



Minutes of the Salt Lake City Human Rights Commission regular meeting held on Tuesday, June 5, 2018 at 5:30 p.m. held in the City & County Building, 451 South State Street, Room 335.

Attended:

Commissioner Jason Wessel, District 1

Commissioner Rebecca Chavez-Houck, District 3

Commissioner Wisam Khudhair, District 4

Commissioner Nicole Salazar-Hall, District 5

Commissioner Kimberly Mains, District 6

Commissioner Shauna Doumbia, District 7

Commissioner Luna Banuri, At-Large

David Salazar, Salt Lake City Corporation Human Resources Program Manager

Mayor's Office Staff in Attendance:

Moana Uluave-Hafoka, Policy Advisor & Community Outreach for Diversity and Human Rights

Merili Carter, Research Analyst and Special Projects

Public Comment:

None

Meeting Minutes:

May 2018 minutes approved

Welcomed new members Wisam Khudhair, District 4 and Luna Banuri, At-Large

HR Gap Analysis discussion lead by David Salazar, Salt Lake City Corporation Human Resources Program Manager

Discussed:

- Demographic distribution of Salt Lake City Corporation employees
- Gender distribution of Salt Lake City Corporation employees
- Salt Lake City Corporation's Diversity Recruitment Strategy & Plan
- Gender Pay Equity Policy 3.01.10
 - Nation average is 80 cents per dollar / female to male
 - Utah's average is 70 cents per dollar / female to male
 - Salt Lake City Corporation's average is 93 cents per dollar / female to male

Discussed the 2018 Human Right Day plan- Saturday December 8th at the Sorenson Unity Center.

- Need to form sub-committees to plan and support the day.
- Need to formulate the nomination process to honor an individual, a group, and a student who exemplifies human rights.

LUCA status update provided by Moana:

- Still need volunteers to help collect dwelling locations not provided by typical addresses.
- Glendale, Ball Park, Poplar Grove, and Rose Park have been identified as the hardest to count in Salt Lake City.

HB248 status update provided by Commissioner Salazar-Hall.

Police Use of Force update provided by Commissioner Wessel:

- Data should be updated every two years
- An addendum should be provided every two years that summarizes the past two year's efforts to mitigate use of force, the current conditions, and goals for the future.

Open dialog:

Commission Khudhair expressed concerns about Salt Lake City's air quality and how it affects different parts of the valley (different groups of people) differently.

Commission Khudhair expressed concerns about Salt Lake City's inland port.

Commission Khudhair expressed concerns about how Salt Lake City School District's schedule of important events (graduation / first day of school) conflict with significant religious days / time periods and would like the District to be mindful of this when they schedule events. In addition to school events, Commission Khudhair would also like festivals to take different religions' significant days/time periods to be taken into consideration when they schedule their festival days.

Commissioner Salazar-Hall discussed Masterpiece Cakeshop, Ltd. V. Colorado Civil Rights Commission.

Commissioners discussed marching with the Mayor's Office in next year's Pride Parade.

Commission Khudhair expressed concerns about immigrant children being removed from their parents as they cross the border of the United States.

Upcoming Events:

Immigrant Heritage Month Celebration: June 26, 2018

Next Meeting:

July 2018 meeting will be used as a planning/open discussion meeting should there not be a quorum of commissioners in attendance.

Future 2018 Meetings:

School to Prison Pipeline- Angela Doan, Senior Advisor for Education, Office of the Mayor

Affordable Housing

- Commission would like to see an organization chart from Salt Lake City Corporation that shows what departments are over what aspect of affordable housing.

Motion to close the meeting

Date: 06-04-2018