8 sent to HUD once all invoices have been paid.

9 The 2004-2005 Partnership Grant award letters have
10 been mailed. Reporting documentation will be mailed
11 mid-March.

12 There has been no action on the FHIP Grant.

13 And the Home Grant we've received final payment for
14 the Home Grant, and the Grant will be closed out officially
15 on March 7th. We're in the process of putting together a
16 final report for IFHA.

17 The only other thing that I have under administration,
18 there was a forum on the 9th of February. The Forum for
19 Impediments to Fair Housing. Linda Keys -- that's Dr.
20 Linda Keys from Ball State came and presided over that
21 meeting to try to find out what the impediments were to
22 fair housing in the state with regard to the consolidated
23 plan and what we can do as a state to take care of those
24 issues.

25 We had to -- we were very surprised. When we sent out

1 the invitations, we thought it was ambitious to expect 50
2 people. We had to upgrade the room. We had a hundred
3 responses very quickly, and even though it snowed and it
4 was a very terrible day out, we still had 80 or more people
5 show up for the training.

6 So it was very successful, and we had some heavy
7 hitters. We had some housing directors and folks that
8 really needed to be there. So I think it was a very
9 productive meeting. And I'm anticipating a very well
10 thought out and some good comments from Dr. Keys when we get
11 that back from her. And I'll share that with you when we
12 do.

13 Other than that, that's all I had.

14 DEPUTY DIRECTOR JEFFERSON: I would just say on the
15 Forum for Fair Housing, I was there too. I think in this
16 state there's a lot of pressure from providers and public
17 housing agencies and social agencies to get out and want to
18 talk about housing issues. They really do feel it
19 throughout the state.

20 Well, most of those people -- well, a lot of them were
21 from Indianapolis, but a lot of them drove a long way to
22 get to Indianapolis.

23 So I'm waiting to see the report back because they
24 broke into small groups and they submitted their thoughts
25 and comments in writing. So we will get them summarized.

1 But it did strike me that there's some housing
2 problems in the state for people -- you know, affordability
3 issues, accessibility issues, transportation issues, those
4 kinds of things, particularly -- and particularly in rural
5 parts of the state. That was said on more than one
6 occasion at that conference. So it was very interesting.

7 And that's all we have for the administrative update
8 unless there's questions.

9 CHAIRPERSON BLACKBURN: Okay. Great.

10 Are there any announcements?

11 DEPUTY DIRECTOR JEFFERSON: I would like to make an
12 announcement. The Martin Luther King, Jr., Holiday
13 Commission will be doing a Holocaust memorial ceremony on
14 May 5th, I believe, which they've done every year. It will
15 be in the Rotunda. I got the date right --

16 MS. ESSEX: Uh-huh.

17 DEPUTY DIRECTOR JEFFERSON: -- didn't I? Right?

18 I believe Burnetta's been working on the planning of
19 that. And so that will be one of the public things that
20 the Commission puts together.

21 CHAIRPERSON BLACKBURN: Okay.

22 DEPUTY DIRECTOR JEFFERSON: That's all we have for the
23 near future.

24 CHAIRPERSON BLACKBURN: We'd like to participate, so
25 just keep --

1 DEPUTY DIRECTOR JEFFERSON: We'd like that.

2 CHAIRPERSON BLACKBURN: -- remind us. Okay?

3 DEPUTY DIRECTOR JEFFERSON: Okay.

4 CHAIRPERSON BLACKBURN: There are comments in your
5 Chair's cover stories in month in both *Indianapolis Woman*
6 and --

7 DEPUTY DIRECTOR JEFFERSON: *Shield*?

8 COMMISSIONER KROPF: *Shield*.

9 CHAIRPERSON BLACKBURN: -- *Shield* -- *Shields Magazine*.
10 There's comments about the Commission that I made to
11 interviewers which I hope you guys approve of. Trying to
12 represent you well.

13 (Laughter.)

14 DEPUTY DIRECTOR JEFFERSON: Way to go.

15 CHAIRPERSON BLACKBURN: Any there other announcements?

16 (No other announcements were made.)

17 CHAIRPERSON BLACKBURN: Hearing none, we are
18 adjourned.

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(The meeting concluded at 3:44 p.m., February 25, 2005.)

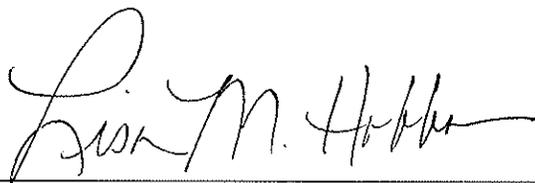
1 STATE OF INDIANA)
2 COUNTY OF JOHNSON) SS:
3)

4 I, Lisa M. Hobbs a Notary Public and Shorthand
5 Reporter in and for the County of Johnson, State of
6 Indiana, do hereby certify that on the 25th day of
7 February, 2005, at the Indiana Civil Rights Commission, I
8 took down in stenograph notes and recorded the foregoing
9 proceedings.

10 I do further certify that the above and foregoing is a
11 true and accurate transcript of my stenograph notes as
12 taken at said time and place, to the best of my knowledge
13 and belief.

14 IN WITNESS WHEREOF, I have hereunto set my hand and
15 affixed by notarial seal this 9th day of March, 2005.

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Lisa M. Hobbs

Notary Public

Residing in Johnson County

My Commission Expires:

April 27, 2008