

1                   BEFORE THE STATE OF INDIANA  
 2                   CIVIL RIGHTS COMMISSION  
 3                   - - -  
 4  
 5                   PUBLIC MEETING OF FEBRUARY 16, 2018  
 6

7  
 8                   - - -  
 9                   PROCEEDINGS

10 in the above-captioned matter, before the Indiana  
 11 Civil Rights Commission, Alpha Blackburn,  
 12 Chairperson, taken before me, Lindy L. Meyer,  
 13 Jr., a Notary Public in and for the State of  
 14 Indiana, County of Shelby, at the Indiana  
 15 Government Center North, 100 North Senate Avenue,  
 16 Room N300, Indianapolis, Indiana, on Friday,  
 17 February 16, 2018 at 1:06 o'clock p.m.

18                   - - -

19  
 20  
 21                   William F. Daniels, RPR/CP CM d/b/a  
 22                   ACCURATE REPORTING OF INDIANA  
 23                   12922 Brighton Avenue  
                   Carmel, Indiana 46032  
                   (317) 848-0088

♀

1 APPEARANCES:

CRC 2-16-18

2 COMMISSION MEMBERS:

- 3 Alpha Blackburn, Chairperson
- 4 James W. Jackson
- 5 Sheryl Edwards
- 6 Adrienne L. Slash
- 7 Steven A. Ramos (via telephone)

8 INDIANA CIVIL RIGHTS COMMISSION  
 9 By Gregory Wilson, Director/Secretary  
 & Doneisha Posey, Deputy Director  
 10 Indiana Government Center North  
 100 North Senate Avenue, Room N300  
 Indianapolis, Indiana 46204  
 On behalf of the Commission.

11 OTHER COMMISSION STAFF PRESENT:

- 12 John Burkhardt
- 13 Lesley Gordon
- 14 Elia James
- 15 Helga Davila
- 16 John Hawkins
- 17 Tyler Bracken
- 18 Anehitia Eromosele

19 ALSO PRESENT:

20 Joe Trump

21 - - -

3

1 1:06 o'clock p.m.  
 2 February 16, 2018

3 - - -

4 CHAIRPERSON BLACKBURN: Good  
 5 afternoon.

6 MR. WILSON: Good afternoon.

MS. POSEY: Good afternoon.

7 CHAIRPERSON BLACKBURN: The Indiana  
8 Civil Rights Commission is now in public session.  
9 We have a quorum. Welcome, everybody. And we  
10 will proceed according to the agenda that you  
11 have in front of you.

12 JUDGE BURKHARDT: Well, with that,  
13 we --

14 MR. WILSON: Speak up so we can hear.

15 JUDGE BURKHARDT: With that, I'll  
16 note we have Vice-Chair Ramos on the conference  
17 line, and I will happy to provide the  
18 announcement of agenda. So, good afternoon.

19 COMM. EDWARDS: Good afternoon.

20 COMM. SLASH: Good afternoon.

21 JUDGE BURKHARDT: In today's meeting,  
22 we will welcome --

23 COMM. RAMOS: Good afternoon.

♀

4

1 JUDGE BURKHARDT: Yes, Vice-Chair  
2 Ramos.

3 In today's meeting, we will welcome the  
4 ICRC's most recently appointed Commissioner,  
5 Mr. James Jackson; next, you will receive a  
6 report from the ICRC Directors; then the  
7 Commission will receive reports from the  
8 Commissioners that you appointed, Chairperson  
9 Blackburn, to the nine appeals that were assigned  
10 at the last meeting.

11 The -- next, you can provide the

CRC 2-16-18

12 appointment of Commissioners to the six new  
13 appeals that have been made; and then the  
14 Commission will vote on the ALJ's dispositive  
15 orders.

16 CHAIRPERSON BLACKBURN: Thank you,  
17 John.

18 You have in your packets the transcript of  
19 the previous meeting. I would ask for a motion  
20 to accept.

21 COMM. SLASH: So moved.

22 CHAIRPERSON BLACKBURN: And a second?

23 COMM. EDWARDS: Second.

♀

5

1 CHAIRPERSON BLACKBURN: All in favor?

2 COMM. EDWARDS: Aye.

3 COMM. SLASH: Aye.

4 COMM. RAMOS: Aye.

5 COMM. JACKSON: Aye.

6 CHAIRPERSON BLACKBURN: Aye.

7 Anyone opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Thank you  
10 very much.

11 The old appeals are also listed in your  
12 folder, I think.

13 COMM. SLASH: Uh-huh.

14 CHAIRPERSON BLACKBURN: The cases  
15 listed -- well, the first case listed is one  
16 which I reviewed. It is Margo Carrancejie versus

17 Lillebridge and George Cochran and St. Vincent's  
18 Regional Hospital. I move that -- I suggest that  
19 we uphold the Deputy Director of Administration  
20 proceed with the administrative dismissal as  
21 untimely. And I ask for a motion to accept.

22 COMM. EDWARDS: I move to accept.

23 COMM. SLASH: Second.

♀

6

1 CHAIRPERSON BLACKBURN: All in favor?

2 COMM. EDWARDS: Aye.

3 COMM. SLASH: Aye.

4 COMM. JACKSON: Aye.

5 CHAIRPERSON BLACKBURN: Aye.

6 Anyone opposed?

7 COMM. RAMOS: Aye.

8 CHAIRPERSON BLACKBURN: Someone

9 didn't hear?

10 COMM. SLASH: No, he said "aye."

11 CHAIRPERSON BLACKBURN: Aye? Okay.

12 Thank you very much.

13 The next case is Tracey Essex versus  
14 Anthem, Inc. Comm. Slash.

15 COMM. SLASH: I move to uphold the no  
16 probable cause finding.

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

19 COMM. EDWARDS: So moved.

20 CHAIRPERSON BLACKBURN: A second,  
21 please?

22 CRC 2-16-18  
COMM. JACKSON: Second.  
23 CHAIRPERSON BLACKBURN: All in favor?

7

1 COMM. EDWARDS: Aye.  
2 COMM. SLASH: Aye.  
3 COMM. JACKSON: Aye.  
4 CHAIRPERSON BLACKBURN: Aye.  
5 Anyone opposed?  
6 COMM. RAMOS: Aye.  
7 CHAIRPERSON BLACKBURN: Thank you.  
8 The next case is one assigned to  
9 Comm. Ramos. Do we have from him a report, or  
10 shall we move on to the next?  
11 COMM. SLASH: We have his.  
12 COMM. RAMOS: I have a report. In  
13 the cases of the Janet Brammer versus Famous Dave  
14 and Shirley Morens versus Peru High School, I  
15 recommend that we uphold the Director's finding  
16 of no probable cause.  
17 CHAIRPERSON BLACKBURN: Would you  
18 repeat that, Comm. Ramos? Was the first one you  
19 mentioned Andrew Shaw -- I mean Straw?  
20 COMM. EDWARDS: No.  
21 COMM. RAMOS: The first case is Janet  
22 Brammer versus Famous Dave.  
23 CHAIRPERSON BLACKBURN: Okay. And

8

1 then Shirley Morens?

2                   COMM. RAMOS: Yes, correct, versus --

3                   CHAIRPERSON BLACKBURN: Okay.

4                   COMM. RAMOS: -- Peru High School,  
5 and I recommend that we uphold the Director's  
6 finding of no probable cause.

7                   CHAIRPERSON BLACKBURN: Thank you  
8 very much.

9                   May I have a motion to accept?

10                  COMM. EDWARDS: So moved.

11                  CHAIRPERSON BLACKBURN: And a second?

12                  COMM. SLASH: Second.

13                  CHAIRPERSON BLACKBURN: Thank you.

14                  All in favor?

15                  COMM. EDWARDS: Aye.

16                  COMM. SLASH: Aye.

17                  COMM. RAMOS: Aye.

18                  COMM. JACKSON: Aye.

19                  COMM. RAMOS: Aye.

20                  CHAIRPERSON BLACKBURN: Aye.

21                  Anyone opposed?

22                                (No response.)

23                  CHAIRPERSON BLACKBURN: Thank you.

♀

1                   Comm. Edwards.

2                   COMM. EDWARDS: Okay. In the case of  
3 Christian and Samantha Riley versus Terre Haute  
4 Housing Authority, I recommend upholding the  
5 finding of no probable cause on the first two  
Page 7

6 issues, and then on the third issue, reasonable  
7 cause when they requested a reasonable  
8 accommodation.

9 CHAIRPERSON BLACKBURN: Did everybody  
10 understand that?

11 COMM. EDWARDS: Because there were  
12 three issues.

13 MS. POSEY: May I?

14 COMM. EDWARDS: Yes.

15 MS. POSEY: Okay. So, in this case  
16 there were three issues. There were --

17 COMM. EDWARDS: Yes.

18 MS. POSEY: -- two no causes -- no  
19 reasonable causes, and one we found cause.

20 COMM. EDWARDS: For reasonable --

21 MS. POSEY: The Rileys appealed the  
22 first two no-cause findings.

23 COMM. EDWARDS: Okay.

10

1 MS. POSEY: So, if you could say if  
2 you want to uphold the two no-cause findings.  
3 The cause finding has already been found and is  
4 already moving through the process, so they want  
5 to know about the no causes, if that would be  
6 upheld or if that would be reversed.

7 COMM. EDWARDS: Okay. I thought I  
8 said that, but --

9 MS. POSEY: Yeah, you did.

10 COMM. EDWARDS: -- with the first two  
Page 8

11 issues --

12 MS. POSEY: You did.

13 COMM. EDWARDS: Yes, yes, the first

14 two --

15 MS. POSEY: I was just clarifying for  
16 the record.

17 COMM. EDWARDS: Yes. The first two  
18 issues, I move -- I recommend that we accept the  
19 findings of no probable cause.

20 CHAIRPERSON BLACKBURN: A motion,  
21 please, to accept.

22 COMM. SLASH: So moved.

23 CHAIRPERSON BLACKBURN: Ask a second.

♀

11

1 COMM. JACKSON: Second.

2 CHAIRPERSON BLACKBURN: And all in  
3 favor, please?

4 COMM. EDWARDS: Aye.

5 COMM. SLASH: Aye.

6 COMM. RAMOS: Aye.

7 COMM. JACKSON: Aye.

8 CHAIRPERSON BLACKBURN: Aye. Thank  
9 you.

10 The next is Ted Czanderna versus Area 7  
11 Agency on Aging.

12 COMM. EDWARDS: Madam Chair, that was  
13 nine, and I recommend upholding the finding of no  
14 probable cause.

15 CHAIRPERSON BLACKBURN: You had a lot  
Page 9

16 of sleepless nights, didn't you?

17 COMM. EDWARDS: Not really.

18 CHAIRPERSON BLACKBURN: That's quite  
19 a bit.

20 May I have a motion to accept?

21 COMM. SLASH: So moved.

22 CHAIRPERSON BLACKBURN: And a second?

23 COMM. JACKSON: Second.

♀

12

1 CHAIRPERSON BLACKBURN: All in favor?

2 COMM. EDWARDS: Aye.

3 COMM. SLASH: Aye.

4 COMM. RAMOS: Aye.

5 COMM. JACKSON: Aye.

6 CHAIRPERSON BLACKBURN: Aye.

7 Anyone opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Now,  
10 Comm. Long, I hope, is celebrating Chinese New  
11 Year today, and she's in China, too, and I don't  
12 know if we have a report on the case which she  
13 reviewed --

14 COMM. EDWARDS: Yes, we do.

15 CHAIRPERSON BLACKBURN: -- the two  
16 cases. Would you like to report on them?

17 JUDGE BURKHARDT: Well, located in  
18 your binders is the correspondence from  
19 Comm. Long, where she stated that in the case of  
20 Vincent Sly v. Dollar General, she recommended

21 upholding the finding of no probable cause.

22 CHAIRPERSON BLACKBURN: May I have a

23 motion to accept?

‡

13

1 COMM. SLASH: So moved.

2 COMM. EDWARDS: Second.

3 CHAIRPERSON BLACKBURN: And all in  
4 favor?

5 COMM. EDWARDS: Aye.

6 COMM. SLASH: Aye.

7 COMM. JACKSON: Aye.

8 CHAIRPERSON BLACKBURN: Aye.

9 Anyone opposed?

10 COMM. RAMOS: Aye.

11 CHAIRPERSON BLACKBURN: Thank you.

12 JUDGE BURKHARDT: Also stated in her  
13 correspondence was that with respect to the case  
14 of Andrew Straw v. City of South Bend, she  
15 recommends upholding the finding of no probable  
16 cause.

17 COMM. EDWARDS: So moved. Oops.

18 COMM. JACKSON: Second.

19 COMM. EDWARDS: Excuse me, Madam  
20 Chairperson.

21 CHAIRPERSON BLACKBURN: That's all  
22 right. Thank you very much.

23 COMM. JACKSON: Second.

‡

1 CHAIRPERSON BLACKBURN: We have a  
2 move to accept that recommendation and a second.  
3 All in favor?

4 COMM. EDWARDS: Aye.

5 COMM. SLASH: Aye.

6 COMM. JACKSON: Aye.

7 CHAIRPERSON BLACKBURN: Aye.

8 Anyone opposed?

9 COMM. RAMOS: Aye.

10 CHAIRPERSON BLACKBURN: Thank you.

11 And finally, Comm. Slash.

12 COMM. SLASH: Yes. So, we already  
13 did my first one, but my second one, in the case  
14 of Joe Trump versus Waterscape HOA, I would like  
15 to continue to review further information that  
16 was recently received.

17 CHAIRPERSON BLACKBURN: Thank you  
18 very much. That won't require a vote. What  
19 about Essex versus Anthem, Inc.?

20 COMM. SLASH: That one I move to  
21 uphold the finding of no probable cause.

22 CHAIRPERSON BLACKBURN: May I have a  
23 motion to accept?

♀

1 COMM. EDWARDS: So moved.

2 COMM. JACKSON: Second.

3 CHAIRPERSON BLACKBURN: All in favor?

CRC 2-16-18

4 COMM. EDWARDS: Aye.

5 COMM. SLASH: Aye.

6 COMM. RAMOS: Aye.

7 COMM. JACKSON: Aye.

8 CHAIRPERSON BLACKBURN: Aye.

9 Anyone opposed?

10 COMM. RAMOS: Aye.

11 CHAIRPERSON BLACKBURN: Thank you.

12 Anyone opposed?

13 (No response.)

14 CHAIRPERSON BLACKBURN: Thank you.

15 To review the cases as you see them listed  
16 under New Business, I want to assign from the  
17 recorder's left to right of Commissioners present  
18 to assign those cases for review, one, two --

19 MS. POSEY: If I may, for the record,  
20 Adebayo Adefolaju versus Michael Sherificks --  
21 Sherfficks -- will be assigned to Comm. Edwards;  
22 Shirley Morens versus Kann Enterprises assigned  
23 to Comm. Slash; Rebecca Kiste versus Dennis

‡

16

1 Pickett to Madam Chair Blackburn; Otterbein to --  
2 versus Dayton Appliance Parts to Comm. Jackson;  
3 Capales versus Meddallion Plastics, Incorporated  
4 to Comm. Ramos, and --

5 CHAIRPERSON BLACKBURN: I hate to  
6 interrupt you. If you would please assign the  
7 cases only to --

8 MS. POSEY: Those who are here?

9 CHAIRPERSON BLACKBURN: -- the  
10 Commissioners who are present.

11 MS. POSEY: Okay. My apologies.  
12 Anthony Capales versus Meddallion Plastics will  
13 be assigned to Comm. Edwards; and Sandra Black  
14 versus Hunter Run Apartments to Comm. Slash.

15 CHAIRPERSON BLACKBURN: Thank you.

16 You have also in your packet copies of all  
17 of the orders, the findings and the final orders.  
18 Do you have any question about any of them before  
19 we move acceptance of those orders?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Hearing none,  
22 may I have a motion, then, to accept the final  
23 orders?

17

1 COMM. EDWARDS: I move to accept the  
2 final orders.

3 COMM. SLASH: Second.

4 CHAIRPERSON BLACKBURN: And all in  
5 favor?

6 COMM. EDWARDS: Aye.

7 COMM. SLASH: Aye.

8 COMM. RAMOS: Aye.

9 COMM. JACKSON: Aye.

10 CHAIRPERSON BLACKBURN: Aye.

11 Anyone opposed?

12 (No response.)

13 CHAIRPERSON BLACKBURN: Thank you.

14 MS. POSEY: And if I may, for the  
15 record, just to say that Tyson versus Greenwood  
16 Pain Management, Atkins versus Heartland Food  
17 Products, Santana versus City of Hammond,  
18 Hagepanos versus The Cover Girl, Williams -- or  
19 Indiana Civil Rights Commission versus John H.  
20 Boner Community Center and James Taylor, Bell  
21 versus Stampfil Associates, White versus Charter  
22 Schools U.S.A., and White versus Thomas Carr Howe  
23 High School.

18

1 CHAIRPERSON BLACKBURN: Are there any  
2 announcements?

3 JUDGE BURKHARDT: Well, speaking to  
4 the Annual Meeting note listed under  
5 Announcements, I'd be happy to simply summarize  
6 that the -- according to the Indiana Civil Rights  
7 Law, the April Commission meeting, monthly  
8 meeting, is the Annual Meeting, at which the  
9 Chair and Vice-Chair are elected, and at which  
10 this agency is happy to extend its updates and  
11 prior to a training to benefit all Commissioners,  
12 substantive training on law procedure as pertains  
13 to the agency, and that we will conduct that from  
14 9:00 till 1:00 prior to the monthly meeting.

15 CHAIRPERSON BLACKBURN: Thank you,  
16 John.

17 COMM. JACKSON: What was that date?

18 JUDGE BURKHARDT: That is April 20th,

19 the third Friday of April. CRC 2-16-18

20 CHAIRPERSON BLACKBURN: For the  
21 record, I want to voice my opinion about the  
22 meeting being held here in your office, in the  
23 conference room. It's, for me, a lot more

19

1 inconvenient, and the room is really hot. So, if  
2 anybody else has an issue, please feel free to  
3 express it. I know it's quite a lot of paper to  
4 transport, but so much of it is probably less  
5 necessary in that you have the web site up and  
6 running --

7 COMM. EDWARDS: Sure.

8 CHAIRPERSON BLACKBURN: -- smoothly  
9 now. So, that having been said, is everybody  
10 okay?

11 COMM. EDWARDS: Yeah, just fan a  
12 little bit.

13 MS. POSEY: Let the record show  
14 Commissioners are fanning themselves.

15 (Laughter.)

16 CHAIRPERSON BLACKBURN: All right.

17 JUDGE BURKHARDT: Well, if I could,  
18 just to ensure, the updated agenda you received,  
19 which mentioned at its forefront the welcome and  
20 introduction of Commissioner James W. Jackson, as  
21 well as the ICRC Director's Report, we'd be happy  
22 to facilitate.

23 CHAIRPERSON BLACKBURN: I'm sorry,

1 John?

2 JUDGE BURKHARDT: Well, we'd love to  
3 welcome and introduce Commissioner James W.  
4 Jackson and welcome him into the Commission, and  
5 follow that with a report from the ICRC  
6 Directors.

7 CHAIRPERSON BLACKBURN: I think  
8 that's excellent. I want to personally welcome  
9 our new Commissioner.

10 COMM. JACKSON: Thank you.

11 CHAIRPERSON BLACKBURN: And you've  
12 been on board a lot longer than you've been  
13 dumped in the water, so how do you feel about  
14 being here?

15 COMM. JACKSON: Good.

16 CHAIRPERSON BLACKBURN: Good? So  
17 far, so good?

18 COMM. JACKSON: Yeah, so far, so  
19 good.

20 CHAIRPERSON BLACKBURN: Excellent.  
21 Thank you so much. Do you want to tell us a  
22 little bit about yourself and your interest in  
23 civil rights?

♀

1 COMM. JACKSON: Okay. I'm James  
2 Jackson, married, father of four, a grandson,  
Page 17

3    Lead pastor of Fervent Prayer Church, President  
4    of Far Eastside Action Coalition, which is on the  
5    far east side, an organization that deals with  
6    issues in our community, provides jobs for young  
7    people. Served on the Merit Board, which is the  
8    governing body for the Police Department for the  
9    City of Indianapolis. Served on the Board of  
10   Public Safety for a short period of time.

11           Earned my Master's in Divinity at IWU,  
12   graduated in 2016. Very much interested in civil  
13   rights. This is an interesting assignment. I  
14   appreciate Director Wilson asking me to do it,  
15   and for you all accepting me.

16           If there's such a thing called blood  
17   memory, the late Dr. Ben Hooks is my cousin, and  
18   I met him through -- well, I actually went to a  
19   family reunion and was able to sit down and talk  
20   with him. He led the NAACP for a number of years  
21   and pastored a church in two cities, and just a  
22   lot of other things, and he gave me his book, and  
23   signed it, called "The March for Civil Rights."

22

1           CHAIRPERSON BLACKBURN: Oh.

2           COMM. JACKSON: So, this is an  
3   interesting place for me to end up, having come  
4   from a family and history historically that has  
5   been on the leading edge of civil rights issues.  
6   So, I'm here to learn. Certainly I don't know a  
7   lot about how all of this works, but I'm looking

8 forward to learning and working with you all.

9 CHAIRPERSON BLACKBURN: Thank you.

10 Thank you so much.

11 As has been suggested by Director  
12 Burkhardt, I'd like to follow not the agenda that  
13 we were provided, but allow now for a report from  
14 our administrative body.

15 JUDGE BURKHARDT: Thank you.

16 MR. WILSON: Commissioners, good  
17 afternoon.

18 CHAIRPERSON BLACKBURN: Good  
19 afternoon.

20 COMM. EDWARDS: Good afternoon.

21 COMM. SLASH: Good afternoon.

22 MR. WILSON: And we welcome you again  
23 to ICRC. We appreciate you traveling far and

♀

23

1 near to be here. We thank you so much. What I  
2 want to do is -- and Comm. Ramos, can you hear  
3 me, sir?

4 COMM. RAMOS: Yes, I can.

5 MR. WILSON: Okay. I have a pretty  
6 boisterous voice, so that's a good thing or a bad  
7 thing. It depends on what you're saying; right?

8 (Laughter.)

9 MR. WILSON: Again, thank you,  
10 chairperson. Thank you so much. We appreciate  
11 the opportunity to speak to the Commission.

12 And Pastor Jackson, we thank you for  
Page 19

13 accepting the offer to join and be a part of this  
14 Commission.

15 I just want to start out by saying a  
16 couple of things, and as we talk about what we've  
17 been doing and kind of our continuing vision for  
18 the agency. One of the big things was making  
19 sure that we had a full Commission. I think you  
20 know from day one, when I came in, I looked to  
21 see what was the problems in the agency.

22 And one of the things, we were not able to  
23 get a quorum. We had a small body. We didn't

‡

24

1 have the full Commission. So, again, we were  
2 able for get Pastor Jackson on board, and I will  
3 tell you we have one more Commission seat that we  
4 are filling, and as soon as they finish  
5 evaluating those candidates, there will be a body  
6 of seven.

7 And we think that will help twofold. One  
8 is, we know that people have vacation in our  
9 lives, so there might be times that people can't  
10 be here, but with a body of seven, we know that  
11 gives us better odds of making sure that we're  
12 able to do the people's business, and that's why  
13 I'm here is to serve, is to do the people's  
14 business. And so, look for that seventh person  
15 to be coming.

16 So, we think we've done that work with  
17 this Commission as with all of the Commissions

18 that we have here at civil rights, and Pastor  
19 Jackson, I don't know if you know, we have four  
20 additional Commissions. We have the Latino  
21 Commission, we have the Women's Commission, we  
22 have the Social Status of Black Males Commission,  
23 and we have the Native American commission here

♀

25

1 under the house of ICRC.

2 And so, even with those Commissions, our  
3 duties and responsibilities, they fall under  
4 Lesley -- Deputy Director Lesley Gordon of  
5 External Affairs, and she'll talk more about  
6 that, because we've had to do a lot of things  
7 with those Commissions, restructuring, hiring new  
8 people to manage those Commissions, so we're  
9 excited about those changes that we've done.

10 And also trying to get the Commissions --  
11 I don't know if all of you got to attend, but we  
12 had a huge meeting, a luncheon, for all of the  
13 Commissions to come together so we could figure  
14 out how to collaborate, do more collaboration and  
15 work together. I think -- were you there,  
16 Chairperson Blackburn? Were you at that luncheon  
17 with us, with all of the Commissions? I thought  
18 you were there. Maybe you wasn't.

19 CHAIRPERSON BLACKBURN: No.

20 MR. WILSON: So, anyway, the point  
21 being is we had all of these Commissions together  
22 to figure out how we could collaborate and work

23 together, utilizing the resources we all have to

26

1 get our informations out, shared informations out  
2 across the state.

3 I'm going to give you the short version  
4 from me about what we've been doing, because  
5 they're going to give you more from their  
6 perspective areas as Deputy Director Posey and  
7 then Deputy Director Gordon.

8 So, the big thing coming in, as I've  
9 talked prior, we looked at our backlogs, we  
10 looked at issues that the Commission faced, and  
11 we wanted to improve those -- we wanted to  
12 improve those processes. One of the things is we  
13 were able to get 200 additional cases out last  
14 year, two or three, and I think that generated  
15 probably about two hundred-some thousand dollars  
16 in additional revenues, based on us getting those  
17 backlogs out.

18 We hired John as the Administrative Law  
19 Judge, and John has come in and helped to finish  
20 restructuring this office to make sure these  
21 cases line up for you and that he could get those  
22 cases processed, and even if -- you've seen some  
23 of the old cases that we've had here that we've

27

1 had to get out.

2           And so, we appreciate what our  
3 Administrative Law Judge has done in making sure  
4 that office is functioning properly. And he's  
5 put together a lot of the -- I want to say data  
6 selection systems that we have in our agency, as  
7 well as in his department, but that affect  
8 operations.

9           We wanted to make sure -- and then you'll  
10 see -- you all have a copy of the annual report.

11           COMM. EDWARDS: Uh-huh.

12           MR. WILSON: And it has a beautiful  
13 front cover that we think is very impactful. But  
14 one of the things in here, if you just go even to  
15 the organizational chart, and it doesn't have  
16 page numbers, but it's about the center of your  
17 book is the organizational chart.

18           So, one of the things that we've got  
19 here -- we had two problems. One is we had to  
20 make sure that we get our budget cleaned up, our  
21 revenue cleaned up, and we were able to get  
22 our -- Pamella Cook, who is our CFO, she came in,  
23 she got our budget together, and by her doing

♀

28

1 that, she helped me as I try to fill the vacant  
2 positions.

3           You look at the first page, you see what  
4 it looked like when we first got here. We've got  
5 a lot of vacant positions, and which put a lot of

6 stress on the employees, and which also hurt our  
7 customer service, and that means our serving the  
8 community, which is why we're here.

9 If you go to the next page, on the other  
10 side, you'll see all of the positions that we've  
11 filled. Right now, every position is -- right  
12 now that's filled, the employee hasn't started,  
13 but they're all filled. We've been able to fill  
14 all of these positions, and then eliminate our  
15 temporaries.

16 We had a lot of temporaries, and the  
17 problem is with temporaries, that's what it is,  
18 temporary, high turnover, but when you get  
19 employees that actually work for the agency, they  
20 feel like they're more invested, and that's what  
21 was important for us. So, now, as you see, we  
22 have a very strong, structured agency.

23 The big thing for me is empowering staff.

29

1 I believe in that, and I've empowered by Deputy  
2 Directors to run their areas. They bring me the  
3 information, we work together to figure out  
4 solutions, because everything is about -- we're  
5 result driven, so we've got to make sure that  
6 these processes work.

7 At the end of the day, as I tell  
8 everybody, even though they're cases to some,  
9 these are people's lives, and we've got to be --  
10 make sure that we have the processes to be able

11 to support and take care of these cases. As John  
12 always says, justice delayed is justice denied,  
13 and that is not what we want to do here in this  
14 agency.

15           We want to make sure that we do our part.  
16 That doesn't mean it's always going to go the way  
17 of the claimant, but they'll know that their case  
18 has been processed, has been investigated, and we  
19 came up with the right conclusion based on the  
20 evidence that we have. So, we're excited about  
21 that as well.

22           The vision for this year is to get our  
23 services into the community physically, and, you

♀

30

1 know, normally we do intake in this office here.  
2 Well, we're already set up to start doing intake  
3 in the community. We're working with --  
4 partnering with the Indianapolis Library to start  
5 having intake services out in neighborhood  
6 libraries.

7           What does that do? That makes it more  
8 accessible to people. We've made the hours -- we  
9 extended the hours, so that those getting off  
10 work will still be able to attend, but it's right  
11 there. We're making sure that where we do it has  
12 a bus line, has free parking. We want to make  
13 sure we do everything to eliminate any barriers  
14 from people filing a claim with Indiana Civil  
15 Rights Commission.

16 That's important. It's always important  
17 to me is that we meet people where they are. So,  
18 to me, that was a big piece. And we're not just  
19 going to do it here, we're going to do it around  
20 the state. We are going to make sure that we  
21 engage with new partners, partners that we can  
22 work with.

23 Like I said, I drove around last year, I

31

1 met with every human rights agency in the state.  
2 That's not been done, and they've all appreciated  
3 that. And I sat down and I talked to them all  
4 about "How can we partner? How can we work  
5 together to serve more of the citizens or those  
6 passing through in the State of Indiana?"

7 So, one of the big keys is -- and she'll  
8 talk more, but I want to say that we hired our  
9 Outreach Manager, which is John.

10 MR. HAWKINS: How are you doing?

11 MR. WILSON: And what John is going  
12 to do is he's going to be on the road, helping to  
13 carry our message and talk to the people about  
14 what we do here at ICRC. That's important. That  
15 has been a missing piece. Our communication area  
16 has really only had one person for so long, and  
17 really it wasn't a statewide focus, which is what  
18 it is now. I'm focused on making sure that we  
19 service the whole state, and Leslie will talk  
20 about her goal to go to all of the counties in

21 Indiana, which is an ambitious goal, and I like  
22 that. So, we're happy about that.  
23 But one thing I wanted to do in the

♀

32

1 department, I wanted to make sure that employees  
2 feel valued. That's important to me, that they  
3 felt like they were part of the team, that their  
4 input was heard. So, I met with all employees  
5 when I first got here individually, and then at  
6 the end of the year I met with them again, to see  
7 what they thought of the changes and things that  
8 we made, and I'll do that same thing again this  
9 year. As we go along, I want to know what  
10 they're thinking.

11 And a lot of -- excuse me -- a lot of  
12 things that they brought to my attention we've  
13 been able to do, and you'll hear that from the  
14 directors, what we've been able to do. That's  
15 important is that they feel like they are part of  
16 this, that they've vested.

17 And then the other big thing is focused on  
18 training, making sure that they know their job,  
19 they understand what we're asking them to do, and  
20 then making sure they have the tools to be able  
21 to do it.

22 So, with that, I just want to say our  
23 continued vision is to improve the operation, and

♀

33

1 mostly, again, I say our mission is to eradicate  
2 discrimination, but my mission is to serve the  
3 citizens of Indiana. That's what I'm here for,  
4 that's what I'm paid to do. And then at the same  
5 time, to serve the employees that work here,  
6 because this is a team. We'll get it done as a  
7 team.

8 So, with that, I want to say thank you so  
9 much, and I would like to turn it over to Deputy  
10 Director Doneisha Posey.

11 MS. POSEY: Good afternoon.

12 CHAIRPERSON BLACKBURN: Good  
13 afternoon.

14 COMM. EDWARDS: Good afternoon.

15 COMM. JACKSON: Good afternoon.

16 MS. POSEY: So, first I want to look  
17 at our Agency at a Glance. This is something  
18 that we like to talk about every month when we  
19 have the Commission meetings, just so you can get  
20 a big-picture overview of the operations, and  
21 then also the outreach of the agency for the past  
22 month.

23 So, this is looking at January of 2018.

34

1 So, looking all of the way over at the left, that  
2 first column that says "Number of Calls" and all  
3 of that, everything in the green means the number  
4 had went up.

5           So, we're really happy to see, looking at  
6 "Number of Inquiries," that means number of  
7 people that have called the Indiana Civil Rights  
8 Commission to inquire about filing a complaint,  
9 not necessarily that they filed the complaint or  
10 that they went through with the process, but that  
11 they were interested in getting more information.  
12 So, 212 for the month of January, which is an  
13 addition -- additional 73 from the month before.

14           An awesome number that I want to look at  
15 is the "Number of Complaints." So, those are the  
16 number of complaints that we've received back  
17 from individuals who started the complaint  
18 process with us.

19           So, typically someone calls the agency,  
20 says they want to file a complaint, they'll talk  
21 to our intake specialist over the phone. The  
22 intake specialist will talk them through the  
23 complaint, get all of their information to start

‡

35

1     drafting the complaint, but if they're not here  
2     physically, we send the complaint to them in the  
3     mail, so -- because we need their signature.  
4     Based on our statute, we need some -- the  
5     person's signature.

6           So, we've found that in the month of  
7     January, we received back 77 of those complaints,  
8     whereas the month before, we were in the -- it  
9     looks like the 20's, 21, if my math is good. So,

10 that is an awesome, awesome statistic for us for  
11 the month of January.

12           So, hopefully we can continue to improve  
13 on that, that we can look at the numbers to see,  
14 "why aren't we receiving the complaints back? Do  
15 we need to re-send them to people? Do we need to  
16 contact people to give them the nudge to send it  
17 back to us? Do we need to answer some additional  
18 questions?" Maybe they don't want to send it  
19 back to us because they had another question or  
20 two.

21           So, these are great numbers for us to just  
22 be looking at, to be really thinking  
23 strategically about how to make sure that we are

7

36

1 reaching all of the -- all of our constituents in  
2 the state of Indiana, to make sure they have all  
3 of the information that they need to file a  
4 complaint.

5           So, the only number that went down, which  
6 is not a big deal, is in terms of settlement  
7 numbers for the month of January. So, we have an  
8 Alternative Dispute Resolution Unit who mediates  
9 all of the cases that the parties agree to  
10 mediation. It's a voluntary mediation, and it's  
11 also free.

12           So, we have an awesome, dynamic mediation  
13 team that continues to get great settlements each  
14 month, because our goal is not to make this a

15 hard process for people or to make this a long,  
16 drawn-out litigation for people, but to make  
17 people feel as if they have been heard, that they  
18 have come to a decision that is palatable for  
19 them, and so that we can move on.

20 So, mediation is a great way that we've  
21 been able to do that, and especially with  
22 precause findings. So, precause findings is  
23 before they get to you, when I've decided that

‡

37

1 there's no cause in the case, that before we even  
2 get through that whole process, the parties can  
3 come to an agreement before we even get there.

4 So, the parties can agree to whether  
5 there's money involved, whether you allow -- the  
6 respondent allows the complainant to move into  
7 the apartment building, whether the respondent  
8 agrees to allow the complainant to get that  
9 promotion that they believe that they were not  
10 receiving because of their protected class. And  
11 it is not an admission of guilt, but it's a way  
12 to get the parties to come to an understanding  
13 before spending a lot of time and a lot of money.

14 So, in terms of "Complaints by Enforcement  
15 Area," 101 of the complaints -- of the inquiries  
16 that we received for the month of January was in  
17 employment, which is what we typically see.  
18 Forty-three of those were in housing, real  
19 estate; 34 of those were public accommodations;

20 and eight of those were in education.  
21 Our leading protected class is disability.  
22 If you look at that "Docket by Basis," you'll see  
23 that 30 of the cases that the ALJ has is in

38

1 disability, followed closely by race at 27 cases.  
2 So, typically we see disability and race kind of  
3 being neck and neck each month in terms of the  
4 protected class.

5 If you look back to the bottom left,  
6 "complaints by [the] 5 Biggest Counties," so in  
7 the State of Indiana, the five biggest counties  
8 are Marion, Lake, Allen, Hamilton and St. Joseph.

9 So, we like to keep a good look at the  
10 biggest counties to see if there's a lot of  
11 complaints coming out of there. If so, is there  
12 a pattern somewhere? Do we need to be addressing  
13 maybe a systemic issue at a certain location, or  
14 do we need to put more resources in a particular  
15 county, or -- you know, there's so many things  
16 that we can glean from this.

17 So, in terms of the five biggest counties,  
18 Marion County, Indianapolis, 73 complaints; Lake  
19 County, 19; Allen County, three; Hamilton County,  
20 only one; and then St. Joseph County, 10. So,  
21 that's something that we're looking at.

22 Do we need to be going to those counties?  
23 Is there a Human Relations Commission already

1 there that is getting a lot of those complaints  
2 already, which is probably the case in Allen  
3 County? So, just trying to figure out what we  
4 need to do, and looking at this holistically to  
5 make better decisions as to outreach and  
6 education efforts.

7 And I would just like to look at the  
8 Annual Report. I'd like to shout out Lesley and  
9 her team. They did an awesome job. This is  
10 lovely. I love it.

11 (Applause.)

12 MS. POSEY: They did a great job.  
13 This is -- this is awesome.

14 But if we could look back at the  
15 organizational chart that Director Wilson had  
16 brought our attention to, it's really dynamic  
17 that in the year of 2017 we made so many staff  
18 changes for the better for our agency. I don't  
19 think this really does the justice that needs to  
20 be done.

21 So, at the beginning of 2017, we had two  
22 staff attorneys. Our two staff attorneys,  
23 they've been here for 25, 30 years. They're

♀

1 awesome, they're great, but we're getting more  
2 cases, and their caseload was getting harder and

3 harder for them to keep up with.

4           So, under our leadership, we were able to  
5 secure another staff attorney. They haven't --  
6 this agency hasn't seen another staff attorney in  
7 over 15 years, so it's -- just that alone made so  
8 many positive changes for our agency, and we're  
9 able to do so much more legal training for our  
10 staff, and we're able to spread the wealth in  
11 terms of cases with our staff attorneys, that  
12 they aren't feeling so, you know, beaten down  
13 with having to litigate cases.

14           So, that, if I could just leave you with  
15 that, I think that was a huge improvement for our  
16 agency, but I mean you can see all of the  
17 different staff changes that were made, all of  
18 the additions that were made, and I just can't  
19 wait to see, in terms of data and in terms of  
20 satisfaction from our customers, how well our  
21 agency will do this year.

22           So, yeah, I'll just leave you with that,  
23 and if you have any questions for me in terms of

♀

41

1 the enforcement and operations section of our  
2 agency, I will gladly answer anything.

3           MR. WILSON: If we could do it after  
4 Lesley's --

5           MS. POSEY: Oh, yes.

6           MR. WILSON: -- presentation, but  
7 before she -- I don't want you to shortchange

8 yourself, either.

9           What Doneisha's done in her leadership  
10 also is her team has put together SOP's now for  
11 staff, so they understand how the process should  
12 work. When we came here, the confusion was -- is  
13 we don't have a system to track the information  
14 and data.

15           They have put together now what we use,  
16 IMS, and we track this data and information,  
17 because everything's data driven here. The  
18 decisions that we make need to be based on  
19 information that we have. And so, her team has  
20 done a tremendous job in making sure now that  
21 they have these SOP's.

22           People understand their jobs better versus  
23 just coming in and trying to always figure out,

‡

42

1 "What should I do? How should I do it?" which  
2 will help us so that we can reduce having aged  
3 cases, because now we know what the cutoff should  
4 be. It should be here, and if it's not here, we  
5 need to have a conversation.

6           So, she has done a lot in actually  
7 transforming the operations part and making it  
8 more efficient and more functional to better  
9 serve us.

10           So, I don't want you to shortchange  
11 yourself on that.

12           MS. POSEY: Thank you.

13

MR. WILSON: Go ahead.

14

MS. GORDON: Good afternoon,

15

Commissioners.

16

COMM. SLASH: Good afternoon.

17

COMM. EDWARDS: Good afternoon.

18

MS. GORDON: So, External Affairs is

19

always busy. It's a big job, and as Director

20

Wilson said, we are really focusing our approach

21

to be statewide. We want to make sure that

22

everyone has an opportunity to understand our

23

resources and take advantage of the educational

♀

43

1 opportunities we provide.

2

So, to piggy-back on the enforcement

3

updates and really the direction of the agency

4

that is focused on data, understanding what those

5

complaints are, understanding where our biggest

6

areas are, so that we can strategically place

7

some of those ads, or when we're working with our

8

human relations agencies around the state,

9

understanding where some of the gaps are, where

10

there aren't relations commission -- human

11

relations commissions, so that we can still make

12

sure that the area is serviced.

13

So, that's been a huge focus in

14

identifying those areas, meeting with those

15

groups and making those connections, and then

16

finding the right agreement or partnership with

17

them to help market what we do and really, again,

18 help toward our mission.

19           So, again, with all of these changes, I  
20 couldn't do it without the staff, so a huge,  
21 huge, shout out to John and Tyler, who have hit  
22 the ground running tremendously. Literally we  
23 are just like running every day, and I just

♀

44

1 appreciate their work ethic, and you'll continue  
2 to see it as we fine tune and take that learning  
3 curve aggressively.

4           And so, the strategy here on out is to  
5 find new ways to engage the community, and one  
6 thing I'm really exciting about is the remote  
7 intake opportunity. We're going to work with  
8 local libraries to bring our intake staff out to  
9 the community and do some educational training on  
10 what our agency does, and then how they can fill  
11 out a complaint actually in their community that  
12 they live in. So, we're really excited to roll  
13 that out at the end of the month, and then work  
14 on a series for the rest of the year.

15           You have some upcoming events listed  
16 below, and we are fine tuning our web site, so  
17 that will be an added resource. Social media has  
18 been an instant change, and I thank Tyler for  
19 that. So, there are some great updates and great  
20 campaigns we've been able to take advantage of,  
21 one for Black History Month, where we've actually  
22 highlighted some of ICRC's Black History leaders.

23

So, it's been a really exciting engagement

♀

45

1 opportunity, and we're definitely seeing that  
2 people are reacting to those videos and that  
3 content. So, we're excited to take that data and  
4 translate it into our advertising and marketing.

5 We are looking very closely at all of the  
6 past ads and PSA's, and we had a lot of good  
7 content, but a lot of it was dated, so we are  
8 refreshing that, and so that's on our audit list  
9 right now. And we're working with our partners  
10 to use their resources. A lot of them have  
11 studios or ad space that they can help share with  
12 their community partner, and so, we're really  
13 trying to leverage those opportunities.

14 The other big thing is, as Greg said, was  
15 our Cultural Commissions. We have some wonderful  
16 State Cultural Commissions that are targeted at  
17 key demographic throughout our state: Social  
18 Status of Black Males, the Commission for Women,  
19 the Native American Commission, and our  
20 Commission on Hispanic and Latino Affairs.

21 And I'm happy to announce today the new  
22 director of ICHLA, Ms. Elia James. She just  
23 started this week.

♀

46

1

(Applause.)  
Page 38

2 MS. GORDON: So, we are really happy  
3 to get her introduced to everyone and get her  
4 familiarized with the Commissioners, and they  
5 have their first Commission meeting next week.  
6 So, she'll really start engaging with them, and I  
7 would love to give her an opportunity to say a  
8 few words, a little bit about her background and  
9 direction moving forward.

10 MS. JAMES: Sure.

11 I've worked for the City of Indianapolis  
12 for about nine years. In the time that I was  
13 there, my focus was on emergency management and  
14 vulnerable populations, so one of the strategic  
15 things for me there was to make sure that  
16 everybody was offered language access and access  
17 to translation services for the Spanish speakers  
18 in our community.

19 I'm very proud of that work, and it is  
20 just an honor and a privilege to be sitting here,  
21 and I definitely take this with a lot of  
22 responsibility. So, thank you guys for having  
23 me.

♀

47

1 MS. GORDON: Thank you.

2 And with that, again, like I said,  
3 External Affairs is very busy. I could list off  
4 everything that we're doing. I'm excited to see  
5 our calendar of events filling up in the next few  
6 months and really getting those events out there

7 and using the avenues that we have to share that  
8 message with the community.

9 MR. WILSON: Lesley and Doneisha,  
10 thank you so much.

11 I will just say this: That with what I  
12 see our communication team being able to do, it's  
13 going to help us to push the claims up, it's  
14 going to help us to communicate our information.

15 And then the fact that Lesley, for  
16 instance, working with the Latino Affairs  
17 group -- Commission group, they're going to help  
18 us with putting together programming to people  
19 who sometimes tend to don't even know that the  
20 Civil Rights office is there to serve them, or to  
21 understand what Civil Rights really means or what  
22 we do, and that we're here to, again, eradicate  
23 discrimination. So, with these groups, we'll be

48

1 better able to get our information out.

2 So, I just want to say I have a great team  
3 that we've been able to assemble, and which  
4 really gets me very excited, because I know where  
5 we will go and I know what we will do.

6 So, I just want say thank you, Commission.  
7 If you have questions of any of us, feel free to  
8 ask, but I will say I'm very excited about what  
9 we're doing.

10 CHAIRPERSON BLACKBURN: Well, and I'm  
11 very excited, too. I think this morning's

12 reports is certainly an indication of how, when  
13 one takes over an agency and everything is  
14 blurred because there's so many moving pieces and  
15 so many unmoving pieces.

16 And to move forward an agency from a  
17 standpoint of beginning at ground zero, which is  
18 really what you did, Greg, that -- to see what  
19 you've been able to accomplish, and person by  
20 person and bit by bit, you are showing the kind  
21 of progress that we always hope for and don't  
22 always get. So, my kudos to you. And it's okay  
23 to applaud, even if it's --

‡

49

1 (Applause.)

2 CHAIRPERSON BLACKBURN: I want to  
3 also ask a question of you, Lesley --

4 MS. GORDON: Yes.

5 CHAIRPERSON BLACKBURN: -- with  
6 regards to the partnership that you have with the  
7 Public Library.

8 MS. GORDON: Uh-huh.

9 CHAIRPERSON BLACKBURN: I want to  
10 know if -- when someone walks into the library  
11 and wants to file a complaint, first of all,  
12 who's going to advertise the fact that they'll be  
13 there, and who's going to man the intake, or do  
14 we have a short kind of, "well, here's what you  
15 need to do from there: Go to ICRC"? So, tell me  
16 what the process will involve.

17 MS. GORDON: Yes, that's a wonderful  
18 question. We're doing a rollout for that reason,  
19 but we will have an advertising partnership with  
20 the Public Library, so it will be updated on  
21 their calendar within all of the branches, on  
22 their digital boards, as well as our avenues of  
23 advertisement as well.

♀

50

1 We'll have a table set up with our staff,  
2 so John will definitely be in a lot of those as  
3 well as an actual intake staff member who's  
4 familiar with taking those intakes. They'll have  
5 all of the equipment that they need, so it'll be  
6 realtime.

7 Again, those complaints have to be signed,  
8 and that's a barrier sometimes in the process,  
9 when they have to come down here or they're doing  
10 it over the phone. And so, being able to meet  
11 them out in the community, we're hoping to be  
12 able to decrease that barrier.

13 So, they will -- and then they'll have an  
14 opportunity to be in private rooms, so they won't  
15 be necessarily open in the library. So, it'll be  
16 very similar to any -- our normal intake process,  
17 but meeting them, again, where they live.

18 CHAIRPERSON BLACKBURN: Great.

19 Any questions, Commissioners?

20 (No response.)

21 CHAIRPERSON BLACKBURN: No questions?

22 COMM. SLASH: No.

23 CHAIRPERSON BLACKBURN: No. That

‡

51

1 underscores all of the presentation points.

2 Let me note that on your agenda, there is  
3 the suggestion we might have public comment. Is  
4 someone here who actually wants to say something?

5 (No response.)

6 CHAIRPERSON BLACKBURN: No? I guess  
7 our meeting ran too long. Thank you for being  
8 here, all of you. Then that indicates to me that  
9 you're all staffed. So -- I'm sorry?

10 MS. POSEY: There's one hand.

11 MR. TRUMP: I'd like to say  
12 something, yes. I wanted to commend you on some  
13 of the staff you have. Like Mr. Michael Healy is  
14 a very caring person, very responsible.  
15 Mr. Gregory Wilson, which I never met, very  
16 responsible person. I sent him a fax. He called  
17 me back the next day. I think some of your other  
18 staff could learn something from them.

19 MS. POSEY: Thank you.

20 MR. WILSON: I will tell you this,  
21 and I encourage everybody: We take every call.  
22 I never subvert calls and say, "Oh, the Director  
23 is --" we're here to serve. I told you, these

‡

52

1 cases represent people's lives, so I hope people  
2 believe that and know that's what we believe here  
3 in ICRC.

4 CHAIRPERSON BLACKBURN: Thank you  
5 very much. I have a couple of things I want to  
6 share, but I will do that after we are no longer  
7 in public session. So, thank you very much,  
8 again.

9 This meeting is now adjourned.

10 - - -  
11 Thereupon, the proceedings of  
12 February 16, 2018 were concluded  
13 at 1:55 o'clock p.m.  
14 - - -

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

CRC 2-16-18

5 hereby certify that the foregoing is a true and  
6 correct transcript of the proceedings taken by me  
7 on Friday, February 16, 2018 in this matter and  
8 transcribed by me.

9

10

11

12

13

14

15 My Commission expires August 26, 2024.

16

17

18

19

20

21

22

23

---

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

⊕

