U.S. COMMISSION ON CIVIL RIGHTS

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MEETING EDITED

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FRIDAY, JANUARY 24, 2014

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PRESENT:

MARTIN R. CASTRO, Chairman
ROBERTA ACHTENBERG, Commissioner
GAIL L. HERIOT, Commissioner
PETER KIRSANOW, Commissioner
DAVID Kladney, Commissioner
MICHAEL YAKI, Commissioner*

MARLENE SALLO, Staff Director

JENNIFER CRON HEPLER

* Present via telephone

** Present via Video teleconference
STAFF PRESENT:
MARGARET BUTLER, EEO Director
PAMELA DUNSTON, Chief, ASCD
YASMIN ELHADY
ALFREDA GREENE
TINALOUISE MARTIN
DAVID MUSSATT, Acting Director, RPCU**
HOPE LOVETT
EILEEN RUDERT
ROREY SMITH, General Counsel
MICHELE YORKMAN

COMMISSIONER ASSISTANTS PRESENT:
KENESHIA GRANT
ALEC DEULL
CLARISSA MULDER
JUANA SILVERIO
ALISON SOMIN
KIMBERLY TOLHURST

OGC INTERNS PRESENT:
EDUARDO GONZALES
JACOB SIMS
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9:31 a.m.

CHAIRMAN CASTRO: Okay. This meeting will come to order. This is a meeting of the U.S. Commission on Civil Rights. It is January 24th, 2014 at 9:31 a.m. The meeting is taking place at the Commission’s headquarters located at 1331 Pennsylvania Avenue, N.W., in Washington, D.C.

I’m Chairman Marty Castro. The Commissioners who are present at this meeting are myself, Commissioner Kirsanow, Commissioner Heriot, Commissioner Achtenberg, and Commissioner Kladney. Commissioner Yaki joins us by phone. Are you there, Commissioner Yaki?

COMMISSIONER YAKI: I am.

CHAIRMAN CASTRO: Okay. A quorum of the Commission is present. Is the court reporter present? There he is. And is our Staff Director present?

STAFF DIRECTOR SALLO: Present.

CHAIRMAN CASTRO: Okay. First item on the agenda is the Approval of the Agenda.

I. APPROVAL OF AGENDA

CHAIRMAN CASTRO: Do I have a motion, or I’ll move. Do I have a second?

COMMISSIONER KLADENEY: Second.
CHAIRMAN CASTRO: Okay. Are there any amendments? Hearing none, let’s vote to approve the agenda. All those in favor say aye.

(Chorus of ayes.)

CHAIRMAN CASTRO: Any opposed? Any abstentions? The motion passes.

Before we proceed on to the next formal agenda item, I just want to note that you may recall that in December we issued a bipartisan letter to the Department of Defense inquiring about our concerns as a Commission regarding some of their regulations as they relate to grooming, and the uniform, and the potential effect on the ability of Sikh Americans and other religious communities, Muslim communities, Jewish communities serving in the Armed Forces as a result of those rules. And this week the Department of Defense did issue some new rules, and made some changes. And so, we want to acknowledge the fact that we were -- it was nice to be part of something that has actually had an impact. I think we want to wait and see what the real impact of these changes are, and just insure that the concerns that we raised are addressed, but I think it’s a positive step in the right direction.

The press release itself did receive a lot of -- our press release did receive a lot of coverage
not only in the U.S., but internationally. And I guess some articles did come out noting our involvement including in Stars and Stripes, so the story is still evolving but it’s a positive result, so I appreciate the bipartisan nature in which we approached that and actually have had some impact.

Also, obviously, this week we observed the anniversary of MLK Day, and you can’t help but recall that the work that we do today is directly related to the work that Dr. King and others began a generation ago. So, we issued a press release on that in recognition of it, but I think we ought to stop and reflect as we do our work today and the next few meetings going on in the next year just how important it is for us to remember that legacy not just on January 20th of every year, but really every time we sit on this great seal that there’s a lot of work that remains undone. And, hopefully, this year and in the years to come we’ll be able to address more of that.

And, finally, I actually, I guess, want to welcome or I don’t know if you want to do this, but I’d like to welcome our new General Counsel, Rorey. Would you like to say a few words? This is your first official meeting.

MR. SMITH: It is.
CHAIRMAN CASTRO: So, welcome to the gallery back here of supporters.

MR. SMITH: Well, thank you.

CHAIRMAN CASTRO: You’ll need to come to a mic, so feel free to use mine. Or you want him to go up there? Yes, you can go sit up there. We’re not going to grill you or anything; at least I don’t think we will.

MR. SMITH: Good morning to you all.

CHAIRMAN CASTRO: Good morning. Welcome.

MR. SMITH: I feel so important here.

(Laughter.)

CHAIRMAN CASTRO: That will soon dissipate.

MR. SMITH: Right. I just wanted to say thank you to all of you and that I really look forward to working with each of you, the Commissioners, your assistants, as well as all the Commission staff to move forward the Agency’s agenda and to do the important work for the American people.

I promise to you, each of you, as well as the American people that I will do my very best as the General Counsel to move the agenda forward.

CHAIRMAN CASTRO: Great. Well, we’re glad to have you on board and look forward to working with you.

MR. SMITH: Thank you very much.

CHAIRMAN CASTRO: Thank you.
So, now we move on to the first formal item on our agenda which is a discussion by our, well, I’ll turn it over to our Staff Director to talk about the process that we want to use to submit concept papers for consideration for 2014 briefings. So, Madam Staff Director, the floor is yours.

II. PROGRAM PLANNING UPDATE AND DISCUSSION OF PROJECTS

STAFF DIRECTOR SALLO: So, I wanted to address the process that we should be following as it applies to submission of concept papers and voting on topics for the end of Fiscal Year 2014 and Fiscal Year 2015. Under our AI, normally what occurs is that we get a budget towards the end of December, January we have the budget. I bring it forth to the attention of the Commissioners, and then based on that we can kind of figure out how many briefings we can hold based on our budget. But, of course, because of the furlough and everything else we still haven’t received our final budget, even though a vote just went through, so we were given $9 million for Fiscal Year 2014. But that said, I believe that it would be a Best Practice for any topics, concept papers to be submitted in March of this year which would allow us an opportunity, us meaning the Office of General Counsel, to review the topics to make
sure that it fits within our statute, and that we have everything that we need to move forward. And then by May of this year, I’m sorry, yes, by May, by May of this year we can set it for a vote whether we choose to rank it or whichever process you choose to have, but we need to vote on the topics in May.

At the very latest in June so that we can not only identify our statutory enforcement report topic for 2015 no later than June of this year, but we can also identify any other topics for the end of Fiscal Year 2014, and Fiscal Year 2015, because by then we would also have a general idea of what we may be provided by OMB.

So, I just wanted to lay that out there, so if everyone could possibly submit either a concept paper or a blurb by the end of March, that would give us all of April to analyze the papers and come back to the Commissioner and/or Special Assistant if we have any questions or any concerns, and then put forth a final draft for the May meeting for consideration for a vote.

CHAIRMAN CASTRO: Are there any questions for the Staff Director on that? It sounds like a good plan to me. Do we need to vote on this, or is this something we can --

STAFF DIRECTOR SALLO: It’s already in the
AI. I’m just --

CHAIRMAN CASTRO: Oh, it’s in the AI.

STAFF DIRECTOR SALLO: -- reminding us.

CHAIRMAN CASTRO: Okay. So, then we don’t need to vote on it. Alright. No questions on that? Okay, then we’ll move on to the next item on our agenda under Management and Operations. So, Staff Director’s report. You still have the floor, Madam Staff Director.

III. MANAGEMENT AND OPERATIONS

STAFF DIRECTOR’S REPORT

STAFF DIRECTOR SALLO: So, as I noted we did receive the budget for 2014, so that’s great. They gave us $9 million. The IG will remain with us until they can complete their outstanding report and they’re being provided a small sum of money, $70,000, so that they can complete that report.

I was happy to see that the GAO will not be instructed now to come in and do further studies, so that was a good thing, so there won’t be an IG or a GAO.

The President announced that he’s releasing his budget on March 3rd for Fiscal Year 2015 so we will have to wait until all of that occurs before we start discussing potential numbers for us. So, I wanted everyone to be aware of that.

Thirdly, the OCR Director position, we’ve
been working with OPM to get that job posted. As soon
as we have the green light that they’ve posted the
position on the website, we’ll do what we normally do
which is send out an email to the entire agency letting
you know that the job has been posted, so that folks can
apply if they’re interested.

Before I go into actually reviewing the
work that we’ve been doing, I just wanted to acknowledge
that we have two interns now in our Office of General
Counsel, Eduardo Gonzales and Jacob Sims, and they’re
with us this semester. So, I just want to acknowledge
them.

So, I will continue following the process
that I started back in December, which is to look through
the, go through each goal of the Strategic Action Plan
and give you updates on where we’re at. So, I’ll start
with Goal A, which indicates that we’re going to
function as an effective civil rights watchdog and
conduct studies. So, this brings us to discussion about
our reports.

So, at this point in time the Arab Muslim
report and the Human Trafficking report, we’ve
completed the final edits, and I will be circulating the
reports to the Commissioners by Monday of next week so
that I can receive comments from each of you.
In reference to the report on Reconciling Non-Discrimination Principles with Civil Liberties, I’ve read it. I made some edits, and I indicated some comments in the report. It will now go back to staff so that they can incorporate that, and then it’ll be ready to be circulated. So, I want to stagger it, so I would probably circulate that one towards the end of February.

(Off microphone comment.)

STAFF DIRECTOR SALLO: So, then we have the Section 7 NVRA report. The first draft was submitted to me for review but I’m still, I still haven’t gotten to it, so that’s the next report that I’ll be reviewing. So, that’ll probably be circulated in March. And then we also have the Protecting the Civil Rights of Our Veterans. That’s still in the drafting stage, so once that’s completed I will also move forward and review that.

And the EEOC report, Lenore reviewed the copy, the hard copy of the report. She made a couple of edits and now that’s gone back to GPO for printing. So, it will go out for printing probably by the end of the first week of February for the EEOC report.

So, that brings us to Goal B, which had to do with objective information and analysis. So, as you know, we have the Stand Your Ground paper that is still
in effect. We have compiled a list of potential speakers for the briefing in April, and we are continuing to gather research materials. So, once we have a final draft of both we will circulate that to the Commissioners.

In addition, we have our Statutory Enforcement Report coming up on February 14th, which is our Patient Dumping topic.

(Off microphone comment.)

STAFF DIRECTOR SALLO: Yes, and to be honest it’s caused a little problem with some of the speakers because they’re like well, we have festivities that day, so we’re trying to work with them. But at this point in time, I will be circulating the names of the speakers by next week on Monday, and I did circulate the annotated bibliography, but the actual binder should be ready for circulation by the end of next week, as well. But we continue, we’re still trying to shore up one more speaker. It’s been a little difficult getting enough speakers for three panels, simply because of the time frame, but we’re doing the best we can. We’ve met with Health and Human Services, both their Civil Rights Division, as well as their Inspector General Division, and their CMS Division, and we’ve gotten information from them, so we will be putting all that into the
binder. So, I wanted everyone to be aware of that.

So, now we go into Goal C, which deals with cooperating with other federal agencies and apprising individuals of civil rights. So, I’ve got a lot of feedback on this section.

So, our Uncle Sam publication, it is now ready to go in the sense that it’s been updated. It’s been formatted in both Spanish and in English, so I’m going to do one more cross through, and then it’ll be ready to be submitted for printing. So, that’s a great thing because it had not been updated in a while. I still need to follow up with a couple of the federal agencies and their civil rights divisions because I want to make sure that the information captured is accurate. But I have met with both the Department of Justice, the Department of Education, and Health and Human Services Civil Rights Divisions to speak to them about their complaint process. So, they’ve now put me in touch with their enforcement folks, so I’m going to check with them to make sure that the information we’re providing is accurate before we send it for print. So, those were three very good meetings.

In addition, I wanted to let everyone know that the translation, well, we submitted five reports to be translated into Spanish. Yes, ma’am? I’m sorry.
(Off microphone comment.)

STAFF DIRECTOR SALLO: We already had updated information from them, but I can circle back if you want to give me a name just to make sure, because Teresa works on that. But thank you.

So, then we also have these five reports that we wanted to translate into Spanish as per our Strategic Plan, so now the translations are completed. So, the Peer-to-Peer Violence and Bullying report has been translated into Spanish. Health Facilities in Illinois and Patient Access to Quality Language Interpreters has also been translated. Human Trafficking in Texas has been translated, the Connecticut SAC report on Closing the Attainment Gap in Schools, as well as Migrant Education in Florida. And we targeted those reports because it actually affected the Latino community specifically. And I was very happy to hear when we did meet with HHS OCR that one of their topics on their radar is patient access to quality language interpreters. So, when I told them that our Illinois SAC had issued a report they were very excited, and they said that they wanted a copy so that they could review it, so that was a plus for us.

So, the goal will be to post the reports on our website, but when you translate the formatting is
not captured the way that the original report was captured, so we’ll need to format the reports before they’re ready to be uploaded electronically onto our website.

And we’re continuing to track the complaints from the correctional facilities. I indicated that that was one of the things that I did want to take a look at, and DOJ in their complaint process said that that would be beneficial if we were able to identify any specific problems in a specific correctional facility, or in a specific state.

So, our goal as we move forward for Fiscal Year 2015 is with all of these discussions that we’ll continue to have with civil rights divisions and the federal agencies is to ultimately update our clearinghouse web page and provide direct links to the OCR divisions in each of the federal agencies that we discuss. But on our strategic action plan that’ll be for Fiscal Year 2015, but no reason why not to get the ball rolling.

So, now we move on to Goal D, which is improving the Commission’s profile and communicating with the general public. So, I’m happy to announce that I’ve been working with a PR firm to come up with templates for press releases as they apply to our
announcement of SAC appointments, our announcement of
SAC briefings or meetings, and our announcement of
Commission briefings. You know, they’re the experts,
they know how to capture the audience’s attention. They
know what the headings should be like. They know how to
format it, so here’s an example. Until now, whenever we
announce appointments of SAC members, we embed their
names in a paragraph format but, you know, the reader
doesn’t want to have to read through all of this, so one
of their suggestions was bullet, bullet all the names
so that you’re just constant -- all you do is look and
you see the names, and you see the states highlighted.
There’s no need to put a disclaimer in the press release
about this, that, or the other because it takes away from
the essence of the press release. So, as we have these
discussions the goal is to raise our, I guess, stature
in the community by making sure that when we issue our
information it’s being issued in an appropriate
fashion, and it’s conforming with media requirements.
So, that’s what we’re working on right now.

COMMISSIONER HERIOT: Madam Staff Director?

STAFF DIRECTOR SALLO: Yes?

COMMISSIONER HERIOT: What kind of
disclaimers were you talking about, they’re not in need
of them?
STAFF DIRECTOR SALLO: Oh, there was a
disclaimer in the SAC appointments that just goes into
like all of the CFR language which isn’t really
necessary to just announce.

COMMISSIONER HERIOT: So, not really a
disclaimer, just junk.

STAFF DIRECTOR SALLO: Okay, yes.

(Laughter.)

STAFF DIRECTOR SALLO: You know, it’s like
they only advise blah, blah, blah, which is straight out
of the CFR, and we don’t really need to go there.

And so, I’m happy to also ask everyone to
look at their screen in front of them. And as you can
see, David Mussatt is there. David, wave. So, we are
moving forward with Ready Talk Web Conferencing, so
we’re using Dave today as our example. This is a test
and only a test, but the goal is for all of our regional
offices to be set up with Ready Talk. If Commissioner
Kladney wants to stay in Nevada and participate using
Ready Talk he could do that, so can you, Commissioner
Kirsanow. So, it will allow us --

CHAIRMAN CASTRO: She’s not suggesting that
you not come in.

STAFF DIRECTOR SALLO: Right. No, I’m not,
but it will allow us --
(Laughter.)

COMMISSIONER YAKI: Why didn’t you experiment on me today?

STAFF DIRECTOR SALLO: You know, Michael, this was planned like a month and a half ago, so my apologies, but if you let me know ahead of time we can do the next experiment with you.

(Off microphone comment and laughter.)

STAFF DIRECTOR SALLO: But the goal for the region offices is to actually use this Ready Talk Web Conferencing service so that they can actually do training with their SAC members and hold their webinars. So, where the Commission Seal is at, that is where we could be able, we would be able to upload our information to do the webinar trainings.

Another thing that I can use is from here from my office, I can actually meet with my regional folks and provide training with the regional folks using the web cam in my office, so I’m very excited about that.

CHAIRMAN CASTRO: This is great. Can I ask a question? At some point will this allow us to stream our meetings to the public where they could log onto our website and watch in real time?

STAFF DIRECTOR SALLO: In the future we will be working towards that, yes.
CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: Most definitely.

CHAIRMAN CASTRO: Recent future?

STAFF DIRECTOR SALLO: Maybe Fiscal Year 2015.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: But yes, that will be the ultimate goal because that is part of our Strategic Plan, but there’s a lot of layers.

CHAIRMAN CASTRO: So, if we wanted to speak to David right now, he hears us, and could we hear him?

STAFF DIRECTOR SALLO: So, the one thing that I need to bring to everyone’s attention is under the FACA we must talk into the 1-800 number because our meetings have to be recorded so that the public can have access to it. So, you won’t hear him through your computer but he will be on the phone through a 1-800 number.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: That everybody would dial in, and then they could speak to one another.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: But FACA requires that everything be recorded when it comes to the State Advisory Committees, so they have to use the 1-800
number to speak.

CHAIRMAN CASTRO: Okay.

COMMISSIONER HERIOT: So, what is David seeing right now?

STAFF DIRECTOR SALLO: David is seeing, go ahead, David.

MR. MUSSATT: I’m seeing just the logo for the Commission of Civil Rights on the screen. And then there is a video of just a wall where it says Chairperson. I’m not sure that must be those offices or something.

CHAIRMAN CASTRO: Maybe because I moved my -- no, that’s not me.

STAFF DIRECTOR SALLO: So, what would occur is, let’s say for instance if Commissioner Kladney was on a video call, he would see -- and David Mussatt was there, and the --

(Whereupon, the above-entitled matter briefly went off the record due to technical difficulties.)

STAFF DIRECTOR SALLO: Okay, we’re back.

CHAIRMAN CASTRO: We’re back?

STAFF DIRECTOR SALLO: Yes. So, just to circle back, what we were indicating was that as we move forward with being able to stream our meetings that’ll
probably go into Fiscal Year 2015, but the question had
been at any point in time would anyone, as David Mussatt
is on right now, would he be able to see the room in
general? And we indicated that that would be in May of
this year, so that’s a good thing. So, I want to
acknowledge the fact that Michele and Pam have been
working diligently on this and implementing our
Strategic Action Plan, so I’m very grateful to both of
them for that.

In addition, I don’t know if everyone is
aware but we have to comply with Section 508, and a
Section 508 plan has to be in place to insure that we
provide increased transparency, and that we also
provide equal access to any Commission information to
persons with disabilities on our website. So, as a
result of that, we have so far, we’ve installed a Read
Speaker for voice playback on the main pages of our
website. In addition, by the end of this fiscal year we
will also be installing a Doc Reader for voice playback
of all publications, and as well as any other PDF
documents which would include proposals for agency
solicitations and procurement. So, that will bring us
up to speed on that requirement.

We also hope to install a custom
508-compliant computer system in the library so that the
general public may have access to that, and that’ll happen also in Fiscal Year 2014. And as we move forward, we’ll just continue to make sure that we remain up to speed in updating our Section 508 plan.

Now, we move on to Goal E, which is to strengthen our financial and operational controls. So, I wanted to advise everyone that we continue to work towards aligning our Capital Plan with our Strategic Action Plan. We did have someone to come in and take a look at our Capital Plan, and I’m very happy to report that he thought it was an excellent plan, so I thank Tina for helping to put that together. And he’s going -- there’s really no recommendation to change our Capital Plan, but he is trying to align everything.

As I previously indicated, we are also looking to update our Performance Plans to make sure that they truly capture the essence of the jobs that everyone is doing, instead of having four plans that are shared by all the employees. There are many nuances to everyone’s position, and so we want to make sure that our Performance Plans actually capture the requirements for each of the positions, so we will be moving forward and redrafting those by the end of this fiscal year to implement them by the beginning of Fiscal Year 2015.

We’re also working towards complying with
our OMB Cloud Computing Initiative, so once we comply with that everyone will be able to access their files off site, so we move forward with that, as well. And our General Counsel will be working with our IT Department to prepare for the audit and submission of the annual FISMA Report. So, that’s due at the end of this fiscal year, so he will be working with them for that.

Now I move forward to the last goal, which is Goal F, which is increasing the participation of our SACs. And I continue to hold regular conference calls with our regional staff to discuss any upcoming SAC meetings, and to provide updates. I’m currently working on setting up a bimonthly newsletter that I will be issuing to the Regional Directors, so then they can disseminate to the SAC members, because I believe it’s important for all the regions and all the SAC members to be aware of what everyone is doing. So, if ERO is holding a briefing in New Hampshire on a certain topic, perhaps someone out in California is also interested in that topic, and they’ll see in the newsletter “hey, they’re doing this.” They’re free to reach out to the regional director; they’re free to reach out to one another. We’re setting up emails so that our SAC members can communicate with one another, and there can be an open line of communication. We’re setting up also a
resource folder so any reports that come across my desk issued by any agency, by any non-profit organization that touches on any civil rights issue will be uploaded onto that folder so that it can be used as a resource and background information.

Once we have the webinar in place at the regional offices we’ll start doing our regular trainings from headquarters. We’re also going to do training in headquarters with staff, as well. And we continue to push forward on the reappointment packages, so there’s going to be uptick for SAC reappointment packages. I just wanted to advise every one of that. And you’ll start seeing an uptick most likely by March. And at the present time, I know I have my number somewhere, give me a second, please. We only have three State Advisory Committees that will need -- that will come up for reappointment this year, which is DC, Hawaii, and Nevada. But we still have 22 that remain unappointed, so we’re going to move forward to completing all of this as soon as we can, as soon as we can gather the names. But please take a look at the list that was circulated on the status of reappointment, and you will see that there are 22 that have expired that need to be reappointed, and the three upcoming ones are DC, which is due by March of this year. And we have Hawaii, which
is due this month, or it’s expired already, and Nevada which is due in March. So, just keep that in mind.

CHAIRMAN CASTRO: And you feel we can accomplish all of this in this fiscal year?

STAFF DIRECTOR SALLO: We’re going to try our very best to accomplish this this fiscal year, but definitely this calendar year.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: So, we’ll do our very best. But at least we know that within this calendar year we only have three states that are going to come up. Next year it’s going to get really busy again, because then the expirations start again in 2015, so I really want to get all of this out of the way to prepare us for next year.

CHAIRMAN CASTRO: Commissioner Kladney, did you have something?

COMMISSIONER KLADNEY: I just wanted to say it’s not Nevada. Nevada.

STAFF DIRECTOR SALLO: Nevada, okay.

CHAIRMAN CASTRO: In Spanish it’s Nevada.

(Laughter.)

STAFF DIRECTOR SALLO: And that, I believe, is the end of my report.

CHAIRMAN CASTRO: Okay. Any questions for
the Staff Director? I just want to say this is excellent. You know, I serve as probably many of us do on a number of Boards either non-profit or for profit, and everyone has Strategic Plans, and they put them on the shelf, and you never hear the line by line, day by day report on where we are, so this is excellent. I just want to commend you for doing that, and you and your staff for actually --

STAFF DIRECTOR SALLO: Well, yes, I can’t do it without the staff.

CHAIRMAN CASTRO: Yes.

STAFF DIRECTOR SALLO: And I also wanted to commend OGC for all the work they’ve done in putting together the Statutory Enforcement Report. They’ve done an excellent job. Rorey came in; he jumped in right away into the fire. He’s gone with me to the meetings at the different federal agencies. Jennifer did a lot of the background research, and Yasmin has been putting together the binder and calling the speakers to get them to attend, so it’s been a complete team effort, and I appreciate it.

CHAIRMAN CASTRO: Great. Well, thank you everybody, appreciate it.

Now, we turn to our State Advisory Committees, so we actually have one on the agenda this
IV. STATE ADVISORY COMMITTEE

(SAC) APPOINTMENT

CHAIRMAN CASTRO: So, I’m now going to make a motion that the Commission appoint the following individuals to the Mississippi State Advisory Committee based upon the recommendation of our Staff Director; Susan Glisson, Michele Alexandre, Robert Crutcher, John Czarnetzky, Christopher R. Green, Tomeka Harbin, Sanford Johnson, Nicholas Lott, Elizabeth Powers, Jennifer Riley-Collins, Ronald Rychlak, Renick Taylor, Alfonzo White, Shadrack White, and Claudia Williamson.

Pursuant to this motion, the Commission appoints Susan Glisson as Chair of the Mississippi State Advisory Committee. These members will serve as uncompensated government employees. Under this motion, the Commission authorizes the Staff Director to execute the appropriate paperwork for the appointments. That’s the motion, do I have a second?

COMMISSIONER KLANDNEY: Second.

CHAIRMAN CASTRO: Okay. Any discussion? Hearing none, seeing none, we’ll have a vote. Commissioner Heriot, how do you vote?

COMMISSIONER HERIOT: I vote yes.

CHAIRMAN CASTRO: Commissioner Kirsanow,
how do you vote?

COMMISSIONER KIRSANOW: Yes.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?

COMMISSIONER KLANDNEY: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: Aye.

CHAIRMAN CASTRO: And I vote yes, so we have a unanimous passage of the motion. Thank you. Now we have another important motion, and that’s a --

STAFF DIRECTOR SALLO: Oh, wait.

CHAIRMAN CASTRO: Oh, wait. Do we have something else?

STAFF DIRECTOR SALLO: Yes, please, I’m sorry.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: I failed to acknowledge, David, since David Mussatt is on here right now; I circulated last night the Minnesota SAC report.
CHAIRMAN CASTRO: Oh, yes.

STAFF DIRECTOR SALLO: So, that did get a lot of press coverage last week, so I wanted to acknowledge the hard work of the Minnesota SAC. And I also wanted to acknowledge OCRE for all the work they’ve done on the Stand Your Ground. They’ve been extremely helpful in that respect, so I wanted to also bring that to everyone’s attention.

CHAIRMAN CASTRO: Yes. I actually attended the hearing on that Minnesota SAC report, and it was a great job by the staff there, and by the members of the SAC, so I’m actually looking forward to reading that. As you all know, the largest gap in income between whites and blacks exists in Minnesota of all places, and that was the focus of that report. So, I would commend all of us to take a close look at the SAC report. It’s fascinating.

STAFF DIRECTOR SALLO: And the Nevada Bullying Report is also very good. Although the date on the cover says September of 2013, it was actually not issued until December.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: Just so that everyone knows.

V. ADJOURN MEETING
CHAIRMAN CASTRO: Okay. So, now we’ll move on to the other motion, which is a motion to adjourn. Is there a second?

COMMISSIONER KLADNEY: Second.

CHAIRMAN CASTRO: Okay. All in favor say aye?

(Chorus of ayes.)

CHAIRMAN CASTRO: Any opposed, any abstentions? No, okay.

(Laughter.)

CHAIRMAN CASTRO: So, it is now --

COMMISSIONER YAKI: Stay warm, everyone.

CHAIRMAN CASTRO: Yes, 10:07, the meeting is adjourned at 10:07.

STAFF DIRECTOR SALLO: Thank you.

(Whereupon, the proceedings went off the record at 10:07 a.m.)