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INDIANA  
CIVIL RIGHTS COMMISSION

1                   BEFORE THE STATE OF INDIANA  
2                   CIVIL RIGHTS COMMISSION

3                   - - -

4  
5                   PUBLIC MEETING OF MAY 17, 2013

6  
7                   - - -                   **ORIGINAL**

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 South, Conference Center,  
16                  Room A, 402 West Washington Street, Indianapolis,  
17                  Indiana, on Friday, May 17, 2013 at 11:10  
18                  o'clock a.m.

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:

2 COMMISSION MEMBERS:

3 Alpha Blackburn, Chairperson  
4 David C. Carter  
5 John E. Garcia  
6 Barry Baynard  
7 Steven A. Ramos

8 INDIANA CIVIL RIGHTS COMMISSION  
9 By Jamal Smith, Director/Secretary  
10 & Akia Haynes, Dep. Director  
11 Indiana Government Center North  
12 100 North Senate Avenue, Room N103  
13 Indianapolis, Indiana 46204  
14 On behalf of the Commission.

15 OTHER COMMISSION STAFF PRESENT:

16 Pamela Cook  
17 Debbie Rincones-Chavez

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19  
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21  
22  
23

1 11:10 o'clock a.m.  
2 May 17, 2013

3 - - -

4 CHAIRPERSON BLACKBURN: Good morning.

5 MR. SMITH: Good morning.

6 MS. HAYNES: Good morning.

7 CHAIRPERSON BLACKBURN: The Indiana  
8 Civil Rights Commission is now in public session,  
9 and I would ask for approval and adoption of the  
10 meeting minutes.

11 COMM. CARTER: I so move.

12 CHAIRPERSON BLACKBURN: And a second?

13 COMM. GARCIA: Aye.

14 CHAIRPERSON BLACKBURN: All in favor?

15 COMM. CARTER: Aye.

16 COMM. BAYNARD: Aye.

17 COMM. RAMOS: Aye.

18 COMM. GARCIA: Aye.

19 CHAIRPERSON BLACKBURN: Anyone  
20 opposed?

21 (No response.)

22 CHAIRPERSON BLACKBURN: Thank you.

23 And we now have a financial support [sic]  
in your packet from Ms. Cook.

1           Did you want to present anything,  
2 Ms. Cook?

3           MS. COOK: Yes. Good morning.  
4 You've had a chance to review the financial  
5 reports, and if you -- currently we're fast  
6 approaching our fiscal year end, and we do  
7 anticipate being on target this year, very close  
8 to target. If you have any questions regarding  
9 the report, I'd like to entertain those at this  
10 time.

11           COMM. RAMOS: And "on target," you  
12 mean with the percent that goes back to the  
13 general fund?

14           MS. COOK: Yes.

15           COMM. RAMOS: Okay. Thank you.

16           CHAIRPERSON BLACKBURN: No other  
17 questions?

18                           (No response.)

19           CHAIRPERSON BLACKBURN: You should  
20 smile, Ms. Cook. All right. Thank you very  
21 much.

22           We'll go down to our Old Business, and  
23 report on the Complaint Appeals, and starting

1 with you, Comm. Carter.

2           COMM. CARTER: Okay. Madam Chair, in  
3 the cases, two cases, of Daniel Trick versus Gary  
4 Myers and Thomas McCarthy versus Clary Crossing  
5 Senior Villas, I recommend we uphold the no  
6 reasonable cause finding in both of those cases.

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

9           COMM. GARCIA: Aye.

10          COMM. RAMOS: Second.

11          CHAIRPERSON BLACKBURN: All in favor?

12          COMM. CARTER: Aye.

13          COMM. BAYNARD: Aye.

14          COMM. RAMOS: Aye.

15          COMM. GARCIA: Aye.

16          CHAIRPERSON BLACKBURN: Anyone  
17 opposed?

18                   (No response.)

19          CHAIRPERSON BLACKBURN: Thank you.

20           I have from Comm. Crenshaw, who couldn't  
21 be here today, her recommendations, having  
22 reviewed two cases. In the case of Gary Bernard  
23 versus Dr. Pepper Snapple Bottling Corporation,

1 she would like to uphold the Deputy Director's  
2 finding of no probable cause. May I have a  
3 motion to accept her recommendation?

4 COMM. CARTER: So moved.

5 COMM. BAYNARD: Second.

6 CHAIRPERSON BLACKBURN: All in favor?

7 COMM. CARTER: Aye.

8 COMM. BAYNARD: Aye.

9 COMM. RAMOS: Aye.

10 COMM. GARCIA: Aye.

11 CHAIRPERSON BLACKBURN: Anyone

12 opposed?

13 (No response.)

14 CHAIRPERSON BLACKBURN: Thank you.

15 In the case of Heather Ward versus Graebel  
16 Van Lines and Hubbard trucking, the Deputy  
17 Director's decision was probable cause for  
18 Hubbard Trucking and no probable cause for  
19 Graebel Van Lines. It is the decision of  
20 Ms. Crenshaw, and the recommendation, that we  
21 reverse the decision to include cause for both  
22 Graebel Van Lines and Trucking -- Hubbard  
23 Trucking. Does everybody understand?

1                   COMM. CARTER:  Yes.

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

4                   COMM. BAYNARD:  So moved.

5                   COMM. CARTER:  Second.

6                   CHAIRPERSON BLACKBURN:  All in favor?

7                   COMM. CARTER:  Aye.

8                   COMM. BAYNARD:  Aye.

9                   COMM. RAMOS:  Aye.

10                  COMM. GARCIA:  Aye.

11                  CHAIRPERSON BLACKBURN:  Anyone  
12 opposed?

13                                   (No response.)

14                  CHAIRPERSON BLACKBURN:  Thank you.

15                           Our next report is from Comm. Ramos.

16                  COMM. RAMOS:  In the -- in the two  
17 cases of Everett Harding and Goodwill Industries  
18 of Central Indiana, and Enrique Rosales versus  
19 Diversco, Inc., I recommend that we uphold the  
20 Director's findings of no probable cause.

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

23                  COMM. GARCIA:  So moved.

1                   COMM. CARTER:    Second.

2                   CHAIRPERSON BLACKBURN:  All in favor?

3                   COMM. CARTER:    Aye.

4                   COMM. BAYNARD:   Aye.

5                   COMM. RAMOS:     Aye.

6                   COMM. GARCIA:    Aye.

7                   CHAIRPERSON BLACKBURN:  Anyone

8                   opposed?

9                                    (No response.)

10                  CHAIRPERSON BLACKBURN:  Thank you.

11                  Comm. Garcia?

12                  COMM. GARCIA:  In both cases, Anibel  
13                  Hernandez versus BJD Landscaping Services, and  
14                  Carlos Cuadrado versus Indiana Marine Products, I  
15                  concur with the Deputy Director's recommendation  
16                  of no probable cause.

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

19                  COMM. CARTER:    So moved.

20                  CHAIRPERSON BLACKBURN:  -- those  
21                  recommendations?

22                  COMM. RAMOS:     Second.

23                  CHAIRPERSON BLACKBURN:  Thank you.

1 All in favor?

2 COMM. CARTER: Aye.

3 COMM. BAYNARD: Aye.

4 COMM. RAMOS: Aye.

5 COMM. GARCIA: Aye.

6 CHAIRPERSON BLACKBURN: Anyone

7 opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Thank you.

10 Comm. Baynard?

11 COMM. BAYNARD: Yes, Madam Chair. In  
12 the case of Joe Trump versus Waterscape  
13 Homeowners Association, I would recommend that we  
14 uphold the Direct -- Deputy Director's finding of  
15 no reasonable cause, and in the case of Lisa  
16 Browning versus Brown & Brown of Southwest  
17 Indiana, I would recommend that we uphold the  
18 Deputy Director's finding of no probable cause.

19 CHAIRPERSON BLACKBURN: May I have a  
20 motion to accept the recommendations?

21 COMM. RAMOS: So moved.

22 COMM. CARTER: Second.

23 CHAIRPERSON BLACKBURN: And all in

1 favor?

2 COMM. CARTER: Aye.

3 COMM. BAYNARD: Aye.

4 COMM. RAMOS: Aye.

5 COMM. GARCIA: Aye.

6 CHAIRPERSON BLACKBURN: Anyone

7 opposed?

8 (No response.)

9 CHAIRPERSON BLACKBURN: Thank you.

10 I do have from Comm. Gidney, who could not  
11 attend today, his report is to uphold the Deputy  
12 Director's finding in the case of Dabner versus  
13 Van Rooy Property Management, and to remand for  
14 further review the case of Rosier versus  
15 C.R. England. May I have a motion to accept?

16 COMM. RAMOS: So moved.

17 CHAIRPERSON BLACKBURN: And a second?

18 COMM. GARCIA: Second.

19 CHAIRPERSON BLACKBURN: All in favor?

20 COMM. CARTER: Aye.

21 COMM. BAYNARD: Aye.

22 COMM. RAMOS: Aye.

23 COMM. GARCIA: Aye.

1 CHAIRPERSON BLACKBURN: Okay. Thank  
2 you.

3 Okay. The cases of Martha Rashedi -- the  
4 case of Martha Rashedi versus Consumer Credit  
5 Counseling Service, I wish to recommend that we  
6 uphold the finding of no probable cause, and ask  
7 for a motion to accept that recommendation.

8 COMM. CARTER: So moved.

9 COMM. BAYNARD: Second.

10 CHAIRPERSON BLACKBURN: All in favor?

11 COMM. CARTER: Aye.

12 COMM. BAYNARD: Aye.

13 COMM. RAMOS: Aye.

14 COMM. GARCIA: Aye.

15 CHAIRPERSON BLACKBURN: Anyone  
16 opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you.

19 I'd like now to assign for appeal the  
20 cases listed in your agenda, to Comm. Ramos,  
21 Shawna Vandever versus Equity Property  
22 Management; Comm. Baynard, Hadley Sellers versus  
23 Primex Plastics; Comm. Carter, Deloris

1 Atkins-Libich versus Northern Indiana Public  
2 Service Company; and Comm. Garcia, Kristy  
3 Zajkowski, that's Z a j k o w s k i, versus East  
4 Chicago Community Health Center.

5 (Discussion off the record.)

6 CHAIRPERSON BLACKBURN: If you'd  
7 prefer not to do it, I'll do it. It's not close  
8 to me.

9 COMM. RAMOS: Okay.

10 CHAIRPERSON BLACKBURN: Okay. Thank  
11 you.

12 Findings of Fact, Conclusions of Law and  
13 Order, I did not see any. There are none in our  
14 packet.

15 MS. RINCONES-CHAVEZ: There's not  
16 supposed to be.

17 CHAIRPERSON BLACKBURN: Right.

18 We do have one Consent Agreement, which I  
19 would ask your approval for. It is Blair Duncan  
20 versus Indiana Mentors Network.

21 COMM. CARTER: I move we accept it.

22 CHAIRPERSON BLACKBURN: May I have a  
23 second?

1                   COMM. RAMOS:   Second.

2                   CHAIRPERSON BLACKBURN:   Thank you.

3                   All in favor?

4                   COMM. CARTER:   Aye.

5                   COMM. BAYNARD:   Aye.

6                   COMM. RAMOS:   Aye.

7                   COMM. GARCIA:   Aye.

8                   CHAIRPERSON BLACKBURN:   Thank you.

9                   Anyone opposed?

10                                   (No response.)

11                   CHAIRPERSON BLACKBURN:   Thank you.

12                   Now we would like to have an  
13   Administrative Update from either our esteemed  
14   Director or his Deputy.

15                   MR. SMITH:   Good afternoon.

16                   CHAIRPERSON BLACKBURN:   Good  
17   afternoon.

18                   COMM. RAMOS:   Good afternoon.

19                   CHAIRPERSON BLACKBURN:   We're rushing  
20   time.   Let's see.

21                   MR. SMITH:   How are we with time?  
22   Are we good?

23                   CHAIRPERSON BLACKBURN:   We're still

1 good.

2 MR. SMITH: I should have taken my  
3 time here.

4 A couple of things to note. As has become  
5 the norm, we have been extremely busy, with a  
6 number of activities and outreach events all over  
7 the state, from Richmond to Fort Wayne, East  
8 Chicago-Gary down to Jeffersonville, New Albany,  
9 Evansville, you name it, including the Fair  
10 Housing Conference that we held here in this very  
11 room, or I guess a combination of these two  
12 adjoining rooms, last month, on the 18th of  
13 April.

14 It went very, very well, well attended at  
15 the time, and I haven't doubled back with Brad  
16 yet to get the official numbers, but we had well  
17 over 250 people in attendance for that event.  
18 So, a collaboration with HUD, as well as Back  
19 Home Indi -- the Back Home Indiana Alliance --

20 Am I saying that right?

21 MS. HAYNES: Yes.

22 MR. SMITH: -- and the Fair Housing  
23 Center, who is now -- well, they have a location

1 here in Indianapolis as well. So, very, very  
2 well attended, very well read. We had lots of  
3 great reviews, lots of thank yous, and please for  
4 us to do it again. So, kudos to you guys as the  
5 Commission. You did a very good job there.

6 Other things I think of importance to  
7 mention, in addition to all of the outreach,  
8 obviously we've vamped up a lot of our  
9 advertising and promotions. I know some of you  
10 have either heard some of the advertising on the  
11 radio, some of you, depending on where you are  
12 around the state, may have seen some of the  
13 postings on public transportation, buses, bus  
14 stations, bus stops, so on and so forth, so we're  
15 doing a good job there.

16 I do want to make mention, though, as we  
17 roll that thing out, we are doing our best to  
18 brand that as well as we can. A large part of  
19 the strategic plan was to get ourselves out and  
20 get our brand a little bit more recognized. And  
21 I think in the beginning, we had what I consider  
22 to be a fairly vague slogan, so we changed from  
23 "What do you see now? What do you hear now?"

1 to -- it simply says, "Facing Discrimination?  
2 Contact the Indiana Civil Rights Commission."

3 And I think we're going to try to dive  
4 even deeper than that and get a little bit more  
5 explicit, if we can. So, the idea is to be as  
6 explicit as we can and still get the message  
7 across to the audience that we're trying it  
8 reach, and so we're working to do that as best as  
9 possible.

10 So, we're pretty excited. We're getting a  
11 lot of good feedback. I'm also hearing from  
12 various folks around the statewide community  
13 about having heard and/or seen some of the  
14 advertisements, so that's always exciting. It  
15 lets us know that we are actually present, so  
16 that's good.

17 Another -- well, I won't say issue.  
18 Another point of reference, I think, to mention  
19 is that our -- our purview, if you will, our  
20 statute of limitations, is being challenged  
21 again, as it is always when complainants come in.  
22 As you guys well know, we live in the era of  
23 discrimination, but we do so within the purview

1 of what the Indiana Civil Rights Law says that we  
2 can do.

3           Some of the more recent complaints that  
4 have come in have involved complaints against  
5 local prosecutor's offices and things of that  
6 nature, which I don't think we have historically  
7 dabbled in, but there has been a request to the  
8 A.G.'s Office to really look into whether or not,  
9 if it relates to discrimination, that our agency  
10 can investigate claims of discrimination against  
11 a local prosecutor's office.

12           Case in point, there is a -- there was an  
13 incident that happened in Indianapolis where a  
14 group of individuals were arrested for the same  
15 alleged crime, and all of them minority except  
16 one. All of the minorities were charged, the one  
17 nonminority was not, and so the question is  
18 whether we can pursue a discriminatory claim  
19 against the prosecutor who charged the  
20 individuals or not charged the individuals in  
21 that case.

22           I think we have historically stood by that  
23 that's a "no" on our behalf, because we don't

1 fall into that category. But the definition of  
2 public accommodation is being questioned, and  
3 whether that includes the prosecutor's office, so  
4 the A.G. -- it's in the A.G.'s hands now.

5 And I think it's important that you guys  
6 are aware of that, because as soon as that comes  
7 back in reverse of what we've done historically,  
8 then that could be the proverbial Pandora's box  
9 that opens, and we'll need to make accommodations  
10 accordingly. So, be aware of that.

11 And if we do, it'll be something to really  
12 have a discussion about how we pursue that,  
13 because that's a long list of entities, if you  
14 will, that I don't think this agency has  
15 historically taken on, and so -- and not that we  
16 shouldn't. It's just a matter of what the law  
17 says that we can do. So, just an FYI there.

18 And we've been -- Akia and I have been in  
19 discussions about this, and actually kind of  
20 excited about what may come back, because, again,  
21 I think that opens up a whole new can of worms,  
22 so we're excited about that.

23 Outside of that, things are going well.

1 We're in talks with HUD about pursuing a testing  
2 program, which I think will open up a lot more  
3 opportunity within the housing arena as well.  
4 We're pretty steady there, but there's signs that  
5 there is more activity that we could tap into,  
6 and we feel that the best way to do so is  
7 testing.

8 Now, the catch to that is: Whatever  
9 testing program that we might take on has to be  
10 approved by HUD. A curve ball there is there  
11 aren't many testing programs that exist; very,  
12 very, very few nationwide. In fact, if we are to  
13 successfully pull this thing off, we would be, I  
14 think, pioneers in that area as it relates to a  
15 state agency that's doing statewide testing.

16 So, we're excited about that. We've got a  
17 few phone calls into HUD about some guidelines  
18 and restrictions that should come back and give  
19 us a little bit of a road map, if you will, about  
20 how we should and could pursue the idea of  
21 testing in the area of housing discrimination.  
22 So, if we're able to pull that off, it would be a  
23 good day for the agency.

1           Outside of that, things are well, and I  
2 have nothing else to report unless you guys have  
3 questions for me.

4           CHAIRPERSON BLACKBURN: So, there's  
5 been a period of time that we have not been doing  
6 any testing?

7           MR. SMITH: Since I've been here we  
8 have not done so, and my records indicate that we  
9 haven't done it -- we have historically never  
10 done it full-fledged. It looks like there's been  
11 spotty areas of testing. I'm not sure how much  
12 of it was actually approved from HUD, but there  
13 has never been a time this agency had a  
14 full-blown testing program that existed, you  
15 know, where all of the checks and balances were  
16 actually there.

17           And that's not to say that this agency  
18 hasn't done anything it's not supposed to,  
19 because, again, we haven't been able to find --  
20 we've looked. We haven't been able to find  
21 anyone anywhere that -- who does it at that  
22 level.

23           HUD has what they call PHIP's and PHAP's.

1 We are, by definition, a PHAP agency; right? And  
2 there are some FHIP agencies that actually engage  
3 in testing the fair housing centers, for example,  
4 but they are typically landlocked with  
5 jurisdiction and can only go so far, and they are  
6 spotted throughout the -- throughout the country.  
7 Ohio has a few, Michigan has a few, we have one  
8 here in Indiana.

9 And they're relatively new. They helped  
10 us with the housing conference last month, but  
11 there's no one that does it statewide. So,  
12 again, if we ever pull this thing off, not only  
13 would it be doing a good service for us in terms  
14 of activity and helping to, one, increase the  
15 brand, again, but increase the amount of activity  
16 that we have in the area of housing and  
17 housing -- fighting housing discrimination, but I  
18 think we'll set a precedent for other states and  
19 other antidiscrimination housing agencies,  
20 government agencies, across the country. So,  
21 we're excited about the prospect.

22 COMM. RAMOS: Any major events this  
23 summer?

1           MR. SMITH: We've got a list of them.  
2 You should have a list there in your packet. Of  
3 course, Black Expo week is a huge piece for us.  
4 That's a time we get to focus, in large part, on  
5 our -- the education focus that we've undertaken,  
6 and not the outreach and education, but the pure  
7 form of education, K-through-12 education.

8           We have partnered with the Department of  
9 Education as well as IUPUI to address the two  
10 areas. Now, keeping in mind that once we -- even  
11 when we took this on, taking -- or proclaiming  
12 equal access to a quality education as the civil  
13 rights issue of our time, we also understood that  
14 we're not DOE; right? You know, we're not the  
15 Office of Management and budget. You know, we  
16 don't set funding formulas, we don't set core  
17 curriculum.

18           We live in the area of discrimination and  
19 disparities, so the two areas that we have taken  
20 on have been the disparities in special education  
21 for minority youth, as well as discipline for  
22 minority youth throughout the state. So, we have  
23 partnered with, like I said, DOE and IUPUI to

1 address this, in large part, during Black Expo,  
2 which is in mid-July, and, you know, so we're  
3 looking forward to having a very successful piece  
4 there.

5           One of the problems we've found in taking  
6 on that mission is that most of the conversations  
7 we have, and I've said this repeatedly, they're  
8 always with the principals and the teachers and  
9 the administrators and the superintendents, but  
10 we argue that the people who need it the most,  
11 the parents, it's really tough to get them in a  
12 room in concentrated numbers. And so, we're  
13 looking at a variety of ways to get that done and  
14 trying to be creative with how we do it.

15           One of the ideas that's tossed out now,  
16 and I guess I'll mention this publicly, but it's  
17 not -- it's in very, very preliminary stages  
18 right now. As you well know, during MLK weekend  
19 in January, we partnered with the MLK Commission,  
20 and our focus for that, since I've been here, and  
21 I wanted to focus that on education; right?

22           And so, everyone that we've brought in has  
23 had some form of an education interest, you know,

1 an education background. And so, the idea is to  
2 bring in some celebrity who could draw in  
3 attendance, and one of the names that's been  
4 tossed out is John Legend. I don't know if you  
5 guys are familiar with John Legend. He's got a  
6 really, really good following, a very diverse  
7 following.

8 And coincidentally, one of his bags, if  
9 you will, is education reform. And so, the idea  
10 is to figure out a way to partner with some other  
11 organizations outside of state government who  
12 could obviously help with the financial burden  
13 that that would bring on, but to collaborate with  
14 us about some creative ways to make the most of  
15 it.

16 And one of the most important parts of  
17 that would be, assuming that we can pull that  
18 off, is to bring in parents, to bring in young  
19 people, and actually use that as a carrot, but  
20 once we have them in the place, discuss a lot of  
21 the hot topics that we need to discuss, special  
22 ed, and what parents need to know about, you  
23 know, if your child is displaced into a special

1 education program and what that means long-term.

2 This -- like I said, the disparities in  
3 discipline and how research has indicated a very,  
4 very stark difference in the way minority kids  
5 and nonminority kids are disciplined throughout  
6 our schools across the state. And it's important  
7 now, like I said, that young people as well as  
8 the parents are aware of that.

9 So, if we can pull off something like  
10 that, that would be a great win, not only for the  
11 Commission, but for the state, for the parents,  
12 for the argument about education, and so on and  
13 so forth. So, it's a work in progress, a pretty  
14 monumental hill to climb, but that's why we're  
15 here; right? So, we're excited about that as  
16 well.

17 COMM. RAMOS: Okay. Thank you.

18 MR. SMITH: Certainly.

19 CHAIRPERSON BLACKBURN: I'm tickled  
20 to see that on August 3rd we're going to have  
21 another Civil Rights game.

22 MR. SMITH: We are. We're excited  
23 about that as well. We're partnering again with

1 the Indians. I hope you guys can make it out.  
2 We're trying to grow that piece and create a  
3 business model. It's a unique way to get our  
4 message out; right? It's not the typical --

5 CHAIRPERSON BLACKBURN: Right.

6 MR. SMITH: -- medium. So, we're  
7 excited about that, and if we could develop this  
8 thing into a model that we're comfortable with,  
9 the idea is to take it to other parts of the  
10 state, because, you know, Gary has a minor  
11 league, Fort Wayne has a minor league team.

12 CHAIRPERSON BLACKBURN: Uh-huh.

13 MR. SMITH: The concept is great,  
14 everyone loves it, but we want to make sure that  
15 the time, the resources and the money we spend,  
16 we're actually getting something back before we  
17 carry this thing elsewhere. So, we are excited  
18 about it.

19 We're bringing other folks on, Martin  
20 University, hopefully. IPE has teamed up with us  
21 as well. IUPUI and their DEI, which is,  
22 Diversity, Equity and Inclusion, a division of  
23 IUPUI, is going to team up with us as well. So,

1 we're excited about the opportunity and all of  
2 the folks that we're planning to bring along, so,  
3 yeah.

4 CHAIRPERSON BLACKBURN: Great.

5 MR. SMITH: We'll be throwing out the  
6 first pitch again --

7 CHAIRPERSON BLACKBURN: Yes.

8 MR. SMITH: -- so hopefully we'll do  
9 a better job this year.

10 (Laughter.)

11 COMM. RAMOS: Dirt ball?

12 MR. SMITH: Right at the plate;  
13 right? Right at the plate.

14 COMM. RAMOS: Yeah.

15 MR. SMITH: Any other questions?

16 CHAIRPERSON BLACKBURN: What are you  
17 doing in your spare time?

18 MR. SMITH: Loving on my family, a  
19 beautiful wife and two children, so excited about  
20 that as well.

21 CHAIRPERSON BLACKBURN: Thank you.

22 No, I mean as a whole staff, you're --

23 MR. SMITH: Oh.

1                   CHAIRPERSON BLACKBURN:  -- obviously  
2 very busy.

3                   MR. SMITH:  We are proud of the  
4 staff.  They do an excellent job.  We've kind of  
5 revamped a lot of things in the last couple of  
6 years.  We're far more active than I think the  
7 agency has been in years, and it's a credit to  
8 the energy and the foresight and the passion that  
9 the staff has.  So, excited to have the group of  
10 people that I work with.  So, they're doing good  
11 work, very good work.

12                   CHAIRPERSON BLACKBURN:  Great.

13                   Are there any announcements from the  
14 Commissioners?

15                   (No response.)

16                   CHAIRPERSON BLACKBURN:  Nothing going  
17 on around the state you want to comment on?

18                   MR. SMITH:  I encourage you guys to  
19 take a look at all of the activities that are  
20 going on.  If we are a part of -- or in your neck  
21 of the woods, as they would say, let us know.  I  
22 want to make sure that, you know, you guys get  
23 the VIP treatment, and we'd love to have you come

1 by and represent the Commission outside of  
2 Conference Room A, you know, once a month. So,  
3 if that's ever a possibility and it fits within  
4 your already busy schedule, we definitely welcome  
5 that.

6 CHAIRPERSON BLACKBURN: We appreciate  
7 that.

8 MR. SMITH: Yes, ma'am.

9 CHAIRPERSON BLACKBURN: Hearing no  
10 other announcements, the meeting is adjourned.

11 MR. SMITH: Excellent.

12 CHAIRPERSON BLACKBURN: Thank you.

13 - - -  
14 Thereupon, the proceedings of  
15 May 17, 2013 were concluded  
16 at 11:36 o'clock a.m.  
17 - - -

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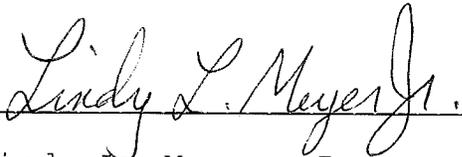
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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, May 17, 2013 in this matter and transcribed by me.

  
\_\_\_\_\_

Lindy L. Meyer, Jr.,

Notary Public in and  
for the State of Indiana.

My Commission expires October 27, 2016.

<p style="text-align: center;"><b>1</b></p> <p>100 [1] - 2:8 11:10 [2] - 1:17, 3:1 11:36 [1] - 29:14 12922 [1] - 1:22 17 [5] - 1:5, 1:17, 3:1, 29:14, 30:7 18th [1] - 14:12</p>	<p>adjourned [1] - 29:10 Administrative [1] - 13:13 administrators [1] - 23:9 adoption [1] - 3:8 advertisements [1] - 16:14 advertising [2] - 15:9, 15:10 afternoon [3] - 13:15, 13:17, 13:18 agencies [3] - 21:2, 21:19, 21:20 agency [8] - 17:9, 18:14, 19:15, 19:23, 20:13, 20:17, 21:1, 28:7 agenda [1] - 11:20 Agreement [1] - 12:18 Akia [2] - 2:7, 18:18 Albany [1] - 14:8 alleged [1] - 17:15 Alliance [1] - 14:19 Alpha [2] - 1:11, 2:3 amount [1] - 21:15 Anibel [1] - 8:12 announcements [2] - 28:13, 29:10 anticipate [1] - 4:7 antidiscrimination [1] - 21:19 appeal [1] - 11:19 Appeals [1] - 4:23 APPEARANCES [1] - 2:1 appreciate [1] - 29:6 approaching [1] - 4:6 approval [2] - 3:8, 12:19 approved [2] - 19:10, 20:12 April [1] - 14:13 area [4] - 19:14, 19:21, 21:16, 22:18 areas [3] - 20:11, 22:10, 22:19 arena [1] - 19:3 argue [1] - 23:10 argument [1] - 25:12 arrested [1] - 17:14 assign [1] - 11:19 Association [1] - 9:13 assuming [1] - 24:17 Atkins [1] - 12:1 Atkins-Libich [1] - 12:1 attend [1] - 10:11 attendance [2] - 14:17, 24:3 attended [2] - 14:14, 15:2 audience [1] - 16:7 August [1] - 25:20 Avenue [2] - 1:22, 2:8 aware [3] - 18:6, 18:10, 25:8 Aye [42] - 3:12, 3:14, 3:15, 3:16, 3:17, 5:9, 5:12, 5:13, 5:14, 5:15, 6:7, 6:8, 6:9, 6:10, 7:7, 7:8, 7:9, 7:10,</p>	<p>8:3, 8:4, 8:5, 8:6, 9:2, 9:3, 9:4, 9:5, 10:2, 10:3, 10:4, 10:5, 10:20, 10:21, 10:22, 10:23, 11:11, 11:12, 11:13, 11:14, 13:4, 13:5, 13:6, 13:7</p>	<p>Brown [2] - 9:16 Browning [1] - 9:16 budget [1] - 22:15 burden [1] - 24:12 bus [2] - 15:13, 15:14 buses [1] - 15:13 Business [1] - 4:22 business [1] - 26:3 busy [3] - 14:5, 28:2, 29:4</p>
<p style="text-align: center;"><b>2</b></p> <p>2013 [5] - 1:5, 1:17, 3:1, 29:14, 30:7 2016 [1] - 30:15 250 [1] - 14:17 27 [1] - 30:15</p>	<p>amount [1] - 21:15 Anibel [1] - 8:12 announcements [2] - 28:13, 29:10 anticipate [1] - 4:7 antidiscrimination [1] - 21:19 appeal [1] - 11:19 Appeals [1] - 4:23 APPEARANCES [1] - 2:1 appreciate [1] - 29:6 approaching [1] - 4:6 approval [2] - 3:8, 12:19 approved [2] - 19:10, 20:12 April [1] - 14:13 area [4] - 19:14, 19:21, 21:16, 22:18 areas [3] - 20:11, 22:10, 22:19 arena [1] - 19:3 argue [1] - 23:10 argument [1] - 25:12 arrested [1] - 17:14 assign [1] - 11:19 Association [1] - 9:13 assuming [1] - 24:17 Atkins [1] - 12:1 Atkins-Libich [1] - 12:1 attend [1] - 10:11 attendance [2] - 14:17, 24:3 attended [2] - 14:14, 15:2 audience [1] - 16:7 August [1] - 25:20 Avenue [2] - 1:22, 2:8 aware [3] - 18:6, 18:10, 25:8 Aye [42] - 3:12, 3:14, 3:15, 3:16, 3:17, 5:9, 5:12, 5:13, 5:14, 5:15, 6:7, 6:8, 6:9, 6:10, 7:7, 7:8, 7:9, 7:10,</p>	<p style="text-align: center;"><b>B</b></p> <p>background [1] - 24:1 bags [1] - 24:8 balances [1] - 20:15 ball [2] - 19:10, 27:11 Barry [1] - 2:4 Baynard [3] - 2:4, 9:10, 11:22 BAYNARD [14] - 3:15, 5:13, 6:5, 6:8, 7:4, 7:8, 8:4, 9:3, 9:11, 10:3, 10:21, 11:9, 11:12, 13:5 beautiful [1] - 27:19 become [1] - 14:4 BEFORE [1] - 1:1 beginning [1] - 15:21 behalf [2] - 2:9, 17:23 Bernard [1] - 5:22 best [3] - 15:17, 16:8, 19:6 better [1] - 27:9 bit [3] - 15:20, 16:4, 19:19 BJD [1] - 8:13 Black [2] - 22:3, 23:1 Blackburn [2] - 1:11, 2:3 BLACKBURN [62] - 3:3, 3:6, 3:11, 3:13, 3:18, 3:21, 4:16, 4:19, 5:7, 5:11, 5:16, 5:19, 6:6, 6:11, 6:14, 7:2, 7:6, 7:11, 7:14, 7:21, 8:2, 8:7, 8:10, 8:17, 8:20, 8:23, 9:6, 9:9, 9:19, 9:23, 10:6, 10:9, 10:17, 10:19, 11:1, 11:10, 11:15, 11:18, 12:6, 12:10, 12:17, 12:22, 13:2, 13:8, 13:11, 13:16, 13:19, 13:23, 20:4, 25:19, 26:5, 26:12, 27:4, 27:7, 27:16, 27:21, 28:1, 28:12, 28:16, 29:6, 29:9, 29:12 Blair [1] - 12:19 blown [1] - 20:14 Bottling [1] - 5:23 box [1] - 18:8 Brad [1] - 14:15 brand [3] - 15:18, 15:20, 21:15 Brighton [1] - 1:22 bring [5] - 24:2, 24:13, 24:18, 27:2 bringing [1] - 26:19 brought [1] - 23:22</p>	<p style="text-align: center;"><b>C</b></p> <p>C.R [1] - 10:15 captioned [1] - 1:10 Carlos [1] - 8:14 Carmel [1] - 1:22 carrot [1] - 24:19 carry [1] - 26:17 CARTER [20] - 3:10, 3:14, 5:2, 5:12, 6:4, 6:7, 7:1, 7:5, 7:7, 8:1, 8:3, 8:19, 9:2, 9:22, 10:2, 10:20, 11:8, 11:11, 12:21, 13:4 Carter [3] - 2:3, 5:1, 11:23 Case [1] - 17:12 case [8] - 5:22, 6:15, 9:12, 9:15, 10:12, 10:14, 11:4, 17:21 cases [8] - 5:3, 5:6, 5:22, 7:17, 8:12, 11:3, 11:20 catch [1] - 19:8 category [1] - 18:1 celebrity [1] - 24:2 Center [5] - 1:15, 2:8, 12:4, 14:23 centers [1] - 21:3 Central [1] - 7:18 Certainly [1] - 25:18 CERTIFICATE [1] - 30:1 certify [1] - 30:5 Chair [2] - 5:2, 9:11 Chairperson [2] - 1:12, 2:3 CHAIRPERSON [62] - 3:3, 3:6, 3:11, 3:13, 3:18, 3:21, 4:16, 4:19, 5:7, 5:11, 5:16, 5:19, 6:6, 6:11, 6:14, 7:2, 7:6, 7:11, 7:14, 7:21, 8:2, 8:7, 8:10, 8:17, 8:20, 8:23, 9:6, 9:9, 9:19, 9:23, 10:6, 10:9, 10:17, 10:19, 11:1, 11:10, 11:15, 11:18, 12:6, 12:10, 12:17, 12:22, 13:2, 13:8, 13:11, 13:16, 13:19, 13:23, 20:4, 25:19, 26:5, 26:12, 27:4, 27:7, 27:16, 27:21, 28:1, 28:12, 28:16, 29:6, 29:9, 29:12 challenged [1] - 16:20 chance [1] - 4:4</p>
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