City of Aurora
Human Relations Commission

September 12, 2019

Meeting Minutes

Present
Michelle Evans, Sheila Gray, Symone Lewis, Robert Lundquist, Ryan Maley, William Small

Absent
Bertha Baillie, Susan Sosa Bachmeier, Zachary Draves, Vincent Gaddis, Hortensia Ramos, Mae Smith, Kristen Ziman (ex-officio)

Call to Order and Roll Call
Vice-Chairperson Small called the meeting to order at 5:32 PM.
Ryan Maley took roll call and noted a quorum was present.
Alex Voigt from the City of Aurora was also present.

Minutes Approval
Mr. Lundquist moved the minutes from the August 8, 2019 be approved. Ms. Gray seconded the motion. The motion passed unanimously.

Complaint 19 – HRC 002
Ms. Evans stated that she in employee of the respondent. She recused herself from the discussion and left the room during the discussion of this complaint.

Commissioners discussed the complaint including details in the allegation and the nature of the space where the complainant had an issue. The complaint itself did not list the basis of discrimination. The complaint was submitted with hand-written text and it was somewhat difficult to read.

Ms. Voigt noted that a response has not been received from the respondent. It was difficult to identify the individual at the respondent’s organization and there was a delay in sending correspondence.

Commissioners discussed disposition of the complaint. Consensus was reached that the complaint should remain open until the respondent submitted a response.
Complaint 19 – HRC 003
Ms. Evans rejoined the meeting.

Commissioners discussed the complaint. They noted that there was no specific allegation of discrimination. The complaint itself did not list a basis of discrimination.

The response stated that action against the complainant was taken on the basis of the complainant’s behavior and was taken because of the complainant’s behavior and “loud and abusive language”. The response stated that respondent has an appeals process in place and can be used.

Commissioner noted that the address of the complainant was a homeless shelter. Commissioners discussed the potential that respondent’s reaction to the complainant because of perception of appearance. Commissioners noted that the respondent has been trained in issues related to homelessness and that the respondent uses a progressive discipline process to deal with behavior infractions.

Ms. Gray made a motion dismiss on the basis of a lack of specific complaint of discrimination against a protected class. Correspondence should be sent to complainant offering her the opportunity to re-submit a complaint with specifics and/or take advantage of the respondent’s appeal process. Mr. Maley seconded the motion. The motion passed unanimously.

Complaint 19 – HRC 004
Commissioners discussed the details of the complaint. The complaint alleges discrimination in housing rental because of a mental disability. The respondent stated that rental was denied based on credit worthiness of the applicant.

Commissioners reviewed the evidence provided by the respondent including the credit report and email correspondence. Commissioners discussed various scenarios and details including discussing of the overall rental process used by landlords and City of Aurora requirements for background checks.

After discussion, Mr. Maley moved the complaint be dismissed on the basis of (1) the lack of evidence supporting the claim of discrimination and (2) the evidence of continuation of the rental process after the respondent became aware of the potential tenant’s disability. Mr. Lundquist seconded the motion. The motion passed unanimously.

Focus Area Reports
LGBTQ Issues: Ms. Baillie was not present. Mr. Maley reported that she is in the process of scheduling the fist listening sessions, hopefully to be complete in October.

AFD: Ms. Gray reported there was no activity. Commissioners briefly discussed the complexity of the issue.
**Religion:** Ms. Sosa-Bachmeier was not present. No report.

**Education:** Chairperson Smith was not present. No report.

**Client Assistance Program**
Mr. Gaddis was not present. This item was not addressed.

**Commissioner Attendance**
Ms. Voigt reported that she has discussed the issue with Chairperson Smith. They have prepared an action to address the issue. It will be discussed at the next meeting.

**Next Meeting**
Vice Chair Small reminded commissioners that the next meeting of the Commission will be October 10, 2019.

**Adjournment**
The meeting was adjourned by unanimous consent at 6:30 pm.

Respectfully submitted,

Ryan Maley