U.S. COMMISSION ON CIVIL RIGHTS

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COMMISSION MEETING

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FRIDAY, NOVEMBER 21, 2014

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The Commission convened in Suite 1150 at 1331 Pennsylvania Avenue, Northwest, Washington, D.C. at 9:30 a.m., Martin R. Castro, Chairman, presiding.

PRESENT:

MARTIN R. CASTRO, Chairman*

ROBERTA ACHTENBERG, Commissioner*

GAIL HERIOT, Commissioner

PETER N. KIRSANOW, Commissioner*

DAVID KLANDNEY, Commissioner*

KAREN NARASAKI, Commissioner

PATRICIA TIMMONS-GOODSON, Commissioner

MICHAEL YAKI, Commissioner*


MARLENE SALLO, Staff Director

* Present via telephone
STAFF PRESENT:

MARGARET BUTLER, EEO Director
PAMELA DUNSTON, Chief, ASCD
DARREN FERNANDEZ
ANGELA FRENCH-BELL, Assistant Staff Director for Civil Rights, OCRE
DORIS GILLIAM
SEAN GOLIDAY
ALFREDA GREENE
JENNIFER HEPLER, Parliamentarian
MELISSA TUCKER
MICHELLE YORKMAN, Director, IT

COMMISSIONER ASSISTANTS PRESENT:

SHERYL COZART
ALEC DUELL*
JASON LAGRIA
CARISSA MULDER
AMY ROYCE
JUANA SILVERIO
ALISON SOMIN
KIMBERLY TOLHURST

* Present via telephone
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PROCEEDINGS

(9:30 a.m.)

CHAIRMAN CASTRO: It is 8:30, and I’m calling the meeting to order. This is a meeting of the U.S. Commission on Civil Rights. It is now 9:30 a.m., I should say, Eastern Time, on November 21, 2014. The meeting is taking place at the Commission’s headquarters, located at 1331 Pennsylvania Avenue, N.W., in Washington.

I’m Chairman Marty Castro. The Commissioners that are present at the meeting in the office are Commissioners Heriot, Timmons-Goodman and Narasaki. Commissioners participating by phone are Commissioner Kirsanow, Achtenberg, Kladney, Yaki and myself. A quorum of the Commissioners is present.

Is the court reporter present? I can’t hear you. Say yes. I assume that’s a yes. Can someone acknowledge that for me?

MS. DUNSTON: Yes, she is.

CHAIRMAN CASTRO: Okay, thank you.

Is the Staff Director present? Madam Staff Director, I thought I heard you earlier.

COMMISSIONER NARASAKI: She’s out of the room at the moment.

CHAIRMAN CASTRO: Oh, she is? Okay. I
thought she was there. So, now I will wait to continue until she arrives.

COMMISSIONER NARASAKI: Okay.

CHAIRMAN CASTRO: If someone could let me know when she’s in the room, I’d appreciate that.

COMMISSIONER NARASAKI: She’s in the room, Mr. Chair.

CHAIRMAN CASTRO: Okay, thank you. So, now the meeting will come to order.

The first item on the agenda is the approval of the agenda.

I. APPROVAL OF AGENDA

CHAIRMAN CASTRO: So, I move that we approve the agenda. Is there a second?

COMMISSIONER YAKI: Second.

CHAIRMAN CASTRO: Are there any amendments?

Well, I would add an amendment that we consider a draft letter that was circulated; I believe either last night or this morning, the President’s Executive Action.

COMMISSIONER YAKI: Second.

CHAIRMAN CASTRO: Thank you.

Are there any further amendments?

Hearing none, I move that we approve the agenda as amended.
All those in favor say aye.

(Ayes)

CHAIRMAN CASTRO: Any opposed?

Any abstentions?

Okay, the motion passes.

Just for logistics purposes, as some Commissioners are already aware, the reason I’m not in the office is that I’m in my personal capacity attending this morning the President’s signing of the Executive Order on Immigration Accountability.

So, as we did when I chaired the last meeting telephonically, or the one prior to this last one, in order so that I can call on people, my Special Assistant, Juana, will be texting me who raises their hand so I can, as best as possible, fairly call on folks.

But, most of our Commissioners, actually, are on the phone, you’ll have to just speak up as well, okay?

The first item on the agenda is the Program Planning.

II. PROGRAM PLANNING

VOTE ON 2015 BUSINESS MEETING CALENDAR

CHAIRMAN CASTRO: We have a vote on the 2015 business meeting. Was that circulated to everyone, Madam Staff Director?
STAFF DIRECTOR SALLO: It was just given out to everyone, a hard copy.

CHAIRMAN CASTRO: Could you send me an electronic -- could someone send me an electronic one?

COMMISSIONER NARASAKI: Yes, I don’t have one.

CHAIRMAN CASTRO: Because there are several of us on the phone here. I don’t know that I’ve seen it. It’s possible that it was sent, but I don’t recall seeing a final version. I’ve seen iterations of it, as we were trying to prepare something for folks to look at.

STAFF DIRECTOR SALLO: Correct, could we move on to -- we can’t move on to the next item, hold on. Juana is trying to email it.

CHAIRMAN CASTRO: Okay. Well, we can go on to the next one and come back to it, is that what you are saying?

STAFF DIRECTOR SALLO: Yes, sir.

CHAIRMAN CASTRO: Let’s go to the next one, and then we’ll come back.

The next item then is scheduling of the 2015 briefings.

SCHEDULE FY 2015 BRIEFINGS

STAFF DIRECTOR SALLO: Yes. So, we were
going to use the dates for the proposed calendar year for 2015.

CHAIRMAN CASTRO: Oh, so they are related.

STAFF DIRECTOR SALLO: Yes, sir.

CHAIRMAN CASTRO: Okay. All right.

Is it going to take a while to get that to people?

STAFF DIRECTOR SALLO: Yes.

CHAIRMAN CASTRO: All right.

STAFF DIRECTOR SALLO: Juana is sending it right now.

CHAIRMAN CASTRO: All right, then let’s move on to the SACs, we’ll come back to this. Bear with me a second.

Actually, before we get to the SACs, eventually, though, we will have to go to the SACs because this other one will an Anti-Semitism Report also deals with that.

IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS

ALASKA SAC

CHAIRMAN CASTRO: So, the first item up on SACs is the Alaska SACs. So, I’m going to make a motion that the Commission appoint the following individuals to the Alaska State Advisory Committee, based upon the recommendation of our Staff Director: Elizabeth
Pursuant to this motion, the Commission appoints Elizabeth Medicine Crow as chair of the Alaska 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.

Okay. That’s the motion. Do I have a second?

COMMISSIONER YAKI: Second, Commissioner Yaki.

CHAIRMAN CASTRO: Okay. Any discussion? If not I’ll call the motion.

Commissioner Kirsanow, how do you vote?

COMMISSIONER KIRSANOW: Yes.

CHAIRMAN CASTRO: Commissioner Heriot, how do you vote?

COMMISSIONER HERIOT: Yes.

CHAIRMAN CASTRO: Commissioner Timmons-Goodson, how do you vote?

COMMISSIONER TIMMONS-GOODSON: Yes.
CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: Aye.

CHAIRMAN CASTRO: Commission Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Aye.

CHAIRMAN CASTRO: Commission Kladney, how do you vote?

COMMISSIONER KLADNEY: Yes.

CHAIRMAN CASTRO: And, I vote yes, so the motion passes unanimously. Thank you.

IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS

MONTANA SAC

Now, moving on to the Montana State Advisory Committee. Oops, hold on a second. It’s not as easy to do this remotely as I thought it would be. Here we go.

I move now that the Commission appoint the following individuals to the Montana State Advisory Committee, based upon the recommendation of our Staff Director: Norma Bixby, Doug Betters, Linda Frey, Joan Hoff, Gwendolyn Kircher, Nancy Knauff, Marilyn Kramer,
David Lopez, David Morales, Denise Rogers, Edward Stafman, Kiah Abbey, John Baden, Dennis Taylor and Eran Thompson.

Pursuant to this motion, the Commission appoints Norma Bixby as chair of the Montana State Advisory Committee. Those members will serve as uncompensated Government employees.

Under this motion, the Commission authorizes the Staff Director to execute the appropriate paperwork for the appointments.

Do I have a second?

COMMISSIONER YAKI: Second, Commissioner Yaki.

CHAIRMAN CASTRO: Commissioner Yaki, thank you.

Any discussion?

COMMISSIONER HERIOT: Mr. Chairman?

CHAIRMAN CASTRO: Yes, mad’am.

COMMISSIONER HERIOT: I’m going to vote against this one. I think that it’s not balanced properly.

CHAIRMAN CASTRO: Okay. Thank you.

Any additional comments?

Hearing none, we’ll take a vote.

Commissioner Kirsanow, how do you vote?
COMMISSIONER KIRSANOW: No.

CHAIRMAN CASTRO: Commissioner Heriot?

COMMISSIONER HERIOT: No.

CHAIRMAN CASTRO: Okay. Commissioner Timmons-Goodson?

COMMISSIONER TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: Commissioner Narasaki?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Yaki?

COMMISSIONER YAKI: Aye.

CHAIRMAN CASTRO: Commissioner Achtenberg?

COMMISSIONER ACHTENBERG: Aye.

CHAIRMAN CASTRO: Commissioner Kladney?

COMMISSIONER KLADNEY: Yes.

CHAIRMAN CASTRO: And, I vote yes, so it’s one, two, three, four, five, six yeses, and two nos. The motion passes.

IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS

NEW MEXICO SAC

The next item is the New Mexico State Advisory Committee.

I’m now going to make a motion that the Commission appoint the following individuals to the New Mexico State Advisory Committee, based upon the recommendation of our Staff Director: John Agresto,
George Bach, Jr., Paul Gessing, Valerie Webb Jaramillo, Robert Martinez, Roger Michener, Sandra Rodriguez, Harold Stratton, Jr., Damon Tobias, Lillian Apodaca, Dr. Kenneth Brown, Janet Page-Reeves, Mary Caslin Ross, Hwasoon (Sue) Thorson, Ronalda Tome-Warito, Maria Varela, Charles Vigil, Laurie Weahkee, and Frances Williams.

Pursuant to this motion, the Commission appoints Sandra Rodriguez for chair of the New Mexico 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.

Do I have a second?

COMMISSIONER NARASAKI: I second.

CHAIRMAN CASTRO: Who was that?

COMMISSIONER NARASAKI: Karen Narasaki.

CHAIRMAN CASTRO: Commissioner Narasaki.

Okay, thank you.

Any discussion?

Hearing none, I’ll call for the vote.

Commissioner Kirsanow, how do you vote?

COMMISSIONER KIRSANOW: Abstain.

CHAIRMAN CASTRO: I’m sorry?
COMMISSIONER KIRSANOW: Abstain.

CHAIRMAN CASTRO: Abstain, okay. I thought you said same.

Commissioner Heriot, how do you vote?

COMMISSIONER HERIOT: Yes.

CHAIRMAN CASTRO: Commissioner Timmons-Goodson, how do you vote?

COMMISSIONER TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: Aye.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?

COMMISSIONER KLADENY: Yes.

CHAIRMAN CASTRO: And, I vote yes, that’s seven yeses and one abstention. The motion passes.

IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS

WYOMING SAC

Now we go on to Wyoming. I’m now going to
make a motion that the Commission appoint the following individuals to the Wyoming State Advisory Committee, based upon the recommendation of our Staff Director: Sleeter Dover, Jacquelyn Bridgeman, Vicki Law Burger, Robert Byrd, Melvin Hamilton, Drake Hill, Eric Nye, Magdaleno Ornelas, Anetra Parks, Gail Ridgely, George Santini, Julian Vela, Affie Ellis, Sara Robinson, and Melanie Vigil.

Pursuant to this motion, the Commission appoints Sleeter Dover as chair of the Wyoming 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.

Is there a second to my motion?

COMMISSIONER ACHTENBERG: Second.

CHAIRMAN CASTRO: That’s Commissioner Achtenberg.

Any discussion?

Hearing none, I’ll call for the vote.

Commissioner Kirsanow, how do you vote?

COMMISSIONER KIRSANOW: Yes.

CHAIRMAN CASTRO: Commissioner Heriot, how do you vote?
COMMISSIONER HERIOT: Yes.

CHAIRMAN CASTRO: Commissioner Timmons-Goodson, how do you vote?

COMMISSIONER TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: Aye.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Aye.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?

COMMISSIONER KLADNEY: Yes.

CHAIRMAN CASTRO: And, I vote yes, it’s a unanimous vote, so the motion passes.

Now, we go back to the calendar of 2015 meetings. Has that been circulated?

STAFF DIRECTOR SALLO: Yes.

CHAIRMAN CASTRO: Okay. Has it been emailed to Commissioners on the phone?

STAFF DIRECTOR SALLO: Yes.

CHAIRMAN CASTRO: All right. Let me find
COMMISSIONER YAKI: I don’t have mine.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: Michael, I sent --

COMMISSIONER YAKI: I just got it.

CHAIRMAN CASTRO: Okay. Let’s see, yes, I don’t it.

COMMISSIONER YAKI: You have to refresh.

CHAIRMAN CASTRO: I still don’t have it, but while I wait for it folks can start taking a look at it.

COMMISSIONER ACHTENBERG: Mr. Chairman, I have a conflict, so do you want me to raise it, or do you want me to wait?

CHAIRMAN CASTRO: Why don’t you go ahead and raise it while I look for my list, and then we can talk about it.

COMMISSIONER ACHTENBERG: The May meeting is not possible for me, I’m giving a talk that day. And so, May 15 is not workable.

COMMISSIONER YAKI: Mr. Chairman?

CHAIRMAN CASTRO: Commissioner Yaki?

COMMISSIONER YAKI: I believe that it has always been -- we’ve always tried throughout the years to not have meetings before a holiday weekend. And, both the January and February meetings are the Friday
before the Martin Luther King Jr. Day holiday and the Presidents Day holiday in February. January 16th is before the holiday on the 19th on Monday, and we meet on the 13th, which is before the Presidents Day holiday on the 16th. And, usually, for a lot of different reasons, including staff and other reasons, we always tried not to have it the Friday before a holiday weekend.

CHAIRMAN CASTRO: And, that may be the case, but, you know, those days are actual work days, not holidays. And, I know we tried -- I know some folks, I think even you, Commissioner Yaki, have given us some dates in advance to try to accommodate. I don’t know if they were in these particular months, we are trying to accommodate as many scheduling concerns that different folks have.

So, I'm just trying to look at this Rubik’s Cube of everyone’s schedules, so for some reason those dates were the dates that worked the best, based on the information that we had in advance of the meeting, so that we could circulate something that would at least be a subject for discussion.

COMMISSIONER YAKI: Well, I understand but one of the reasons we do it is because a lot of times you will find, especially for academics, and for academia, that scheduling for Friday before a weekend...
is not always great for getting witnesses.

   So, I’m just saying that, not for personal reasons, but as a caution, because we’ve encountered this before.

   CHAIRMAN CASTRO: Well, I understand what you are saying. And, if I may ask, you are talking about briefings as opposed to business meetings, right?

   COMMISSIONER YAKI: Yes.

   CHAIRMAN CASTRO: Well, why don’t we see if we end up scheduling briefings on those days, and then unless it’s a major problem for anybody we’ll try to --

   COMMISSIONER YAKI: I thought we were doing a briefing in January, that’s the reason I bring it up.

   COMMISSIONER ACHTENBERG: We are.

   CHAIRMAN CASTRO: Oh, yes. When’s the holiday?

   COMMISSIONER YAKI: The 19th.

   CHAIRMAN CASTRO: The 19th? Oh, I’m in March, hold on.

   COMMISSIONER ACHTENBERG: Mr. Chairman, I am not available on May 15th, and I believe the ENDA briefing is tentatively being considered for May.

   CHAIRMAN CASTRO: All right, why don’t we take this one month at a time then, right now we are jumping around.
Let’s deal with January first. I mean, let’s first deal with January. I’m not suggesting we meet on January 1st. So, right now for January the date that we have proposed is the 16th, is that right, and because of the concern with the holiday.

I know I cannot do it on the 23rd, so we could try the 9th or the 30th? The 30th is not ideal for me, because I’ve got something that week back in Chicago.

COMMISSIONER ACHTENBERG: Gail, you can’t --

COMMISSIONER HERIOT: I can’t do the 9th.

CHAIRMAN CASTRO: All right. How does the 30th work for folks?

COMMISSIONER YAKI: Fine.

CHAIRMAN CASTRO: Okay. We’ll move it to the 30th, and I will see if I can’t switch my January meeting in Chicago to another date, because I know I can’t -- so, we’ll do that the 30th then.

Juana, will you make a note of that, please?

Okay, so February, what’s February, is February okay for folks?

COMMISSIONER Kladney: Actually, I initially said that -- I think I said that for me I was requesting that date. However, now it appears that I
may have a conflict, and I was wondering if we could do
that on the 20th, especially, if we are going to have
a briefing on the 30th. Turnaround from the West Coast
within two weeks is quite a chore.

COMMISSIONER YAKI: And, I have a conflict
on the 13th. I was simply not going to be around.

CHAIRMAN CASTRO: So, you are suggesting the
20th instead?

COMMISSIONER ACHTENBERG: I can do that.

CHAIRMAN CASTRO: That would work for me.

COMMISSIONER ACHTENBERG: How about you,
Gail?

COMMISSIONER HERIOT: It’s fine for me.

CHAIRMAN CASTRO: Okay. Any other
objections? The 20th of February then.

Okay. Now, let’s go on to March. Any
issues with March?

COMMISSIONER TIMMONS-GOODSON: The 13th of
March is problematic for me.

CHAIRMAN CASTRO: Hold on a second. Okay.

How about March 20th?

COMMISSIONER TIMMONS-GOODSON:

Unfortunately, Mr. Chair, I’m not available the 20th or
the 27th, I’m going to be out of the country.

CHAIRMAN CASTRO: March 6th?
COMMISSIONER TIMMONS-GOODSON: That’s a quick turnaround.

CHAIRMAN CASTRO: Well, we have to pick a date that’s going to be inconvenient for somebody. I can’t the 27th, because I’ve got parent/teacher conferences that day. So, it’s got to be the 6th, the 13th or the 20th.

COMMISSIONER ACHTENBERG: Or not on Friday, but we try not to do that.

CHAIRMAN CASTRO: We try not to. What about a Monday? Okay, let’s see, the 16th. I know the next day is St. Patrick’s Day, Commissioner Yaki, but I think we could probably work around that.

COMMISSIONER HERIOT: Can I say, I hope we don’t make a habit of meeting on different days, but I can do -- I will be in the Washington area in March, and so it will be easy for me. You can put it on Monday.

CHAIRMAN CASTRO: Yes, I prefer not to, but, obviously, right now we have a multiple conflict, and if we can accommodate by doing it on another day without too many problems, then I’m willing to make the exception.

So, the 16th of May -- I’m sorry, March works for people?

COMMISSIONER ACHTENBERG: Yes.
CHAIRMAN CASTRO: Okay, we’ll do that.
Now, on to April.
COMMISSIONER TIMMONS-GOODSON: The 17th of April is problematic for me.
CHAIRMAN CASTRO: Let’s see. April 10th?
COMMISSIONER ACHTENBERG: I can’t.
CHAIRMAN CASTRO: And, and I cannot on the 24th or the 3rd. I’m out of town on the 3rd, and I have a meeting in Chicago on the 24th of a board that I’m on.
I don’t want to do another Monday, but -- so who is not available the 17th?
COMMISSIONER ACHTENBERG: I am not.
CHAIRMAN CASTRO: Oh --
COMMISSIONER ACHTENBERG: I am available on the 17th.
CHAIRMAN CASTRO: Judge Timmons, is the conflict you have one that cannot be changed?
COMMISSIONER TIMMONS-GOODSON: It is.
CHAIRMAN CASTRO: Would you be able to participate telephonically?
COMMISSIONER TIMMONS-GOODSON: I would not.
CHAIRMAN CASTRO: And, who is not available the 10th, Roberta?
COMMISSIONER ACHTENBERG: I am not, yes.
CHAIRMAN CASTRO: We may have to do another
COMMISSIONER KLANDNEY: Mr. Chairman?

CHAIRMAN CASTRO: Yes, sir?

COMMISSIONER KLANDNEY: If we knew what date we were going to have briefings on, I think this might be easier, many of us might be more amenable to attending by phone on a Friday, or something like that.

CHAIRMAN CASTRO: Yes, but Commissioner Timmons can’t either way.

COMMISSIONER KLANDNEY: Well, on this particular Friday I understand that.

CHAIRMAN CASTRO: Yes.

COMMISSIONER KLANDNEY: But, we are in the fourth month and --

CHAIRMAN CASTRO: Yes, no, I understand. You know, this is chicken and the egg thing, too. We want to have a calendar in place, so we can go and look at what works best for briefings. So, I think let’s just get the calendar in place, and then we’ll go back and fit in briefings where we can appropriately.

So, shall we look at another Monday then? It looks like these Fridays are not working for everybody.

COMMISSIONER HERIOT: It is okay with me.

I’ll again be in Washington that Monday.
CHAIRMAN CASTRO: All right. Yes, I understand.

How does April 13th look? Does that look okay for folks?

COMMISSIONER HERIOT: It’s okay with me.

COMMISSIONER ACHTENBERG: I will --

CHAIRMAN CASTRO: Pardon me?

COMMISSIONER ACHTENBERG: I will have try, it’s not impossible.

CHAIRMAN CASTRO: Okay, how about the 20th?

COMMISSIONER ACHTENBERG: That’s much better.

CHAIRMAN CASTRO: Does April 20th work for folks?

COMMISSIONER ACHTENBERG: That’s agreeable, that works for me.

CHAIRMAN CASTRO: Anybody else have a problem with that? Okay. We’ll do April 20th, which is a Monday.

Now we go on to May, May 15th is the proposed date. I hear no objection? Okay.

COMMISSIONER ACHTENBERG: May 15th I cannot -- that’s what I was telling you, Mr. Chairman.

CHAIRMAN CASTRO: Oh, is that what you were saying earlier?
COMMISSIONER ACHTENBERG: Yes, right, I cannot do May 15th.

COMMISSIONER HERIOT: It’s, actually, a bad day for me, too, although not impossible.

CHAIRMAN CASTRO: Okay. Well, I know I can’t on the 8th or the 22nd, so how does May 1 look for folks?

COMMISSIONER ACHTENBERG: I can do it.

COMMISSIONER HERIOT: I’ve got a flight, I cannot do May 1.

COMMISSIONER YAKI: Isn’t that a really tight turnaround from the 20th?

CHAIRMAN CASTRO: It is, but, you know, I’m trying to accommodate people here.

COMMISSIONER ACHTENBERG: I cannot.

CHAIRMAN CASTRO: How about the 22nd, that’s not ideal for me, but, you know, if I have to I can do it.

COMMISSIONER ACHTENBERG: I can do the 22nd.

CHAIRMAN CASTRO: Any objections? All right, May 22.

June. Hold on a second; let’s go back to May for a second.

Can folks to the 29th of May?

COMMISSIONER HERIOT: I can.
CHAIRMAN CASTRO: You can?

COMMISSIONER HERIOT: Yes.

CHAIRMAN CASTRO: Does that work for everybody?

COMMISSIONER ACHTENBERG: I can.

CHAIRMAN CASTRO: Okay, let’s do the 29th instead. That makes it easier for me.

Thank you.

Now back to June. Any problems with the June date?

COMMISSIONER KIRSANOW: Well, May 29th, and then we are meeting on June 5th, is the Commission going to keep us in D.C. for a week?

CHAIRMAN CASTRO: Yes, sure.

COMMISSIONER ACHTENBERG: No.

CHAIRMAN CASTRO: How is June 19th?

COMMISSIONER ACHTENBERG: No.

CHAIRMAN CASTRO: June 12th?

COMMISSIONER ACHTENBERG: No.

CHAIRMAN CASTRO: I can’t do the 26th, so it’s either 5, 12 or 19. And, I prefer not to do another Monday.

COMMISSIONER ACHTENBERG: I can’t do the 12th or the 19th.

COMMISSIONER YAKI: Mr. Chairman, the 15th
or the 22nd, the two Mondays?

COMMISSIONER ACHTENBERG: I couldn’t do the 15th, but I could do the 22nd.

CHAIRMAN CASTRO: I can’t do the 22nd. How about the 29th?

COMMISSIONER ACHTENBERG: I could do the 29th.

CHAIRMAN CASTRO: All right. I don’t hear any objection to the 29th of June?

COMMISSIONER YAKI: The 29th is good.

CHAIRMAN CASTRO: All right. Anybody else? No problems there? We are slowly slipping into a Monday Commission folks.

July, July is the 17th. No problems?

Okay.

COMMISSIONER HERIOT: That’s our first one that we managed to go with the date.

CHAIRMAN CASTRO: Yes, we got to almost the middle of the year there.

August, August 14th? No problems there?

Okay.

I’m moving on to September. Any issues with September 18th?

COMMISSIONER TIMMONS-GOODSON: The 18th is problematic for me, Mr. Chair.
CHAIRMAN CASTRO: Okay. I knew it was too
good to be true.

How about, let’s see, the 11th or the 25th?

COMMISSIONER ACHTENBERG: Somebody should
probably check the Jewish holidays, just --

CHAIRMAN CASTRO: Oh, yes.

COMMISSIONER YAKI: I’m looking at it right
now. Yom Kippur is the 23rd. Rosh Hashanah is the 14th
of September.

COMMISSIONER ACHTENBERG: Perfect.

COMMISSIONER YAKI: Yom Kippur is the 23rd.

Well, okay, that’s great, 11 works for me then, if it
works for other people.

CHAIRMAN CASTRO: Okay. September 11th?

All right. It will be September 11th.

October.

COMMISSIONER HERIOT: Is that a -- that’s
not a Federal holiday, is it?

CHAIRMAN CASTRO: No, no, it’s not.


Sold.

November, November 13th. Does that work
for folks? All right.

December.

COMMISSIONER HERIOT: Wait, let’s go back to
November.

CHAIRMAN CASTRO: Go back to November?

COMMISSIONER HERIOT: I believe that’s not going to work for me.

CHAIRMAN CASTRO: Okay. November 13 will not work for you. Let’s see, November 6th?

COMMISSIONER HERIOT: I can do that, or I can do the 20th.

CHAIRMAN CASTRO: I prefer the 6th over the 20th. November 6th. All right, November 6th it will be.

December? We have December 11th going once, going twice, going twice? All right, December 11th it is.

And, I think that concludes the 2015 calendar. Yes.

All right. So, based on these changes, I make a motion that we accept the calendar as amended.

Is there a second?

COMMISSIONER ACHTENBERG: Second.

CHAIRMAN CASTRO: Commissioner Achtenberg.

Okay.

All those in favor say aye.

(Ayes)

CHAIRMAN CASTRO: Any opposed?
Any abstention?

COMMISSIONER YAKI: Mr. Chairman, I just would ask, can the Staff Director send out the revised calendar after the meeting?

CHAIRMAN CASTRO: Absolutely.

STAFF DIRECTOR SALLO: I will.

CHAIRMAN CASTRO: I think we all will need that. Okay.

So, now we move on to the scheduling of the 2015 briefing.

Madam Staff Director, can you lead us through that?

STAFF DIRECTOR SALLO: At the present time, there are three proposals that are on the table for Fiscal Year 2015.

We have the Immigration Detention paper, which was approved for the statutory enforcement report. We have the ENDA paper, and we also have the Higher Ed paper, that although it’s being tweaked it still was approved and will be moving forward for the next -- for this fiscal year.

So, we would need to schedule those three. I would propose that we hold the statutory enforcement report briefing in January, simply because of the time constraints, in order to get it completed, all the
drafts approved, and then issued by the September 30th statutory deadline.

CHAIRMAN CASTRO: Okay.

STAFF DIRECTOR SALLO: I would also request that the Commission consider scheduling briefings with a month between each briefing, just to allow staff to make the appropriate preparations.

CHAIRMAN CASTRO: Okay. So, the two other briefings then are the education briefing, higher ed briefing I should say. No, is that the one you said?

STAFF DIRECTOR SALLO: The higher ed, as well as the ENDA.

CHAIRMAN CASTRO: ENDA. So, Commissioner Achtenberg, you indicated that you wanted to do one of those in May?

COMMISSIONER ACHTENBERG: In May, yes -- well, that isn’t -- which is -- now I’m confused about the date. So, let’s --

STAFF DIRECTOR SALLO: We currently have --

COMMISSIONER ACHTENBERG: You wanted to do something -- I thought you wanted to do something in March, is that correct, Madam Staff Director?

STAFF DIRECTOR SALLO: Yes, ma’am.

COMMISSIONER ACHTENBERG: You wanted to ENDA in March, is that the preference?
STAFF DIRECTOR SALLO: Yes, it was.

CHAIRMAN CASTRO: Okay.

COMMISSIONER ACHTENBERG: And, the date for the March meeting is now --

STAFF DIRECTOR SALLO: March 16th.

COMMISSIONER ACHTENBERG: -- the 16th of March.

CHAIRMAN CASTRO: Correct.

COMMISSIONER ACHTENBERG: Okay, that’s all fine with me, as long as it’s agreeable to others.

CHAIRMAN CASTRO: We’ll try to do this as a package, if we can.

COMMISSIONER ACHTENBERG: Sure.

CHAIRMAN CASTRO: So January Immigration, March ENDA, and then the Higher Ed, is that the one we were talking about doing in May?

STAFF DIRECTOR SALLO: Yes.

COMMISSIONER ACHTENBERG: That’s fine with me.

CHAIRMAN CASTRO: Okay.

COMMISSIONER ACHTENBERG: The date in May is now?

STAFF DIRECTOR SALLO: May 29th.

COMMISSIONER ACHTENBERG: May 29th, perfect.
CHAIRMAN CASTRO: Okay. So, that’s the proposed schedule.

Do we have a motion on that, and then we can discuss it?

COMMISSIONER TIMMONS-GOODSON: I so move.

CHAIRMAN CASTRO: Okay, is there a second?

COMMISSIONER ACHTENBERG: Second.

CHAIRMAN CASTRO: Okay. Do those dates work for folks?

Hearing no objection, I’ll call for a vote.

I’ll just do a voice vote, I don’t think we need to do a roll call on this, do we, Madam Staff Director?

STAFF DIRECTOR SALLO: No.

CHAIRMAN CASTRO: Okay. All in favor say aye.

(Ayes)

CHAIRMAN CASTRO: Any opposed?

Any abstentions?

DISCUSSION AND VOTE ON UPDATING THE USCCR ANTI-SEMITISM REPORT

Okay. Next up there’s a motion regarding a request from Chairman Wolf that we consider updating our USCCR Anti-Semitism report, which was done several years ago, based on some incidents that have recently occurred on college campuses.
Chairman Wolf sent us a letter about two months ago on this topic and I circulated that to the Commissioners, and indicated that we would bring this up for consideration to the Commission. And so, I wanted to open it up for discussion.

COMMISSIONER NARASAKI: So, Mr. Chair, I think this is an important issue, but I’m a little concerned about what our budget capacity will be, given that Congress has not yet acted on the budget for 2015.

So, my suggestion would be that we hold this over for discussion in December, when, hopefully, we would have a better idea of what our budget will be.

CHAIRMAN CASTRO: Okay.

COMMISSIONER HERIOT: Mr. Chairman?

CHAIRMAN CASTRO: Yes, Commissioner Heriot?

COMMISSIONER HERIOT: I support Congressman Wolf’s request, I think it’s a good idea. I’m confident that they can find the funds for this.

There have been a lot of disturbing incidents on campuses recently, and I think this is the sort of thing that the Commission should be looking into.

CHAIRMAN CASTRO: Any other thoughts, comments?

COMMISSIONER KIRSANOW: Mr. Chair, Kirsanow
here.

CHAIRMAN CASTRO: Yes.

COMMISSIONER KIRSANOW: I echo Commissioner Heriot’s statements. Just in casual review of the media, it seems as if its use of anti-Semitism on campus and elsewhere has been mushrooming over the last, well, several years, but, more particularly and more simply, in the last six months.

So, I will heartily support having a hearing briefing on this matter.

CHAIRMAN CASTRO: Any other Commissioners have comments?

COMMISSIONER TIMMONS-GOODSON: I support the notion as long as the money is there.

CHAIRMAN CASTRO: Yes, Commission Kladney, you were going to say something?

COMMISSIONER Kladney: Yes, I couldn’t hear Commission Timmons.

CHAIRMAN CASTRO: Could you repeat your comment, Commissioner Timmons-Goodson?

COMMISSIONER TIMMONS-GOODSON: Sure. I am in complete support of what has been proposed, as long as the money is there.

CHAIRMAN CASTRO: Commissioner Kladney, any comment?
COMMISSIONER Kladney: No.

Chairman Castro: Madam Staff Director, do you have any idea when we are going to know what are 2015 budget is? I’m sorry -- yes, 2015, right, because we are still in CR.

Staff Director Sallo: Correct. No, sir, at the present time the CR is scheduled to expire on December 11th. I checked the website again today. They are currently in talks for an omnibus, but contingent upon decisions that will probably made next week. Based on the announcement last night, there may or may not be an omnibus going forward.

What I can say is, from the House side, we were -- the number from the House side is $9.0 million for the Commission on Civil Rights, which is $400,000 less than what we asked for.

On the Senate side, the proposal is $9.4 million, which is exactly what we asked for, and $400,000 more than what we received for Fiscal Year 2014.

However, how that will reconcile with one another is yet to be seen.

Chairman Castro: So, our meeting is December 12th, right?

Staff Director Sallo: Yes.
CHAIRMAN CASTRO: Our next meeting?

STAFF DIRECTOR SALLO: Yes, sir.

CHAIRMAN CASTRO: So, theoretically, we will know by then, hopefully, one way or the other where we are going to be.

STAFF DIRECTOR SALLO: We either get that, or we’ll be shut down.

CHAIRMAN CASTRO: True.

I really support this. I think, not only because it’s being raised to us by someone who is, you know, a leader in Congress, because, obviously, we have a lot of folks in Congress who have interest in issues like this, but I think that, as was said by the other Commissioners, this is a topic which, unfortunately, is rearing its ugly head again, not only domestically, but we are seeing it internationally as well. Although I know that’s not in our jurisdiction, it does, certainly, present a disturbing pattern.

But, I also want to make sure we’ve got the money to do this, do it right.

I don’t know if we ever updated the report, I know we haven’t done that under my chairmanship, but I would imagine -- it would mean, you know, taking a good close look at it, not just merely updating stats.

There may be some other reports we also
might want to look at updating as well that are out there. So --

STAFF DIRECTOR SALLO: There are?

CHAIRMAN CASTRO: I’m thinking there may be.

STAFF DIRECTOR SALLO: No, I’ve identified some thus far, and I --

CHAIRMAN CASTRO: Oh, I thought you were --

I thought you were questioning me.

STAFF DIRECTOR SALLO: No.

CHAIRMAN CASTRO: I’m like, yes, yes there are.

STAFF DIRECTOR SALLO: I wouldn’t do that on the record.

I can circulate something before the next meeting, as to the reports that I believe may warrant another look at, especially, series reports, we have an educational opportunity series report that is five volumes long. The first volume was issued in 1996, then 1997, then 1999 and 2000. In 1996 they issued two separate volumes, and that’s one of the ones that I’ve identified, that if we had the bandwidth, not so much, I believe, expenses budget, but bandwidth as to staff, and we are slowly getting there, it’s something that we could really take a look at, because at least some of the reports that were not based on briefings, but actual
research projects.

CHAIRMAN CASTRO: Yes, I understand that. I also want us to be mindful of the bandwidth, so I don’t want to, necessarily, put my kids in a candy store and say, we want to update these dozen reports, even though we may want to, I think we should probably think about those that are maybe the most pressing or germane.

But, Commissioner Narasaki, you have something you want to say?

COMMISSIONER NARASAKI: Yes. I just wanted to add, because I agree with the Staff Director, that there are several reports that we should look at. And so, to see all in the context of what we need to do, and what our capacity is. For example, I’ve been asked by leaders from the Native American Committee to look at updating reports that were done over decades ago, to see what the federal government has done with the recommendations that the Commission made.

CHAIRMAN CASTRO: Yes.

COMMISSIONER NARASAKI: So, I believe all these things are important. Hate crimes is, actually, where I started my career, but I just want to make sure we are really looking at what all these things are that need to get done, and match that up with our capacity to do it well.
CHAIRMAN CASTRO: Okay. Commissioner Timmons-Goodson?

COMMISSIONER TIMMONS-GOODSON: And, I wanted to ask about our capacity. You know, we already have three briefings set. What’s the maximum number that we can do in our fiscal year?

CHAIRMAN CASTRO: I’ll defer that to the Staff Director, who also wants to say a few words.

STAFF DIRECTOR SALLO: We normally budget for five briefings a year. We’ve already used one this year, because of the stand your ground fields briefing. And then, we have three that are scheduled. So, we could tentatively have an additional briefing, and that would give the five that we normally budget for.

In addition, I just wanted to add that in reviewing some old publications, in the past we also used to -- we have issued reports a decade later, looking at Federal agencies that may or may not have implemented whatever findings and recommendations we issued, based on a prior briefing or hearing. So, we have done a decade later type of reports as well.

So, I will circulate the Title 3 to those reports, with a little blurb before the next meeting, so that everyone has an opportunity to review it.

CHAIRMAN CASTRO: All right. So, why don’t
we do this then. We’ll take that to the December meeting, and look at it, both in terms of totality of the reports we may want to reasonably explore, but also, hopefully, have a better idea of our budget, and work into that what we have in terms of scheduled briefings and, potentially, other kinds of data that folks have indicated an interest in looking at some point. That also factors into this.

So, what we’ll do is, we’ll defer this discussion to December, and I’ll put on the agenda that. Okay?

Next we have a discussion of the staff report on St. Louis County, Missouri. Madam Staff Director?

STAFF DIRECTOR SALLO: Mr. Chair, perhaps, we could address the letter that you added to the agenda, and maybe I can fold that discussion in there.

**DISCUSSION ON DRAFTING OF LETTER ON PRESIDENT’S IMMIGRATION POLICY**

CHAIRMAN CASTRO: Okay, all right, even better.

So, everyone, hopefully, received a copy of a draft letter that was circulated in advance of the President’s announcement later this morning on the Immigration Accountability Executive Order.
I think given both the Commission’s historic interest in the topic of immigration, as well as some of the work we have done, and will be doing, I thought it would be appropriate for us to issue a letter on the topic as a Commission.

So, with that in mind, a draft has been circulated, and I’d be happy to entertain any comments, questions, or a motion to approve.

COMMISSIONER ACHTENBERG: I am going to approve, Mr. Chairman, but my only issues are minor and grammatical, and so those can be dealt with off line. If Martin is willing to indulge with that understanding, I move the adoption of the letter.

CHAIRMAN CASTRO: Is there a second?

COMMISSIONER TIMMONS-GOODSON: Second.

CHAIRMAN CASTRO: Who seconded, Commissioner Timmons-Goodson?

COMMISSIONER TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: Okay. And, I understand Commissioner Narasaki, you may have to abstain?

COMMISSIONER NARASAKI: Yes, Mr. Chair.

CHAIRMAN CASTRO: Okay. So, any discussion?

COMMISSIONER KIRSANOW: Mr. Chair, this is Kirsanow. Are we discussing the letter related to the
President's proposed Executive Order?

CHAIRMAN CASTRO: Yes.

COMMISSIONER KIRSANOW: I do have a statement to make, that the letter does not take into consideration the U.S. Commission on Civil Rights report that shows the impact of illegal immigration on the wage and employment levels of Black employees, which impact is quantifiable and profound, regardless of where the witnesses that we had present at the hearing stood on the ideological spectrum. Every single one of them agreed that wage and employment levels for all those skilled Americans, but, particularly, Black Americans, because Black Americans are concentrated in those industries in which there is greater competition from illegal immigrants, and suppressed the indicator fairly dramatically.

And, the employment rate of Blacks has been reduced by up to 40 percent of the 18 percentage point decline in Black employment rates, which if you do the quick math on that, it comes to nearly a million jobs that's due to illegal immigration.

In addition to that, we adduce evidence that the wages for Blacks have been reduced by over $1,500, specifically, related to illegal immigration. The Federal Reserve Bank of Atlanta commissioned a study
that showed nearly $1,000 of the reduction in wage rates for documented workers is attributable to the competition from undocumented workers.

If there’s going to be a proclamation related to the President’s statement from last night or what he purports to do today, that should at least be included in a statement from the U.S. Commission on Civil Rights, that it recognizes its own report. This report has gone to the President, in addition to which, regardless of where you stand on the merits of what he did, I can’t support even a letter that has profound constitutional implications.

CHAIRMAN CASTRO: Thank you, Commissioner Kirsanow. I don’t think we need to say every report of this Commission, and, actually, that’s probably one of the reports that I’m going to put on the agenda that we revise, because I think -- I wasn’t on the Commission when that was promulgated, but I think since then there’s been very comprehensive and non-partisan research that’s been done that takes actual comprehensive analysis of Census data, and finds that, in fact, Latino immigration increases African American economic opportunities.

There’s been a cross section analysis by the American Immigration Council of 907 metropolitan
statistical areas in 2010, 455 metro areas in 25, which makes it the largest economic examination of immigrations effect on African Americans and their wages and employment, and finds that for every 1 percent increase there’s been a share of Latinos, African American men, and minimum wage has increased by 3 percent.

So, I think there’s enough questions as to the validity of that report, that I don’t feel comfortable placing that in the letter. And, I can give you more statistics, but this is not a debate on that topic right now, but I’m sure if you’re going to write a letter on the topic, regardless of what we do today.

COMMISSIONER KIRSANOW: I welcome an additional hearing on that matter. I’m well aware of the statistics that you cited, I’ve seen those, I’ve looked at it very closely to a large extent, they are completely bogus. They currently have labor participation lacking in the Black community at historic lows of 61.4 percent; 32.6 percent of Black teens are out of work. Only one out of ten Black adults has a job.

And, the minority contractors that I represent have a completely different viewpoint on the statistics that you just cited.

CHAIRMAN CASTRO: Well then, I think that
does dictate that we revisit this issue, because, clearly, there’s a lack of agreement on what the statistics say. So, we’ll reserve that for a discussion in December.

Thank you, Commissioner Kirsanow.

Anybody else?

COMMISSIONER YAKI: Mr. Chairman?

CHAIRMAN CASTRO: I know there was some noise earlier. If you could mute your phones when you are not talking, that would be great. I apologize for that, Commissioner Kirsanow; it was not me making the noise.

Any other -- Mr. Yaki, and then Commissioner Heriot.

COMMISSIONER YAKI: I was just going to say, I was present during the briefing that Commissioner Kirsanow talked about, and my objections to how that briefing was handled are in my statement on that report.

But, I would just like to say that regardless of what the facts may have been, or how it was presented, in some ways we are talking apples and oranges, because the entire purpose of the Executive Order is to allow individuals who previously had had -- were working under no color law whatsoever, to have access to work permits and be free from the prospect of
immediate and sudden deportation if they caused any trouble to an employer, who would call Immigration. And, I believe that there is information out there that upon the ability to be a legal worker, and be free from that threat from employers, you will find that workers are better able to organize, and work together, and deal with issues such as wages and working conditions that some employers have exploited to the disadvantage of others, in terms of a race to the bottom in terms of income.

So, I think that part of the misperception is not the problem that Commissioner Kirsanow talked about, it is in part in many ways remedied by the action that the President took last night in taking workers who are the most vulnerable and the most exploited, and giving them the ability to work legally and be free from those levers that can be used to exploit and intimidate them.

CHAIRMAN CASTRO: Okay. We have Commissioner Heriot next, followed by Commissioner Narasaki.

COMMISSIONER HERIOT: I oppose the letter for many of the reasons that Commissioner Kirsanow has stated.

CHAIRMAN CASTRO: Okay, thank you.
Commissioner Narasaki?

COMMISSIONER NARASAKI: Thank you, Mr. Chair.

So, I am abstaining from the vote, because I am a recent addition to the Commission, and before I joined the Commission I worked for an organization that was working on this issue. So, under the ethical standards, I think there’s an argument that I could participate, but out of an abundance of caution I’m not.

So, I’m not commenting on this issue, but, Commissioner Kirsanow am I to understand that you represent minority contractors on this issue, because that’s why I am recusing myself. I don’t currently represent them, and haven’t represented my clients since last spring.

COMMISSIONER KIRSANOW: Thank you, Commissioner Narasaki.

If I may respond, Chairman.

I don’t represent them on this issue, but over the years I represented a number of minority contractors. And, it’s only anecdotal evidence, but they tell us of being devastated by competition from low wage, illegal immigrant workers. Some of them have been thrown out completely.

And, their workers, some of whom are Black,
some aren’t, they are also being thrown out of work.

In addition, with respect to -- Commissioner Yaki makes a good point, however, the President’s actions yesterday operate as a green light for even more illegal immigration, as we saw over the summer.

Moreover, simply legalizing illegal immigrants is not going to mean that those individuals are now going to receive a significant boost in pay that then reduces competition; it’s still going to be a low wage. And by regularizing 5 million workers they are adding 5 million, and they’ve only added since the beginning of the recovery 6 million total jobs.

Doing this is economic lunacy, but more important, we have evidence by the U.S. Commission on Civil Rights that we shouldn’t be doing this.

CHAIRMAN CASTRO: As I indicated, I think that we’ll revisit the substance of that report, but clearly the President’s statement last night, and the Executive Order which he’ll sign in a short time this morning, makes it clear that no one who has come recently, or who will come in the future, will benefit from this. It’s only people who have been for a certain period of time. Therefore, it does not encourage folks to come in and take advantage of this.
Any other comments?
Hearing none, I am going to call the question on the letter. I’m going to take a roll call vote.

Commissioner Kirsanow, how do you vote?
COMMISSIONER KIRSANOW: Absolutely not.

CHAIRMAN CASTRO: Commissioner Heriot, how do you vote?
COMMISSIONER HERIOT: No.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?
COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?
COMMISSIONER KLADNEY: Yes.

CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?
COMMISSIONER NARASAKI: I abstain.

CHAIRMAN CASTRO: Okay. Commissioner Timmons-Goodson, how do you vote?
COMMISSIONER TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote? Commissioner Yaki?
COMMISSIONER YAKI: I couldn’t hear. Aye.

CHAIRMAN CASTRO: Okay. And, I vote aye,
that’s one, two, three, four, five, six yeses and two nos. The letter passes.

COMMISSIONER ACHTENBERG: It is five yeses, one abstention, and two nos.

CHAIRMAN CASTRO: I’m sorry, I apologize, there’s one abstention, five yeses, one abstention, two nos. My abstention looked like a yes, I apologize.

Okay. So now we move on. What’s the next item on the agenda here?

STAFF DIRECTOR SALLO: The CFC Campaign 2015.

CHAIRMAN CASTRO: I thought we were going to talk about Missouri first.

STAFF DIRECTOR SALLO: I wanted to fold it in with the Staff Director’s report, if that’s okay.

CHAIRMAN CASTRO: Okay, that’s fine.

**III. MANAGEMENT AND OPERATIONS CFC CAMPAIGN 2015**

Then let’s go on to the CFC Campaign. Who has that? Juana?

STAFF DIRECTOR SALLO: Angela.

CHAIRMAN CASTRO: Angela, okay.

MS. FRENCH-BELL: Good morning, my name is Angela French-Bell. On behalf of Juana Silverio and myself, the 2014 CFC Campaign Chairpersons, we would like to say thank you.
Thank you for helping us and your support thus far. We’ve had individuals come to us and ask us how they could help us in the CFC Campaign. We’ve had generous donations from the Commissioners, staff, and managers, and we deeply appreciate that.

For those of you who have not yet had an opportunity to give, we just wanted to talk briefly about the generosity of the U.S. Commission on Civil Rights.

The U.S. Commission on Civil Rights is a generous group. We can tell that by how you welcome new employees with open arms and smiles. We can tell that by how you focus on the work of the Commission, how you work long hours, and send emails early in the morning and late at night, sometimes on weekends and sometimes even when you are supposed to be on sick leave. We can also tell that by the way that 88 percent of you last year donated to the CFC Campaign.

We are asking for your help to make it 89 percent this year, and to exceed our previous goal. We encourage you to visit cfcnca.org to check out more information on the CFC Campaign, to find out which charities that you can donate to, and to find out any additional information that you may need.

Whether you choose to donate as a one-time
donation, or as a payroll deduction, your donations are generously appreciated.

    So, we hope to see you after this business meeting, at our snack break, we would love to have you there, and thank you for this time to be able to talk about the CFC Campaign.

    CHAIRMAN CASTRO: Great, thank you.

    Any questions for Angela?

    COMMISSIONER NARASAKI: Yes. It’s not a question, but as a new Commissioner I was very excited to be able to participate in the Combined Federal Campaign this year, as I hope that all of our Commissioners will be participating.

    MS. FRENCH-BELL: Thank you so much.

    STAFF DIRECTOR SALLO: And, last year we did get the President’s Award, so I would love to be able to replicate that outcome again this year.

    MS. FRENCH-BELL: Yes, thank you.

    CHAIRMAN CASTRO: Yes.

    Okay, thank you.

III. MANAGEMENT AND OPERATIONS STAFF DIRECTOR’S REPORT

    Now we’ll move on -- so, we’ll go on to the Staff Director’s report, which will include a discussion of Ferguson.

    Madam Staff Director.
STAFF DIRECTOR SALLO: Thank you, Mr. Chair,
Chairman Castro.

I just -- I circulated some information
that has been gathered by staff. So, I think it was
three months ago a letter was issued to DOJ after the
events at Ferguson, and since that time staff has been
gathering information as to what has been going on in
St. Louis County, and the City of St. Louis, in general
as well.

And, I did circulate that background
information to Commissioners. This serves as
background information. Obviously, the Commission
would decide as a whole what, if anything, they would
like to do with that information.

I also circulated a proposal that has been
approved for Missouri -- the Missouri SAC, which I
believe is an excellent example of the type of work that
we will be doing during Fiscal Year 2015. And so, they
will be conducting two briefings on the grounds in
Missouri, both in St. Louis as well as Kansas City, to
address the issues.

The topic will be the impact of
community-police infractions on individual civil
rights.

So, I just wanted to present that
information for use by the Commission as they deem necessary.

As I move on to the general Staff Director’s report, I wanted to first say that I’m very happy to know that we now have a wonderful staff on board to assist us moving forward, and being able to complete all of the projects that are in the pipeline.

As you know, during the past two months, we welcomed Melissa Tucker, who is a new addition to the Office of the General Counsel, a phenomenal addition. And, Melissa will be working closely with our State Advisory Committee.

We’ve also welcomed Melissa, and I know I’m going to kill her name, Wojnaroski, and she is a civil rights analyst in our Chicago office. And, she has been a complete asset to the Chicago office and to the Regional staff as a whole. She is the one that, actually, drafted the Missouri State Advisory Committee’s proposal, and Melissa is working closely with David Mussatt, who is our Regional Director -- I mean, our RPCU Chief and the Regional Director for the Chicago office, to assist with our Central office items, as well as any work coming out of the Central office, since we don’t have a civil rights analyst in the Central office.
We also have Jeffrey Hinton, who started in August, and he is now our Regional Director for our Southern Regional office in Atlanta. And so, he’s working closely with our staff in the Southern office.

And, last but not least we have Darren Fernandez, who is in the audience today, and he just started this week. And, Darren is in our Office of Civil Rights Evaluation, and he is also a phenomenal addition to our staff, and he came in and he jumped right in, as he’s already working on the revision for the NVRA report. So, I welcome him as well.

So, it’s extremely exciting that we now have managers in every single department, permanent managers. When I started as the Staff Director we didn’t have any managers, but for an acting manager as it applied for the policy section of our Agency, and that was David Mussatt. So, all of our Region offices now have managers, but for the Central office, and we hope to be able to address that during Fiscal Year 2015.

I also wanted to provide some updates, IT updates to be exact. So, as you know, for folks that telework, we do have the ability for everyone now to use GoToMyPC. However, we are slowly moving towards Cloud. So, once we move towards the Cloud everyone will be able to access a shared drive using the Cloud, the GSA spot
for government services. So, that’s an exciting move that we have going on with the IT Department. We have also set up a mapping service now, so in the next few months we will be working towards putting in place a map on our website, where folks will be able to click on each individual state, and pull up the types of complaints that we receive through our complaint line.

So, the infrastructure has been set up, and now it requires data input, manual input to catch up to the prior -- with prior information, as well as moving forward to also be able to input daily information, so that will be live and updated on a regular basis.

So, that is also a positive for us, as we are moving into this century, but I think the most exciting thing that I’d like to announce as it applies to IT is that we have procured live streaming services, and so far the procurement, to see how it plays out, will be to live stream two to four meetings or briefings next year. And, the goal is to; actually, live stream the Immigration briefing in January.

So, I think that that will be a very well received movement on our part, and will expose us nationally. So, we will try to get the word out once everything is set up, so that folks know that we will
be live streaming. So, I just wanted you to be aware of that.

CHAIRMAN CASTRO: Great, welcome news.

STAFF DIRECTOR SALLO: As we move forward, as always, I would like to just go over the goals that are pending with -- the goals within our Strategic Action Plan, and give you some additional updates.

CHAIRMAN CASTRO: All right.

STAFF DIRECTOR SALLO: As it applies to Goal A, which refers to our research and our reports, our statutory enforcement report is live on the website. We have the Arab-Muslim report that’s live on the website. We have the Sex Trafficking report that’s live, the EEOC report is live, and the Eminent Domain report is live.

The reports that were in the pipeline, where the reports had been written but the Commissioners requested that we retool the reports, so that they could be a bit more comprehensive. We hope to get new drafts out to the Commissioners within the next six weeks, so that you can start reviewing them, and, hopefully, we can get them finally approved.

As it applies to Goal B, which has to do with our investigative analysis, OCRE continues to work on the Stand Your Ground briefing, and the data collection,
and working through that so that we can have a really substantive investigative project come out of the Stand Your Ground briefing.

My vision is to, ultimately, be able to use the information that we’ve gathered from the Stand Your Ground briefing, to update our Clearinghouse website. That is one of the goals for Fiscal Year 2015, is to update the Clearinghouse website, and I think it would be a great addition to that web page to include the Stand Your Ground briefing outcomes that we come up with.

So, as we move forward with Goal C, as it applies to the internal process, we do have an updated, revised Uncle Sam publication up on our website. It had been at least five years since that had been updated. So, it’s now been updated. The Spanish version has also been updated. We are waiting for the cover from GPO. Once that cover is approved, we’ll be able to also have the Spanish version of the Uncle Sam publication uploaded onto our website, and that will be the first time that we have ever issued the Uncle Sam in Spanish for the community, so I am very excited about that as well.

Our phone lines continue to be updated. As you know, we got the new phone system, and we’ll be re-recording the Spanish portion of the phone line.
And, our complaint process is also being updated. Angela came in and immediately jumped on that task. We have created new referral letters in English, and now we will be translating them into Spanish, and contingent upon any other languages that need to be translated into, we will do so as well within this fiscal year.

I’m sorry, Commissioner Yaki, did you have a question? Okay.

CHAIRMAN CASTRO: I think he was just clearing his throat.

STAFF DIRECTOR SALLO: Oh, okay.

In addition, as you know, one of the restrictions, unfortunately, because it is what it is, is our budget, and the ability for our State Advisory Committees to meet on a regular basis. So, our Region offices have access to the ReadyTalk, and so they are now able to hold meetings with their members, without having to travel to a central location, and they can use the ReadyTalk to, actually, use the web cam on their computers, and speak to one another, which also allows folks to call in and listen within that particular state to whatever is occurring.

And here, in the Office of the Staff Director, we now have a huge screen TV that also has a
web cam, so if we wish to use that to speak or hold meetings with folks that are not in house, and then we can, actually, see them.

We can use that equipment, and it can, actually, be rolled into here, to the conference room, so that we can use that as well. And, we’ve used that to hold meetings with Region Staff and we’ve also used it when we had applicants apply for jobs, and they were unable to come in person. So, that’s where we stand with that.

As we move forward, I don’t have anyone here -- so anyway, as it applies to Goal E, which is the internal operations, we continue, you know, waiting on the budget to determine how we are going to move forward this year, but our Human Capital plan is in the process of being revised completely, so then it can be approved.

As I indicated a few months ago, we had brought someone in to align our Human Capital plan with our Strategic Action plan, which was a recommendation that we had received, and it’s now aligned.

We completed the revisions of all of the position descriptions, and we now have created new -- not new, but revised appraisal documents to coincide with the position descriptions, so I believe that that is a great feat for us as a Commission.
We did receive our employee satisfaction survey scores. They are now up on the website, and the Executive Team will be meeting on Monday to discuss those scores, with a goal of, hopefully, moving towards increasing the response rate from employees for the next coming year.

And finally, with Goal F, as it applies to the State Advisory Committees, I am very happy to note that today, the four SACs were passed. That is an excellent -- coming in to today’s meeting, 84 percent of our State Advisory Committees were up and running. So, now we add these four today, and it will bring us closer to the final goal, because we will now have 46 up and running, which means we have five more that are pending, and then we will be at 100 percent reappointment rate, which was the goal that I had set out to, hopefully, meet by the end of the fiscal year, but it’s better late than never. So, we will try to get as many of those five turned around to you as soon as possible.

Yes, Commissioner?

COMMISSIONER HERIOT: Are we having a discovery plan for the Immigration Detention report?

STAFF DIRECTOR SALLO: Yes, ma’am.

COMMISSIONER HERIOT: When are we going to
be seeing that? I notice that in the past sometimes we have that already by November.

        STAFF DIRECTOR SALLO: Yes.

        COMMISSIONER HERIOT: Not always.

        STAFF DIRECTOR SALLO: I will try to get it out by the first week of December.

        COMMISSIONER HERIOT: Great.

        STAFF DIRECTOR SALLO: Because now we have until January 30th, so we can get that done.

        COMMISSIONER KLADNEY: I have a question.

        CHAIRMAN CASTRO: Go ahead.

        COMMISSIONER KLADNEY: I was wondering, since we’ve been able to -- you’ve been able to accomplish so much with the video, are we going to be able to take witness testimony during briefings, from witnesses who can’t make it in to D.C.?

        STAFF DIRECTOR SALLO: Can I research that?

        COMMISSIONER KLADNEY: Do you envision that?

        STAFF DIRECTOR SALLO: At the present time, no, I was not envisioning that. I’d like to research that a little more and I would be more than happy to get back to everyone on that. Is that okay?

        COMMISSIONER KLADNEY: Thank you.

        CHAIRMAN CASTRO: Yes.
STAFF DIRECTOR SALLO: Thank you.
I don’t know of any other things.

CHAIRMAN CASTRO: Any other questions for
the Staff Director on her report?

COMMISSIONER NARASAKI: This is
Commissioner Narasaki, Mr. Chair.

CHAIRMAN CASTRO: Go ahead.

COMMISSIONER NARASAKI: I just wanted to
commend the Staff Director, because she’s been really
adept at dealing with very limited funds. And, the work
that she’s done to get our capacity, our staffing, back
up to a level so that we can get those high-quality
reports out that we want to get out, and the work that
she’s done to try to keep us on top with our strategic
plan I think has been outstanding.
I just wanted to acknowledge that.

CHAIRMAN CASTRO: I second that motion.

COMMISSIONER ACHTENBERG: I would like to
associate myself with those remarks as well.

CHAIRMAN CASTRO: Thank you.

Anything else?

V. ADJOURN MEETING

If not, I believe the next item on the
agenda is a motion to adjourn. So, I will hereby
adjourn the meeting.
COMMISSIONER YAKI: Have fun in Vegas.

CHAIRMAN CASTRO: Thank you.

All right, everybody, then we will see you all in December.

STAFF DIRECTOR SALLO: Thank you.

CHAIRMAN CASTRO: I’m sure we’ll be in touch before then.

Thank you, everybody. Bye.

(Whereupon, the above-entitled matter was concluded at 10:43 a.m.)