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BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF JANUARY 19, 2018

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Alpha Blackburn,
Chairperson, taken before me, Lindy L. Meyer,
Jr., a Notary Public in and for the State of
Indiana, County of Shelby, at the Indiana
Government Center South, Conference Center,
Room 1, 402 West Washington Street, Indianapolis,
Indiana, on Friday, January 19, 2018 at 1:09
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:

CRC 1-19-18

2 COMMISSION MEMBERS:

3 Alpha Blackburn, Chairperson
4 weilin Long
5 Sheryl Edwards
6 Steven A. Ramos
7 Adrienne L. Slash

8 INDIANA CIVIL RIGHTS COMMISSION
9 By Doneisha Posey, Deputy Director
10 Indiana Government Center North
11 100 North Senate Avenue, Room N300
12 Indianapolis, Indiana 46204
13 On behalf of the Commission.

14 OTHER COMMISSION STAFF PRESENT:

15 John Burkhardt
16 Lesley Gordon
17 Caroline Stephens Ryker
18 Jeree Slack
19 Tyler Bracken
20 Eric Cervantes
21 Tracey Scott
22 Tatiana Foote
23 Anehita Eromosele

- - -

3

1 1:09 o'clock p.m.
2 January 19, 2018

- - -

3 CHAIRPERSON BLACKBURN: Good
4 afternoon. The Indiana Civil Rights Commission
5 is now in public session. We have a quorum, and
6 we'll proceed with the agenda as you see it

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7 before you. I would ask for approval and
8 adoption of the previous meeting minutes.

9 COMM. RAMOS: So moved.

10 CHAIRPERSON BLACKBURN: And a second?

11 COMM. SLASH: Second.

12 CHAIRPERSON BLACKBURN: And all in
13 favor?

14 COMM. SLASH: Aye.

15 COMM. RAMOS: Aye.

16 COMM. LONG: Aye.

17 CHAIRPERSON BLACKBURN: Aye.

18 Anyone opposed?

19 (No response.)

20 CHAIRPERSON BLACKBURN: No. Thank
21 you very much.

22 Old Business is comprised almost
23 exclusively of cases on appeal, which I have yet

‡

4

1 to access on SharePoint, and those will be
2 continued until our next meeting.

3 Yes.

4 COMM. RAMOS: Madam Chair, I was able
5 to access mine --

6 CHAIRPERSON BLACKBURN: Excellent.

7 COMM. RAMOS: -- after a lot of
8 frustration, but I did get in there.

9 CHAIRPERSON BLACKBURN: Very good.

10 COMM. RAMOS: So, I believe I have
11 five cases, so with your approval, I'll go

12 through those.

13 CHAIRPERSON BLACKBURN: Okay. Where
14 are your cases? Are they listed on this agenda?

15 COMM. RAMOS: Yes, they are.

16 CHAIRPERSON BLACKBURN: Okay.

17 COMM. RAMOS: They are 2, 3, 4, 5
18 and 6.

19 CHAIRPERSON BLACKBURN: Excellent.

20 COMM. RAMOS: Actually and 7. I
21 missed one. And Madam Chair, just to read them
22 out, Ted Czanderna versus Meadows Manor North,
23 and Ted Czanderna versus the Union Association

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1 Physicians. It is my recommendation for the
2 Commission to uphold the Deputy Director's
3 finding of no probable cause.

4 CHAIRPERSON BLACKBURN: May I have a
5 motion to accept the recommendation?

6 COMM. SLASH: So moved.

7 CHAIRPERSON BLACKBURN: And a second?

8 COMM. LONG: Second.

9 CHAIRPERSON BLACKBURN: Thank you.
10 All in favor?

11 COMM. SLASH: Aye.

12 COMM. RAMOS: Aye.

13 COMM. LONG: Aye.

14 CHAIRPERSON BLACKBURN: Aye.

15 Anyone opposed?

16 (No response.)

CRC 1-19-18

17 CHAIRPERSON BLACKBURN: Thank you.
18 COMM. RAMOS: In the case of Ida
19 Ezell versus the Woda Group, Incorporated/
20 Anderson Crossing, and in the case of Byron Garr
21 versus Schroyer Business Real Estate, and Marie
22 Marsden versus the Indianapolis Metro Police
23 Department, and Michael Mock versus Capri Meadows

♀

6

1 Apartments, it is my recommendation that we
2 uphold the Deputy Director's finding of no
3 probable cause.

4 CHAIRPERSON BLACKBURN: May I have a
5 motion then to accept that?

6 COMM. LONG: Move.

7 COMM. SLASH: Second.

8 CHAIRPERSON BLACKBURN: And a second?

9 COMM. SLASH: Second.

10 CHAIRPERSON BLACKBURN: And all in
11 favor?

12 COMM. SLASH: Aye.

13 COMM. RAMOS: Aye.

14 COMM. LONG: Aye.

15 CHAIRPERSON BLACKBURN: Aye.

16 Anyone opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you,

19 Comm. Ramos.

20 On our agenda next, the New Business is
21 comprised of Assignment of Appeals of Notices of

22 Findings. I want to assign those in the order
23 that we are seated from our recorder's left to

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7

1 right, the first going to Comm. Slash, the second
2 to Comm. Ramos, and the third to Comm. Long. And
3 if you repeat those three assignments for 4, 5
4 and 6, and then 7 and 8 I will review.

5 And we may move then to Pre-Cause Motions.

6 MS. POSEY: May I?

7 CHAIRPERSON BLACKBURN: Yes.

8 MS. POSEY: Just for the record, so
9 that we are clear here when we are doing the
10 assignments, Comm. Slash is assigned to Essex
11 versus Anthem and Trump versus Waterscape
12 Homeowner Association --

13 CHAIRPERSON BLACKBURN: Yes.

14 MS. POSEY: -- Comm. Ramos is
15 assigned to Brammer verses Famous Dave's and
16 Morens versus Peru High School; Comm. Long is
17 assigned to Sly versus Dollar General and Straw
18 versus City of South Bend --

19 CHAIRPERSON BLACKBURN: Right.

20 MS. POSEY: -- and Chairwoman
21 Blackburn is assigned to Christian and Samantha
22 Riley versus Terre Haute and Czanderna versus
23 Area 7 Agency on Aging.

♀

8

1 CHAIRPERSON BLACKBURN: Correct.

2 MS. POSEY: And to also clarify in
3 the Old Business, the first, Carrancejie versus
4 Lillebridge is still assigned to Commission Chair
5 Blackburn, and Maria Bonilla versus S r a m, was
6 anyone assigned to that prior, or do you need to
7 reassign that?

8 CHAIRPERSON BLACKBURN: I don't know
9 to whom it was assigned.

10 MS. POSEY: Okay.

11 COMM. RAMOS: Madam Chair?

12 CHAIRPERSON BLACKBURN: Yes.

13 COMM. RAMOS: I did review that, but
14 I didn't know that I was assigned to that,
15 because it didn't say, but I did review it and
16 I'm comfortable to make a recommendation on it.

17 CHAIRPERSON BLACKBURN: You do?

18 COMM. RAMOS: Yes.

19 CHAIRPERSON BLACKBURN: In that case,
20 would you?

21 COMM. RAMOS: Yes. In the case of
22 Maria Bonilla versus S r a m, I recommend that we
23 uphold the Deputy Director's finding of no

♀

1 probable cause.

2 CHAIRPERSON BLACKBURN: May I have a
3 motion to accept that?

4 COMM. SLASH: So moved.

5 CHAIRPERSON BLACKBURN: And a second?
Page 7

6 COMM. LONG: Second.

7 CHAIRPERSON BLACKBURN: Thank you.

8 All in favor?

9 COMM. SLASH: Aye.

10 COMM. RAMOS: Aye.

11 COMM. LONG: Aye.

12 CHAIRPERSON BLACKBURN: Aye. Great.

13 So, that leaves me, as you have explained,
14 with Margo versus Lillebridge and Nos. 7 and 8 on
15 today's agenda list.

16 COMM. RAMOS: Do we have No. 4
17 assigned?

18 MS. POSEY: No. 4, Trump versus
19 Waterscape Homeowners Association, Slash.

20 COMM. RAMOS: Okay.

21 MS. POSEY: So, you have.

22 COMM. RAMOS: I have Morens and --

23 MS. POSEY: And Brammer.

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10

1 COMM. RAMOS: Yes. Thank you.

2 MS. POSEY: Okay. Thank you.

3 CHAIRPERSON BLACKBURN: Thank you.

4 The Pre-Cause Motion on our agenda, would
5 someone want to speak to it?

6 MS. POSEY: Uh-huh.

7 JUDGE BURKHARDT: Good afternoon.

8 COMM. LONG: Good afternoon.

9 CHAIRPERSON BLACKBURN: Good
10 afternoon.

11 COMM. SLASH: Good afternoon.

12 JUDGE BURKHARDT: So, as was
13 discussed at the last month's meeting, the topic
14 of Pre-Cause Motions was addressed, and it was
15 agreed that the agency would have an internal
16 conversation to pull together some numbers to
17 present to you in considering what the caseload
18 of Pre-Cause Motions looks like, and should that
19 rest with the Commission, should that be
20 delegated to the ALJ? It was decided we should
21 provide some helpful numbers to help make that
22 decision.

23 And so, in consultation with the directors

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11

1 of the two Investigative Units, the Employment
2 Investigative Unit and the REPACE Investigative
3 Units, those directors reported, after consulting
4 with their investigators, that they think that,
5 as a ballpark, they're receiving about three per
6 year for each unit.

7 That's their guess in consultation with
8 their investigators, and so that would be a total
9 of six per year, motions such as one on the
10 agenda today, where the adjudicative duties fall
11 to either one of the Commissioners or
12 specifically to the Chair or Vice-Chair.

13 This motion today is of the sort which the
14 Administrative Code says if there has not been an
15 ALJ designated to address Pre-Cause Motions, if

16 the ALJ's only addressing the probable cause and
17 reasonable cause cases, then a motion like this
18 one, which is filed before cause has been found
19 or not been found, then the duties to adjudicate
20 that motion would then fall to one of the
21 Commissioners, any of the Commissioners.

22 And so, everyone has a copy of this motion
23 in their binder, and the Administrative Code

♀

12

1 contemplates that a decision would be made on
2 that to get to the parties during the
3 investigative stage.

4 So, I'm happy to answer any questions
5 about the specific motion at issue, or also to
6 pick up the conversation and answer any questions
7 you may have, generally speaking, about Pre-Cause
8 Motions as currently handled by the agency, and
9 as potentially handled, if the finding of
10 necessity were amended as we discussed last time.

11 COMM. RAMOS: Uh-huh.

12 CHAIRPERSON BLACKBURN: And that
13 Pre-Cause Motion is under which tab?

14 JUDGE BURKHARDT: I believe that
15 would be 5.

16 CHAIRPERSON BLACKBURN: Thank you.

17 JUDGE BURKHARDT: And so, the
18 Administrative Code for the Indiana Civil Rights
19 Law states that upon the request of any party,
20 the presiding officer, the ALJ, or if no ALJ was

21 designated for such issues, any Commissioner
22 shall, or upon motion such as this, may, issue
23 discovery orders.

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1 That's what has been motioned for by
2 Respondent in this matter, a discovery order.
3 So, that's your discretion as pertains to this
4 one. And then the broader conversation about
5 Pre-Cause Motions, again, happy to discuss that
6 at your pleasure.

7 CHAIRPERSON BLACKBURN: May I have a
8 motion to respond to the request of the Pre-Cause
9 Motion?

10 COMM. RAMOS: So moved.

11 CHAIRPERSON BLACKBURN: And a second?

12 COMM. LONG: Second.

13 CHAIRPERSON BLACKBURN: All in favor?

14 COMM. SLASH: Aye.

15 COMM. RAMOS: Aye.

16 COMM. LONG: Aye.

17 CHAIRPERSON BLACKBURN: Aye.

18 Anyone opposed?

19 (No response.)

20 CHAIRPERSON BLACKBURN: Thank you.

21 Done.

22 JUDGE BURKHARDT: Great. And so, was
23 that vote to assign the motion to someone for a

♀

1 decision, or was that to decide on the motion?

2 CHAIRPERSON BLACKBURN: That was to
3 decide on the motion.

4 JUDGE BURKHARDT: Okay. And so, was
5 that grant the motion or deny?

6 CHAIRPERSON BLACKBURN: To grant the
7 motion.

8 JUDGE BURKHARDT: Okay. Thank you
9 very much. So, then any Commissioner then can
10 execute the order, and then the docket clerk will
11 ensure that that's sent to the parties.

12 CHAIRPERSON BLACKBURN: Okay. Thank
13 you.

14 JUDGE BURKHARDT: Thank you.

15 CHAIRPERSON BLACKBURN: Now, we have
16 today some very pleasant business, to introduce
17 to you new staff people. There are new faces
18 that are not just general public, but we're
19 excited to see new hires, and Ms. Posey, you are
20 going to make introductions?

21 MS. POSEY: Yes. So, I'd like to
22 welcome everyone to the Commission meeting. We
23 do have a lot of new faces, and I'm very excited

‡

1 at the level of experience and passion and hard
2 work that all of our new staff members have shown
3 in such a short time of being with the agency, so

4 we're really proud of that.

5 (Comm. Edwards arrived.)

6 MS. POSEY: We weren't able to have
7 all of our new staff members come today, because
8 in the past four or five months, our staff has
9 increased at least seven new people, so we do
10 have a few, and we have our actually newest
11 five -- one, two, three, four staff members here.
12 So, first I'd like to introduce Tyler.

13 COMM. EDWARDS: Hi, Tyler.

14 MS. POSEY: Do you want to come up?

15 Tyler Bracken is our Communications
16 Coordinator. Oh, we have a few more who came,
17 too.

18 MS. BRACKEN: Hi. I'm Tyler Bracken,
19 and I'm the new Communications Coordinator.
20 Recently we were working on the MLK Commission,
21 as well as the new Public Outreach Manager, John
22 Hawkins, so yeah, we've been hard at work in the
23 External Affairs Section of Commission.

‡

16

1 Thank you.

2 CHAIRPERSON BLACKBURN: Welcome.

3 COMM. EDWARDS: Welcome.

4 MS. BRACKEN: Thank you.

5 MS. POSEY: Next, I have Caroline
6 Ryker. She's our newest staff attorney. We
7 haven't had a new staff attorney in over 15 years
8 or so. The two staff attorneys that we've had

9 have both been with the Commission for over 30
10 years, so they were really excited to have a new
11 face and someone to kind of help with their load
12 of cases.

13 So, Caroline.

14 MS. RYKER: Good afternoon.

15 CHAIRPERSON BLACKBURN: Good
16 afternoon.

17 COMM. SLASH: Good afternoon.

18 MS. RYKER: I'm Caroline Ryker, and I
19 graduated from the McKinney School of Law this
20 last May, passed the bar, and was incredibly
21 fortunate to have Doneisha reach out when this
22 position became available. I am very passionate
23 about civil rights, particularly housing law, so

17

1 this is an amazing opportunity to spend some time
2 in the law that I love and actually get to
3 litigate cases.

4 So, right now I'm helping litigate the
5 cases as well as review some of the notice of
6 findings and implementing some new templates that
7 can streamline our notice of finding processes in
8 the future.

9 COMM. RAMOS: Good.

10 CHAIRPERSON BLACKBURN: Well, I have
11 a question for you.

12 MS. RYKER: All right.

13 CHAIRPERSON BLACKBURN: Have long

14 have you been here?

15 MS. RYKER: Since October as a staff
16 attorney, and then the last day of August there
17 was a brief law clerk period as well.

18 CHAIRPERSON BLACKBURN: Well, I --
19 well, the question is this, and you can be quite
20 candid: Do you have the impression that the
21 legal load tends to roll downhill to the newest
22 staff person?

23 (Laughter.)

♀

18

1 MS. RYKER: I don't know that that's
2 an accurate characterization. I've been really
3 fortunate to get to co-counsel some cases with
4 both Mike Healy and Fred Bremer. They've been
5 great mentors, getting me up to date with the law
6 and how to do simple things like file with the
7 docket clerk --

8 CHAIRPERSON BLACKBURN: Right.

9 MS. RYKER: -- which has been, again,
10 just a really wonderful experience. And as a new
11 attorney, I think it's great that all of the
12 cases, you know, if I could be a part of them,
13 because it's been three years without getting to
14 touch anything real, and now I get to, and so, I
15 feel honored.

16 CHAIRPERSON BLACKBURN: That's great.
17 Thank you so much, and welcome.

18 MS. RYKER: Thank you.

19 MS. POSEY: She's dynamic, she's
20 wonderful. In the first six months -- well,
21 actually she had mentioned she was an intern with
22 our office earlier this year, when she was still
23 a law student, and she worked in the REPACE Unit,

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19

1 help Melissa with the notice of findings in a lot
2 of the housing cases.

3 So, it was a natural fit for her to come
4 and focus more on the housing cases, and that's
5 her first love and she's been able to, for the
6 first six months of being a staff attorney,
7 co-counsel with the other attorneys so that she
8 can learn the ropes, and now I have officially
9 sent her out on her own and she has some cases on
10 her own, so she's doing a great job.

11 Next we have Jeree Slack -- or yes, ma'am.

12 CHAIRPERSON BLACKBURN: Where were
13 you when they took the pictures for the Agency at
14 a Glance?

15 MS. RYKER: Those were for --

16 MS. POSEY: Yeah, these -- these were
17 just the November-December hires, so I just said
18 at the last minute to bring Caroline on so you
19 guys could meet her.

20 CHAIRPERSON BLACKBURN: Well, I'm
21 glad you did.

22 MS. POSEY: I'll send you her
23 picture.

♀

1 (Laughter.)
2 MS. POSEY: Next we have Jeree Slack.
3 She just started two weeks ago?
4 MS. SLACK: Yes.
5 MS. POSEY: Two weeks ago, as an
6 investigator in the REPACE Unit.
7 MS. SLACK: Okay. Hello, everyone.
8 COMM. EDWARDS: Hello.
9 COMM. SLASH: Hello.
10 CHAIRPERSON BLACKBURN: Hello.
11 MS. SLACK: Like she said, I just
12 started two weeks ago in the REPACE Unit. I've
13 been training on intake work and getting familiar
14 with some of the new civil rights laws. I guess
15 I came from the criminal side, so to be able to
16 work on the civil side is great for me.
17 CHAIRPERSON BLACKBURN: Great.
18 welcome.
19 COMM. RAMOS: Great.
20 MS. POSEY: And next we have Tracey
21 Scott. She is our -- she is an Intake
22 specialist. She's also not on here because she
23 started --

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1 MS. SCOTT: October.
2 MS. POSEY: -- October as well. So,
Page 17

3 I wanted her to also come and see what a
4 Commission meeting was like, even though she's
5 been here for a little bit -- she has a more --

6 CHAIRPERSON BLACKBURN: Yes.

7 MS. POSEY: -- tenured time here than
8 some of our other newest members.

9 MS. SCOTT: Hi. Again, my name is
10 Tracey Scott. I've actually been with the state
11 for three years in March. I came from DCS.
12 Again, I'm an Intake Specialist. I'm learning a
13 lot, a whole lot, the laws and how things
14 progress and how things run. So, I'm very
15 excited to be here.

16 CHAIRPERSON BLACKBURN: Thanks, and
17 welcome.

18 MS. SCOTT: Thank you.

19 MS. POSEY: And another Intake
20 Specialist -- we've hired three Intake
21 Specialists in the past three months, four
22 months, so another Intake Specialist we have is
23 Eric Cervantes.

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22

1 MR. CERVANTES: Good afternoon.
2 Yeah, my name is Eric, and I'm with the Intake
3 Specialist team. I graduated from IU back
4 in 2016, and my experience with government work
5 goes back to when I was an intern with the City
6 of Bloomington, with the Community Resources
7 Division down there. So, I'm really excited to

8 be part of this team now and see how this
9 Commission grows.

10 Thanks.

11 CHAIRPERSON BLACKBURN: Great.

12 COMM. RAMOS: Habla Español?

13 MR. CERVANTES: Si, yes.

14 MS. POSEY: And last but not least,
15 we have our new intern, Tatiana Foote. She is a
16 first-year law student at McKinney. She is --
17 come on.

18 MS. FOOTE: Okay.

19 MS. POSEY: She is here to intern on
20 Fridays only, because she has a full work
21 schedule -- I mean full school schedule, but
22 she's dynamic already, so --

23 MS. FOOTE: Thank you. Hi. Yes,

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23

1 I'm -- how nice to see you again.

2 COMM. SLASH: Nice to see you.

3 A. So, I'm a 1-L. I've been doing civil
4 rights work for -- probably since high school,
5 and I've decided that I want to do it in the
6 legal field, and so it's a good opportunity for
7 me to apply what I'm learning in the classroom
8 every day, and I already love it and I hope to
9 continue on.

10 So, thank you.

11 MS. POSEY: So, that's most of our
12 newest staff members. A couple of people aren't

13 here, but they're doing work. But I just thought
14 it was extra important for everyone to be here to
15 see at least one Commission meeting while they're
16 understanding what the Civil Rights Commission
17 does in their particular unit, and also just
18 seeing how it goes through the entire process and
19 how it is finalized here with you all as the
20 final authority for what we do, so --

21 COMM. RAMOS: A question.

22 MS. POSEY: Yes.

23 COMM. RAMOS: So, were we seriously

24

1 running understaffed for quite a while, and this
2 is adjusting that, or did we get a big bunch of
3 money from the Trump Administration and --

4 MS. POSEY: No money. No money.

5 (Laughter.)

6 MS. POSEY: No money. Yeah, it's
7 been a tough road, especially in Intake. We were
8 understaffed in Intake, and then we were using a
9 lot of temporary staff persons to kind of fill
10 those gaps in intake as well.

11 So, under the leadership of Greg Wilson,
12 we secured some full-time positions in that unit,
13 so that we're not running with some people full
14 time, some people here temporarily. So, now we
15 have a full staff of four Intake Specialist who
16 are full-time employees.

17 The staff attorney position, yeah, that

18 was -- I had to pull a lot of strings and finagle
19 a lot of things to get that, but it was
20 imperative that we got another staff attorney,
21 because we have seen an uptick in cases, so --
22 and then also, our staff attorneys have been
23 overworked and having a lot of cases and they

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1 needed to lessen their load, so getting another
2 staff attorney was also imperative.

3 And then we had some moving around within
4 the agency, so we were able to get another REPACE
5 investigator as well, so kind of right place --
6 right place, right time, but then also a lot of
7 really looking at our structural issues and our
8 processes to see where we need additional help
9 and where are we fine. So, okay.

10 So, I wanted to talk a little bit about
11 this Agency at a Glance. I would love to have
12 this for you all every meeting and kind of talk
13 to you all about just the Agency at a Glance,
14 what we're doing enforcement-wise, and then I'll
15 let Lesley come and speak about External Affairs
16 and Outreach.

17 Okay. So, the first little column thing
18 on the top left, that is something that we look
19 at every month with all of our staff. We look at
20 the number of calls that we received for the
21 month. So, obviously everything is a month
22 behind, so we're talking about December's

23 numbers.

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1 CHAIRPERSON BLACKBURN: Uh-huh.

2 MS. POSEY: So, in the month of
3 December, we had 200 -- or 626 calls. That's
4 just people calling, they could be calling to
5 inquire about to filing a complaint, they could
6 be calling to say, "Hey, can I speak to
7 Doneisha?" they could be saying, "Oh, I thought
8 this was Pizza Hut," you know, any call that
9 comes into our office, we record that.

10 So, we're -- so, anything in red means we
11 went down, so we went down 71 calls from the
12 month before. So, we look at that to see if
13 there are any trends from month to month, are we
14 continuing to have lower numbers of calls? If
15 so, what does that mean? Does that mean we need
16 to be out marketing more? Does that mean, you
17 know, are our phones working? Whatever the case
18 may be, that's how we continue to look month to
19 month to see if there are any issues.

20 Number of inquiries, 139 folks called in
21 the month of December to inquire about filing a
22 complaint, so we can't them complainant until
23 they've actually signed the complaint and sent it

27

1 back to us. So -- and then we were down, 38 less
2 people called in the month of December than in
3 November.

4 Number of complaints, those are number of
5 complaints formalized in the month of December,
6 so that means all of the people who inquired
7 about filing a complaint, our Intake Specialist
8 drafted that complaint, and they sent it back to
9 us signed. So, we were up six in the month of
10 December.

11 Probable causes, how many probable causes
12 did I as the Deputy Director sign in the month of
13 December? Three, same as November. How many no
14 causes do I sign in the month of December?
15 Forty-two, and I guess I did 41 the month before.

16 Number of closings, how many cases did we
17 close, whether it was by probable cause, no
18 problem cause, it settled, there was a final
19 order, they withdraw the complaint, any of those
20 things? We had 39 closings in the month of
21 December. We were down 31 from the month before.
22 And that doesn't necessarily mean anything. It
23 could be a host of things. That's not really

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1 indicative of the internal process, typically.

2 Appeals, we had four folks wanting to
3 appeal their no-probable-cause findings. I guess
4 there were six in the month of November, so we
5 were down two. The ALJ in the month of December

6 has 83 open cases on his docket, and that's up
7 seven, so there was -- he received seven
8 additional cases in the month of December.

9 And then we also want to show our
10 Alternative Dispute Resolution monetary
11 settlements in the month of December. Our unit
12 was able to assist with twenty -- about
13 twenty-three thousand dollars in settlements for
14 our complainants, and they're up 5,700 from the
15 month before.

16 And that also varies on if the parties are
17 willing to participate in mediation or
18 conciliation or not. So, we like to keep track
19 of that number to see kind of at the end of the
20 year how much money did we provide in relief to
21 complainants who complained about discrimination.

22 Complaints by Enforcement Area. In the
23 month of December, out of all of the complaints

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1 that we received, surprisingly we had an equal
2 number of employment and housing cases, at 23
3 each. So, this is -- these are all of the cases
4 that our investigators are assigned in the month
5 of December to investigate whether there's
6 discrimination or not.

7 There were seven public accommodation --
8 oh, am I reading that right? Three education,
9 and there's another three, and I'm -- I know
10 that's not credits, so I'm not sure --

11 MS. GORDON: It should just be --

12 MS. POSEY: Okay. Maybe that "3" is
13 not supposed to be there. But yeah, three
14 education, seven public accommodation, 23 housing
15 and 23 employment cases.

16 COMM. RAMOS: You're missing one of
17 the items in your legend.

18 MS. POSEY: Well, so, the fifth
19 enforcement area is credit, and I know for sure
20 that we didn't have any credit cases, so I think
21 that "3" shouldn't be there.

22 So, we also look at this to see -- okay.
23 We're getting a lot of -- you know, this month we

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1 got a lot of housing cases. Does that mean that
2 the housing campaign, marketing campaign, that we
3 did the month before, you know, brought us some
4 additional housing complaints? Should we redo
5 that campaign in another market? You know,
6 things like that we look at to see if our
7 education and outreach is matching the kind of
8 complaints that we're getting in, and if not,
9 where do we need to be looking at next.

10 The leading protected class for the month
11 of December was disability, so -- and out of all
12 of the cases that we received in the month of
13 December, the leading -- basically most people
14 were complaining about disability discrimination.
15 So, that also goes to show that either we're

16 doing a great job with the education on
17 disability discrimination, or we need to do more
18 to the respondents so they can know, "Okay. This
19 is what it means to discriminate against someone
20 based on a disability." And if we can give them
21 that information and that education, then we can
22 prevent the discrimination on the other side.

23 So, that's it for me. If you have any

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1 questions, I'd love to answer.

2 COMM. SLASH: I have a question.

3 MS. POSEY: Yes, ma'am.

4 COMM. SLASH: The previous one I
5 think we saw by county and like the leading
6 counties and things like that. Is it possible --

7 MS. POSEY: You still want that?

8 COMM. SLASH: Yeah, I think that
9 that's really good information to have.

10 MS. POSEY: Okay. So, something that
11 I love to look at are the top -- the biggest five
12 counties in the state, to see what percentage of
13 our complaints are coming from those counties, or
14 would you like just the top five counties that we
15 received?

16 COMM. SLASH: If we could see the top
17 five by month, I think that that would be
18 helpful.

19 MS. POSEY: Okay.

20 COMM. SLASH: Do you all find that to

21 be --

22 CHAIRPERSON BLACKBURN: Yes.

23 COMM. RAMOS: Uh-huh. I would like

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1 to see year to date as well, a year to date, just
2 so we can kind of put that into perspective,
3 because a lot of times we talk about, you know,
4 what it is we do, and if we could see the year to
5 date --

6 MS. POSEY: Okay.

7 COMM. RAMOS: -- okay. We need to --

8 MS. POSEY: Uh-huh.

9 COMM. RAMOS: You know, it really
10 helps.

11 COMM. LONG: And I also very much
12 like the data, so I don't know how much that you
13 usually collect, or do you go by age, gender,
14 race? But then it doesn't mean that we need all
15 of the information on this glance, so if you
16 collect that kind of information, sometimes then
17 we take a look at those data, then we may -- that
18 may help us decide --

19 MS. POSEY: Okay.

20 COMM. LONG: -- which area that we
21 want to reach out to.

22 MS. POSEY: Okay. So, right here
23 where it says, "Leading Protected Class," I could

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1 say we had 50 disability complaints and --
2 COMM. LONG: Uh-huh.
3 MS. POSEY: -- 20 race and 10
4 religion. would you like to see it that way?
5 COMM. LONG: Right.
6 MS. POSEY: Okay.
7 COMM. SLASH: Right.
8 CHAIRPERSON BLACKBURN: Right.
9 COMM. LONG: If you already have that
10 data.
11 MS. POSEY: Yes.
12 COMM. LONG: And I'm also wondering,
13 so there are a lot of information and education
14 programs for teen, teenagers.
15 MS. POSEY: Uh-huh.
16 COMM. LONG: Do we particularly do
17 anything for that group of -- you call them at
18 risk or --
19 MS. POSEY: Uh-huh.
20 COMM. LONG: -- underserved or --
21 MS. POSEY: I will let External
22 Affairs answer that question --
23 COMM. LONG: Okay.

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1 MS. POSEY: -- and get to the rest of
2 the outreach and events --
3 COMM. LONG: Sure.
4 MS. POSEY: -- because I don't -- any
Page 28

5 other questions for me?

6 (No response.)

7 MS. POSEY: Perfect. Thank you.

8 COMM. RAMOS: Actually, I do.

9 MS. POSEY: Oh, yes, sir.

10 COMM. RAMOS: So, one of the things
11 we shared with the Executive Director Wilson when
12 he first came in was really kind of having a
13 strategy.

14 MS. POSEY: Uh-huh.

15 COMM. RAMOS: What's the outlook?
16 what's the vision, his vision for the agency?
17 And even, you know, Madam Chair or myself or any
18 of the members of the Commission can participate
19 in that. We'd just like to get a view of his
20 direction. I think that's very helpful. I know
21 we have an execution responsibility, but it's
22 good to see, because you're bringing in some
23 talent, you have good communications. There's

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1 got to be a plan around it, and we'd --

2 MS. POSEY: Yes.

3 COMM. RAMOS: -- just like to be able
4 to understand that and see that.

5 MS. POSEY: Most definitely. Okay.
6 Thank you.

7 COMM. RAMOS: Uh-huh.

8 MS. GORDON: Good afternoon. Lesley
9 Gordon, Deputy Director, External Affairs.

10 I will just pick right back up, a little
11 elaboration on the Agency at a Glance for you,
12 too. This won't necessarily always look the
13 same. The goal will be to highlight some of the
14 things we want to go over and discuss or some of
15 the storytelling that happens there. But I'm
16 excited to say we are working on our annual
17 report, which will have those things and that
18 year-to-date comparison all compiled in it, so
19 that will be a reference available for you, we're
20 hoping, at the beginning of February.

21 And those things are possible because we
22 have a team in External Affairs now, so you guys
23 met Tyler Bracken, who's been great in the

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1 Communications Coordinator role, hit the ground
2 running, and then John Hawkins, our Public
3 Outreach Manager.

4 And a little bit toward that vision,
5 reflecting on these numbers and turning that into
6 a targeted strategy is the goal and understanding
7 that balance of education and outreach. We have
8 some numbers to go off of, and that's what we'll
9 be doing.

10 But I'm excited this year to execute and
11 to make tweaks and to understand what that is and
12 using the today data to support those decisions
13 and being strategic with our ad buys and ad
14 campaigns is definitely in our plan for 2018.

15 As far as outreach goes, we have been --
16 we're always really busy, and sometimes that
17 "Upcoming Events" doesn't even always reflect
18 what is in the pipeline, but as far as November
19 and December went, we had the Holocaust
20 observance event, we did some outreach in Valpo,
21 where we went to their Human Relations -- they
22 have a new committee that was formed, because
23 they don't have a formal Commission.

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1 And so, we were able to talk to them about
2 what we do here on a statewide level and partner
3 with them in helping understand some of their
4 case needs and resources that we can provide for
5 them to help with some of their potential
6 complaints.

7 we had a speaking role at the Indiana
8 Conference on Disabilities, where our ALJ, John
9 Burkhardt, held a breakout session, but we also
10 had an outreach event at that entire -- or
11 outreach table at that entire conference, and we
12 met a lot of people that knew about us, but also
13 a lot of people that didn't. So, we did a lot
14 of -- had a lot of educational opportunities and
15 got a lot of information out and a lot of great
16 feedback about John's presentation and
17 information he presented.

18 we did a successful continuing legal
19 education program in Evansville, and that is a

20 series that we'll continue in 2018, working with
21 the ADR team and our staff attorneys to schedule
22 those out and plan those, and we'll just stick
23 with the kinds of places that help with some

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1 crowds. So, while it's for the lawyers, it also
2 helps -- gives an opportunity for some of the
3 public to be in a training and understand some of
4 those -- some of the legal programs of the
5 agency.

6 COMM. RAMOS: Lesley, as I recall,
7 once upon a time, Richmond was being kind of
8 folded into the state. Is that true, or is
9 that -- is that -- one time they had their own --

10 MS. GORDON: Uh-huh.

11 COMM. RAMOS: -- their own civil
12 rights group, and then they were looking to
13 combine. What's --

14 MS. POSEY: So, what happens when
15 certain cities or counties lose their Commission,
16 or like, for example, Elkhart, it just recently
17 happened with them, they no longer had their
18 Elkhart Human Relations Commission. What happens
19 is we just absorb all --

20 COMM. RAMOS: Uh-huh.

21 MS. POSEY: -- of those cases. But
22 what we want to do is make sure, since we are a
23 small staff here and we're all centrally located

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1 in Indianapolis, we want to make sure that in
2 those other towns that don't either have a Human
3 Rights Commission or a full agency that is
4 capable of doing all of the work, that they at
5 least know how we can help them, how to help us
6 with the process of doing intake, so that we can
7 do the investigations and the litigations of the
8 cases.

9 So, that's something that I'm really
10 working on this year is going around the state
11 and partnering, especially with -- we've spoke
12 about Valpo. They have a committee, but they
13 can't -- they're not authorized to actually do
14 any investigations. But we want to make sure
15 that we can partner with those places to provide
16 the education that they need to be on the ground,
17 but then that we will handle the investigations,
18 if it comes to it.

19 So, did that answer your question?

20 COMM. RAMOS: It did. And from a map
21 standpoint, and you don't have to do this --

22 MS. POSEY: Uh-huh.

23 COMM. RAMOS: -- anytime soon, but

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1 it'd just be good to know which geographies that
2 this Commission has overall responsibility for

3 now compared to --

4 MS. POSEY: Okay.

5 COMM. RAMOS: -- you know, what it
6 was.

7 MS. POSEY: So, there's about sixteen
8 to twentyish --

9 MS. GORDON: Sixteen.

10 MS. POSEY: -- sixteen Human
11 Relations Commissions across the state. So, even
12 if -- so, for example, Fort Wayne. Fort Wayne is
13 the second, after us, second largest Civil Rights
14 Commission, Human Relations Commission, in terms
15 of how many investigations that they do a year.
16 However, if someone in Fort Wayne calls us to
17 file a complaint, they can do that, because we
18 have jurisdiction over wherever.

19 COMM. RAMOS: Okay.

20 MS. POSEY: So, even though
21 Fort Wayne has their own Commission, we still
22 have the jurisdiction everywhere. So, that's
23 something else that we're working out with those

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1 16 other places that have their own Commission.
2 How can we work together with them so that they
3 can still have their caseload and, you know,
4 their Commission, but then that we're also, as
5 the state agency, representing civil rights
6 across the state. So --

7 COMM. RAMOS: Thank you.

8 MS. POSEY: Uh-huh.

9 MS. GORDON: Now, relationship
10 building. It will be important, and hopefully
11 folding them into our market plan once we get
12 those agreements together, when they don't have
13 those resources. It's great awareness for the
14 both of us, for the things that they can't
15 support, that we can kind of come in and tag
16 along to help lift them up, so --

17 COMM. RAMOS: Absolutely.

18 MS. GORDON: And then the others are
19 a couple of appearances we've done, some of the
20 resources we've been doing as far as outreach and
21 advertising in the past, with radio and some of
22 the TV relationships, to help promote the Martin
23 Luther King celebration that we just had, as well

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1 as the Civil Rights Commission. We did a really
2 good job of pairing those together with most of
3 those appearances.

4 Some things to highlight. We had at,
5 least in my tenure, the first release that we put
6 out over a final decision, and so those will
7 begin to be placed on our web site and continue
8 to update those pages.

9 We had a couple of articles come out with
10 the climate of the session being in as well as
11 sexual harassment and rights in general, we've
12 had some inquiries in being able to handle those

13 and navigate those statements when we were not
14 making any -- or not doing any public statements,
15 making sure that's aligned with our mission as an
16 enforcement agency.

17 Then some upcoming events, we will have a
18 table at Latino Advocacy Day, as we support the
19 Indiana Hispanic and Latino Affairs Commission
20 until their director position is filled, so we're
21 helping support them by having an outreach table
22 there.

23 Then we'll be working with the Office of

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1 the ALJ for his hearing in Gary, as well as doing
2 some relationship building with their Human
3 Relations group while we're up there, always
4 trying to make sure that our visits have multiple
5 purposes when we go to other parts of the state,
6 so that we can make the best use of those
7 dollars.

8 Fair housing training internal, there's
9 been a lot of internal trainings, and so External
10 Affairs is over tracking that and helping find
11 some of those opportunities. So, I will say
12 Caroline's been great and is doing and performing
13 some of those trainings, so we look forward for
14 more of those.

15 And then some webinar opportunities with
16 our EEOC partners, and then the Latino, there's
17 the two legislative breakfasts that's also on our

18 docket. And we'll continue to have those
19 outreach updates on our web site as well as on
20 social media, taking advantage of the avenues
21 that we have to get our message out, whether they
22 be traditional, and some new.

23 COMM. RAMOS: If there are seats

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1 available for some of the events, like the
2 legislative breakfast or whatever they might be,
3 applicable for members of the Commission, it'd be
4 nice to get more than a few days' notice on that.

5 MS. GORDON: Yes.

6 COMM. RAMOS: So, if you could happen
7 to have a look, it would just be nice so we can
8 get it on our calendars and we can attend them.

9 MS. GORDON: Yes, we will send those
10 invites as those spaces are open, yeah. I would
11 love to have you there.

12 COMM. RAMOS: Thank you.

13 MS. GORDON: Any other questions?

14 (No response.)

15 MS. GORDON: All right. Thank you.

16 CHAIRPERSON BLACKBURN: Yes, John.

17 JUDGE BURKHARDT: Thank you.

18 I'm compelled to follow up on this report
19 in terms of both Operations and External Affairs
20 with a -- just a success story in terms of what
21 I've seen in this agency with the onboarding of
22 our directors over, you know, External Affairs,

23 Operations.

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1 The two Deputy Directors, along with
2 Executive Director Wilson, I've just been so
3 impressed at how -- what you see -- how they've
4 made what you've seen here today possible. I'm
5 just personally very encouraged, and I really
6 would like it to be known publicly that the
7 Directors, together and individually, have done
8 so much to boost the morale of the agency, to
9 provide the necessary support for case management
10 and education and outreach.

11 It's a very encouraging time for me to
12 watch this happen, and I hope that you see here a
13 testament to some very hard work in terms of our
14 CFO as well, with Director Wilson, to make this
15 possible, to see us fully staffed, operating at
16 full steam ahead for 2018.

17 Thank you.

18 CHAIRPERSON BLACKBURN: Thank you,
19 John.

20 MS. POSEY: I didn't pay him extra
21 for that.

22 (Laughter.)

23 CHAIRPERSON BLACKBURN: I thought you

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1 wrote the script.

2 (Laughter.)

3 CHAIRPERSON BLACKBURN: I want to
4 revisit the appeals assigned under New Business,
5 to allow for Comm. -- Comm. Edwards to review,
6 under New Business, nos. 7 and 8, which I was
7 going to review. Can you find that and make that
8 correction and reassignment?

9 MS. POSEY: I will say it.
10 Comm. Edwards is now assigned to Christian and
11 Samantha Riley versus Terre Haute Housing
12 Authority and Ted Czanderna versus Area 7 Agency
13 on Aging.

14 CHAIRPERSON BLACKBURN: Correct.

15 MS. POSEY: Those are assigned to
16 Comm. Edwards.

17 CHAIRPERSON BLACKBURN: That's
18 correct. Thank you.

19 MS. POSEY: Uh-huh.

20 CHAIRPERSON BLACKBURN: Are there any
21 announcements?

22 COMM. SLASH: Oh, I'd like to say for
23 our next meeting that the Indianapolis Urban

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1 League will be hosting a screening of Martin
2 Booker was Murdered. It is a -- it's a civil
3 rights story from the City of Denver. It is a
4 free, open-to-the-public screening, and you'll be
5 able to get tickets on Eventbrite starting next
6 week. So, it was a Heartland film, but not

7 enough people saw it, so we decided to bring it
8 back, and the Booker family and the director of
9 that film will also be present.

10 CHAIRPERSON BLACKBURN: Do you know
11 where?

12 COMM. SLASH: We're trying to nail
13 that down.

14 CHAIRPERSON BLACKBURN: Okay.

15 COMM. SLASH: The walker wasn't
16 available, so we are hoping to be at the library,
17 but I don't want to throw that off. But the
18 tickets are available on Eventbrite starting next
19 week.

20 CHAIRPERSON BLACKBURN: Okay. Sounds
21 good. Thank you.

22 MS. POSEY: And if I may, April, even
23 though it's a few months away, is Fair Housing

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1 Month, and this is the 50th year anniversary of
2 the Indy -- or of the Federal Fair Housing Act,
3 1968.

4 CHAIRPERSON BLACKBURN: '8.

5 MS. POSEY: Get my years together.
6 So, that's going to be a very busy month for us,
7 if you have any ideas, especially places to go
8 to, wherever you're from, different organizations
9 that we can partner with to educate the public on
10 their rights and responsibilities as it pertains
11 to housing discrimination.

12 So, we will definitely keep you all in the
13 loop as soon as we start nailing down some events
14 for the month of April, but I just wanted to
15 share that with you in advance while we're
16 thinking about it and while we're nailing things
17 down.

18 CHAIRPERSON BLACKBURN: Okay.

19 COMM. RAMOS: I noticed they're going
20 to be doing major renovation to the Madam Walker
21 Theatre. I just saw that on the news today, 15
22 million.

23 MS. POSEY: Wow.

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1 COMM. RAMOS: That's exciting.

2 CHAIRPERSON BLACKBURN: That is very
3 exciting.

4 MS. POSEY: That is.

5 CHAIRPERSON BLACKBURN: And not a
6 minute too soon.

7 COMM. RAMOS: Yeah.

8 CHAIRPERSON BLACKBURN: The last
9 time, I wasn't even here --

10 MS. POSEY: Wow.

11 CHAIRPERSON BLACKBURN: -- so, it's
12 been a few years.

13 MS. POSEY: Wow.

14 CHAIRPERSON BLACKBURN: All right.
15 Any other announcements?

16 COMM. EDWARDS: I do not have an
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17 announcement; however, I do have a question. I
18 received this information regarding the Indiana
19 Court of Appeals --

20 MS. POSEY: Oh, yes.

21 COMM. EDWARDS: -- is going to have a
22 hearing in February.

23 MS. POSEY: Yes. I'll -- let me

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1 speak on that.

2 COMM. EDWARDS: Okay.

3 MS. POSEY: I sent you an e-mail, but
4 I don't think I sent one to everyone, and I
5 apologize for that. So, one of the cases that
6 was brought before the Commission last year -- is
7 it Baker? No, Cope Davis versus KCARV [sic].
8 You all as Commissioners, in the final order you
9 found for the Complainant, and the Respondent
10 appealed that to the Court of Appeals, and this
11 was done early 2017.

12 So, throughout this process the attorneys
13 have been going back and forth, submitting briefs
14 to the Court of Appeals. Sometimes the Court of
15 Appeals will issue a decision just based on the
16 briefs, and sometimes they like to have oral
17 arguments --

18 COMM. EDWARDS: Uh-huh.

19 MS. POSEY: -- based on if it's a
20 different area of the law or they want to get
21 more information. So, in this case, they've

22 asked for oral arguments, and because the notice
23 that came to our offices had every Commissioner

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1 who was the final authority on that -- the first
2 hearing, they sent it directly to you, so we sent
3 it to you since your names were on it, but --

4 CHAIRPERSON BLACKBURN: Okay.

5 MS. POSEY: -- we did not thoroughly
6 explain that. So, I apologize for that, but
7 nothing for you to do. If you would like to
8 attend the oral argument, it's going to be fun to
9 see. I mean I'm a legal nerd, so it's going to
10 be fun for me to watch Mike Healy argue in front
11 of three panel judges at the Court of Appeals,
12 but you don't have to do anything, don't have to
13 be there. I'm excited to hear back from the
14 Court of Appeals as to what the decision is.

15 And speaking of that, there was another
16 case that you all had a final order on when I was
17 Administrative Law Judge, and that was Baker
18 versus Roman Marblene.

19 COMM. EDWARDS: Uh-huh.

20 MS. POSEY: So, Baker, he filed race
21 discrimination. He worked at Roman Marblene. He
22 had -- he got injured at work. He came back.
23 They wouldn't let him back. Even though the

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1 doctor said he was 100 percent ready to come
2 back, they wouldn't let him back as alleged, and
3 he said it was based on his race. The
4 Administrative Law Judge found for Mr. Baker.

5 You all found for Mr. Baker, and there was
6 some oral arguments in that case as well. So,
7 that case went up on appeal. The Court of
8 Appeals made their decision in that and decided
9 to uphold the decision for the Complainant, but
10 at this point, the Respondent has petitioned to
11 go to the Indiana Supreme Court. So, we will
12 keep you updated on that case as well.

13 COMM. EDWARDS: Uh-huh.

14 MS. POSEY: And on the Agency at a
15 Glance, the press release that Ms. Gordon was
16 speaking about was the Meyer versus Zender
17 Properties case that we had at the Commission as
18 well. So, when I was Administrative Law Judge, I
19 held the hearing in Meyer -- in the Meyer case.

20 I held for the Complainant, and you all
21 upheld that finding. Zender is not fighting it.
22 The time has elapsed, so Ms. Meyer has won her
23 case. She has received her relief in that

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1 matter, so that's a great victory for the Indiana
2 Civil Rights Commission.

3 CHAIRPERSON BLACKBURN: Uh-huh.

4 COMM. RAMOS: Great.

5 CHAIRPERSON BLACKBURN: The date --
6 I'm sorry; the date of the hearing for -- before
7 the Court of Appeals is when?
8 MS. POSEY: February 22nd?
9 JUDGE BURKHARDT: Yes.
10 MS. POSEY: February 22nd, 1:00 p.m.
11 JUDGE BURKHARDT: Uh-huh.
12 MS. POSEY: This is just --
13 CHAIRPERSON BLACKBURN: And where?
14 MS. POSEY: At the Court of Appeals,
15 at the Statehouse.
16 CHAIRPERSON BLACKBURN: At the
17 Statehouse.
18 MS. POSEY: Uh-huh.
19 COMM. EDWARDS: It's not --
20 MS. POSEY: Oh, I'm sorry; yes, I'm
21 sorry. They're doing a road show.
22 JUDGE BURKHARDT: Vincennes.
23 MS. POSEY: Where is it?

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1 JUDGE BURKHARDT: Is it in Vincennes?
2 COMM. EDWARDS: Yes, it's Vincennes.
3 CHAIRPERSON BLACKBURN: Vincennes?
4 MS. POSEY: Yeah. They do wheels on
5 Appeals -- or Appeals on wheels.
6 CHAIRPERSON BLACKBURN: Appeals on
7 wheels.
8 MS. POSEY: Yeah. So, they go around
9 the state doing that. I forgot about that. So,

10 that'll be fun.

11 CHAIRPERSON BLACKBURN: Okay.

12 MS. POSEY: All right. Thank you.

13 CHAIRPERSON BLACKBURN: Any other
14 announcements?

15 (No response.)

16 CHAIRPERSON BLACKBURN: Hearing none,
17 the meeting is adjourned.

18 - - -
19 Thereupon, the proceedings of
20 January 19, 2018 were concluded
at 2:01 o'clock p.m.
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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, January 19, 2018 in this matter and
8 transcribed by me.

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

CRC 1-19-18

15 My Commission expires August 26, 2024.

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