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The Commission convened in Suite 1150 at 1331 Pennsylvania Avenue, Northwest, Washington, D.C. at 10:00 a.m., Martin R. Castro, Chairman, presiding.

PRESENT:

MARTIN R. CASTRO, Chairman
PATRICIA TIMMONS-GOODSON, Vice Chair
ROBERTA ACHTENBERG, Commissioner
GAIL HERIOT, Commissioner
PETER N. KIRSANOW, Commissioner
DAVID KLANDENY, Commissioner
KAREN K. NARASAKI, Commissioner
MICHAEL YAKI, Commissioner*

MAURO MORALES, Staff Director
MAUREEN RUDOLPH, General Counsel

* Present via telephone
STAFF PRESENT:

WARIGIA BOWMAN*
TERESSA BROOKS*
GAVIN BROWN*
DONNA BUDNICK, Michigan SAC Chair*
MATTHEW DIAL
PAMELA DUNSTON, Chief, ASCD
SIABHAN HAWKINS, Intern, OGC
JENNIFER HEPLER, Parliamentarian
TINALOUISE MARTIN, Director, OM*
DAVID MUSSATT, Director, RPCU*
MICHELE RAMEY*
JUANDA SMITH*
BRIAN WALCH
MELISSA WOJNAROSKI, MWRO*

COMMISSIONER ASSISTANTS PRESENT:

SHERYL COZART
ALEC DEULL
JASON LAGRIA
CARISSA MULDER
AMY ROYCE
ALISON SOMIN
KIMBERLY TOLHURST
IRENA VIDULOVIC
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CHAIRMAN CASTRO: This meeting will come to order. This is a meeting of the U.S. Commission on Civil Rights. We are meeting here on November 18th commencing at 10 a.m. at the offices of the Civil Rights Commission at 1331 Pennsylvania Avenue NW in Washington, D.C.

I am Chairman Marty Castro. Commissioners who are present with me here at the meeting are Vice Chair Timmons-Goodson; Commissioners Kirsanow, Kladney, Achtenberg, Heriot, and Narasaki. Participating by telephone is Commissioner Yaki. A quorum of the Commissioners is present. Is the court reporter present? Yes, she is. Is the staff director present?

MR. MORALES: Yes, I am.

CHAIRMAN CASTRO: Okay. So the meeting will now come to order. The first item is the approval of the agenda.

I. Approval of Agenda

CHAIRMAN CASTRO: I know we're going to have some amendments, but let me first move that we approve the agenda. Is there a second?

COMMISSIONER KLADNEY: Second.
CHAIRMAN CASTRO: Are there any amendments?

(No response.)

CHAIRMAN CASTRO: I know we have to add two statements. I will entertain a motion that we add for consideration a statement on the Dakota Access Pipeline as well as a statement on Native American History Month. Is there a motion on that?

COMMISSIONER KLADNEY: So moved.

CHAIRMAN CASTRO: Is there a second?

COMMISSIONER NARASAKI: I second.

CHAIRMAN CASTRO: Okay. Are there any further amendments?

(No response.)

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

(Chorus of ayes.)

CHAIRMAN CASTRO: Any opposed?

(No response.)

CHAIRMAN CASTRO: Any abstentions?

(No response.)

CHAIRMAN CASTRO: Okay. So first item is a discussion and vote on the outline and timeline and discovery plan for the fiscal year 2017 Statutory
Enforcement Plan -- I am sorry, report.

II. Business Meeting: Program Planning

Vote and Discussion on FY17 Statutory Enforcement Report

CHAIRMAN CASTRO: Any folks want to make a motion for discussion purposes?

MR. MORALES: I move to adopt.

CHAIRMAN CASTRO: Is there a second?

VICE CHAIR TIMMONS-GOODSON: I second.


VICE CHAIR TIMMONS-GOODSON: I will begin the discussion by observing that our staff counsel has done -- and others have done a tremendous amount of work on this, and I especially appreciate the manner in which she has addressed the concerns that have been expressed throughout, and for me, I -- I think it looks good.

CHAIRMAN CASTRO: Okay. Others?

COMMISSIONER ACHTENBERG: Chairman, I just want to --

CHAIRMAN CASTRO: Commissioner Achtenberg?

COMMISSIONER ACHTENBERG: -- comment on that. I think it was an extraordinary amount of work and work well done, so I want to add my congratulations.
CHAIRMAN CASTRO: Any other comments from Commissioners?

(No response.)

CHAIRMAN CASTRO: If not, I will do a roll call vote.

Commissioner Kirsanow, how do you vote?

COMMISSIONER KIRSANOW: Yes.

CHAIRMAN CASTRO: Commissioner Heriot, how do you vote?

COMMISSIONER HERIOT: I am going to abstain on this one.

CHAIRMAN CASTRO: Okay. Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?

COMMISSIONER KLADNEY: Yes.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: I vote yes, but I would just like to say that I can barely understand anyone on this call.
CHAIRMAN CASTRO: Yes, we just have the same problem back with you. We will have them check the -- could you check the -- oh, I am sorry, someone is looking into it already Commissioner Yaki. He cannot hear us well, and he just came back a bit garbled as well.

Madam Vice Chair, how do you vote?

VICE CHAIR TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: And I vote yes, so it is seven yeses and one abstention. The discovery plan passes.

We now move on to a vote and discussion on the Native American Heritage Month statement.

**II. Business Meeting: Program Planning**

**Vote and Discussion on Native American Heritage Month Statement**

CHAIRMAN CASTRO: Could we get a motion for discussion?

COMMISSIONER ACHTENBERG: So moved.

CHAIRMAN CASTRO: Is there a second?

VICE CHAIR TIMMONS-GOODSON: Second.

CHAIRMAN CASTRO: Okay. Anybody have any discussion here? Can I get a copy of that?

COMMISSIONER NARASAKI: Mr. Chair?

CHAIRMAN CASTRO: Yes.
COMMISSIONER NARASAKI: I just want to note that there were two typos that were corrected since we had circulated this statement.

CHAIRMAN CASTRO: Okay.

COMMISSIONER NARASAKI: It's in your quote on the last page, spelling out "U.S." to "United States" and fixing it so it is "Native Americans."

CHAIRMAN CASTRO: Okay. And I think that was -- those were fixed, right?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Yes, okay. Any questions?

(No response.)

CHAIRMAN CASTRO: Hearing none, then we will vote on the motion. Let me do a roll call vote on this. Commissioner Kirsanow, how do you vote?

COMMISSIONER KIRSANOW: Yes.

CHAIRMAN CASTRO: Commissioner Heriot, how do you vote?

COMMISSIONER HERIOT: Yes.

CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes, and hopefully, the motion includes asking -- directing staff to go ahead and issue it.
CHAIRMAN CASTRO: Oh, of course. It is always --

COMMISSIONER NARASAKI: Okay.

CHAIRMAN CASTRO: -- given, yes. They will issue a press release along with this.

Commissioner Kladney, how do you vote?

COMMISSIONER KLADNEY: Yes.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: I think you just asked me how I voted, so I will say "Yes."

CHAIRMAN CASTRO: Okay.

(Laughter.)

CHAIRMAN CASTRO: That is a man who has a lot of faith in --

COMMISSIONER YAKI: It sounds like I am in the back room of a rock concert.

CHAIRMAN CASTRO: Yes, we're having the exact same problem with you, but tech people are looking into it right now.

Commissioner -- Madam Vice Chair, how do you vote?
VICE CHAIR TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: And I vote yes, so we have unanimous passage, and our staff will issue an appropriate press release to circulate that to the public. Thank you.

We now move on to a discussion and vote on the Dakota Access Pipeline statement.

II. Business Meeting: Program Planning

Vote and Discussion on Dakota Access Pipeline Statement

CHAIRMAN CASTRO: And I will entertain a motion for discussion purposes.

COMMISSIONER KIRSANOW: So moved.

CHAIRMAN CASTRO: Is there a second?

COMMISSIONER ACHTENBERG: Second.

CHAIRMAN CASTRO: Okay. And discussion? Any questions?

COMMISSIONER HERIOT: Are we sure we want to say something like "The pipeline also poses a threat to the water supply"? I mean, I don't know how we as a Commission know that.

CHAIRMAN CASTRO: How about "could pose a threat"?

COMMISSIONER Kladney: Possibly.

CHAIRMAN CASTRO: Is that the -- is that the --
COMMISSIONER Kladney: The pipeline is supposed to go over the river, and pipelines have been known to leak going over rivers from time to time.

Vice Chair Timmons-Goodson: Is that the only concern you have, Commissioner Heriot?

Commissioner Narasaki: Can I --

Chairman Castro: Commissioner Narasaki, go right ahead.

Commissioner Narasaki: Yes, so I actually watched an interview of the owner of the pipeline, and his company actually has the worst record in terms of all companies who do this kind of work for leaks, and even many of the recent projects that his company has done have resulted in numerous leaks, so there is actually a rational concern that this could result in leaks.

Commissioner Heriot: That's not the same as a threat to the water supply.

Chairman Castro: Okay. Any -- what other questions do you have, Commissioner? Anybody? If not, then I will call it for a vote.

Commissioner Kirsanow, how do you vote?

Commissioner Kirsanow: Abstain.

Chairman Castro: Commissioner Heriot, how do you vote?
COMMISSIONER HERIOT: No.

CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?

COMMISSIONER Kladney: Yes.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: Yes.

CHAIRMAN CASTRO: Okay. You sound like Darth Vader. Madam Vice Chair, how do you vote?

VICE CHAIR TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: And I vote yes, so we have six yeses, one abstention, and one no. The statement passes, with directions to our staff to appropriately issue this to the public via press release.

COMMISSIONER NARASAKI: Maybe Michael should try to call in again.

CHAIRMAN CASTRO: Yes, have our tech people figured that issue out yet? It's on a -- so even
if he dials in, it won't make a difference? No? Okay.

Commissioner Yaki, if you can hear me, while this may not solve the problem, could you hang up and try to dial in again? Hopefully, it will clear up, but it sounds like it is something that we cannot control from here.

COMMISSIONER YAKI: I'm sorry, what?

CHAIRMAN CASTRO: I'm going to have your special assistant text you.

COMMISSIONER YAKI: I can barely -- did you -- ?

CHAIRMAN CASTRO: Your special assistant is texting you, if you can even hear that, to ask you to hang up and dial in again.

COMMISSIONER YAKI: Okay. Sorry, hang up and dial again, okay, got it.

CHAIRMAN CASTRO: Correct. We will wait for you to dial on before we proceed.

(Pause.)

CHAIRMAN CASTRO: Commissioner Yaki, have you dialed back in yet?

(No response.)

CHAIRMAN CASTRO: Okay.

(Pause.)

CHAIRMAN CASTRO: Kim, was there a way you
can dial in on your phone, and then maybe we could bring it near a mic or something? But that might cause feedback though, wouldn't it? Yeah, nevermind. Kim, could you find out if he is trying to dial in?

PARTICIPANT: He is trying to dial in.

CHAIRMAN CASTRO: Oh, he is? Okay.

COMMISSIONER KLADNEY: Can you plug the phone into your board?

CHAIRMAN CASTRO: Why don't we do this? While we wait for him to dial in, do you think we could just ask the Chair of the Michigan Advisory Committee to begin the presentation? I mean, there is nothing we need to vote on there.

Chairman Donna Budnick? Is she on the phone yet, Michigan State Advisory Chair? Yeah, she is not on either, so we'll just continue -- oh, are you?

MS. BUDNICK: I am sorry --

CHAIRMAN CASTRO: Okay. Okay. Are you on a speakerphone, Madam Chair? If you could speak directly into your phone, that would be better. We are getting a little distortion. Madam Chair?

MS. BUDNICK: Yes, I am sorry. Yes, there is a bit of distortion, but I am on speakerphone. Do you want me to call back?

CHAIRMAN CASTRO: Yeah, it sounds like she
is having the same problem we are having with
Commissioner Yaki. Yeah. No, I understand.

COMMISSIONER YAKI: Well, that did not
help at all.

CHAIRMAN CASTRO: No, it does not, and we
have the similar problem with the State Advisory
Committee Chair. May I suggest if possible, it would
be -- if -- I don't know how much we're going to be able
to hear the Chair speak, or she hear us. Let's put her
off until next month, if possible. Does that work for
folks? Yes, well it sounds like it's not something our
people can fix here right now.

COMMISSIONER YAKI: Wait, wait, wait,
wait, who else -- who just spoke?

CHAIRMAN CASTRO: This is --

COMMISSIONER YAKI: Who just spoke?

CHAIRMAN CASTRO: Commissioner Yaki, this
is Chair Castro.

COMMISSIONER YAKI: No, no, no, no, no,
someone -- what I am trying to say -- what I am trying
to say, Mr. Chair --

CHAIRMAN CASTRO: Yes.

COMMISSIONER YAKI: -- is I think it is
your microphone.

CHAIRMAN CASTRO: And I think it's all --
it is the conference center, the entity that is relaying
this to you and you to us, there is a problem there that
we cannot deal with here. We also have the Chair of
the Michigan State Advisory Committee prepared to make
a presentation, but we are having the same
communication problem with her that we were having with
you, so we are trying to determine whether out of
fairness to her that we ask her to, instead of
presenting today, which would be very difficult for us
to hear her and she to hear us, that we continue this
hopefully to the next meeting, where -- wait, what are
you going to say?

Oh wait, so we're going to reset all the
mics here? Okay. Nevermind. We have a better -- we
have another plan. We're going -- we're going to hang
up, and we're going to collectively call back in, so
please --

COMMISSIONER YAKI: Well, I hear Pam just
fine.

CHAIRMAN CASTRO: Really?

(Laughter.)

CHAIRMAN CASTRO: Well, and she doesn't
even have a mic. Okay. Well, we are going to -- how
about now, Commissioner Yaki? Do you hear me better
now?
(No response.)

CHAIRMAN CASTRO: Let's -- we're going to hang up and re-dial in. We're going to reboot on our end.

COMMISSIONER YAKI: Wait, am I hanging up again?

CHAIRMAN CASTRO: You hang on. We're going to hang up.

PARTICIPANT: We are hanging up and trying again.

COMMISSIONER YAKI: That I hear. It is really the PA system, because I can hear people off mic fine.

COMMISSIONER KLADNEY: Can you hear me, Kladney?

(No response.)

(Whereupon, the meeting went off the record at 10:15 a.m. and resumed at 10:16 a.m.)

CHAIRMAN CASTRO: Madam Chair of Michigan SAC, we're sorry about the communication problem. We are going to coordinate with your office to present with -- present for us perhaps at the next meeting or the meeting after that at a time when it is convenient for you because today, we're not going to be able to hear you well, nor will you be able to hear our questions
well.

We apologize for the inconvenience. You are free to stay on the line and try to decipher the rest of the meeting, but we will follow up with your office to reschedule a presentation. Thank you. Commissioner Yaki, you're just going to have to stay on, and we're all going to have to make do to try the best to communicate with one another.

II. Business Meeting: State Advisory Committees

CHAIRMAN CASTRO: So now I will move on to the State Advisory Committee appointments. Today we have four State Advisory Committees to consider, so let me start with the first one.

II. Business Meeting: State Advisory Committee

Appointments: Arkansas

CHAIRMAN CASTRO: I am going to make a motion that the Commission appoints the following individuals to the Arkansas State Advisory Committee based upon the recommendation of our staff director: Warigia Bowman, Erika Benedicto, Jimmy Cline, Diana Gonzalez Worthen, Valerie Hunt, Carol Johnson, Cynthia Nance, Xavier Medina, Michael Cantrell, Josh Mostyn, Robert Steinbuch, Lee Rudofsky, Sean Teuton and Brian Vandiver.

Pursuant to this motion, the Commission
appoints Warigia Bowman as Chair of the Arkansas 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 motion -- I mean, I have a motion. Do I have a second?

VICE CHAIR TIMMONS-GOODSON: Second.
CHAIRMAN CASTRO: Okay. Any discussion? (No response.)
CHAIRMAN CASTRO: Hearing none, I will call the roll call.

Commissioner Kirsanow, how do you vote?
COMMISSIONER KIRSANOW: No.
CHAIRMAN CASTRO: Commissioner Heriot, how do you vote?
COMMISSIONER HERIOT: Yes.
CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?
COMMISSIONER NARASAKI: Yes.
CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?
COMMISSIONER KLADENY: Yes.
CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?
COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: Yes.

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

VICE CHAIR TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: And I vote yes. That is seven yeses and one no. The Arkansas State Advisory Committee passes.

II. Business Meeting: State Advisory Committee

Appointments: Pennsylvania

CHAIRMAN CASTRO: I am now going to make a motion that the Commission appoints the following individuals to the Pennsylvania State Advisory Committee based upon the recommendation of our staff director: Patricia Hopson-Shelton, Marcus Allen, Christopher Armstrong, Juan Baez, Deborah Gordon Klehr, Steven Irwin, Julia Kernan, Romana Lee-Akiyama, Blake Lynch, Angela McIver, Yvette Nunez, David Osbourne, William Rothman, Riya Saha Shah, Stewart Wiener.

Pursuant to this motion, the Commission appoints Patricia Hopson-Shelton as Chair of the Pennsylvania 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?

VICE CHAIR TIMMONS-GOODSON: Second.

CHAIRMAN CASTRO: Any discussion?

(No response.)

CHAIRMAN CASTRO: Hearing none,
Commissioner Kirsanow, how do you vote?

COMMISSIONER KIRSANOW: No.

CHAIRMAN CASTRO: Commissioner Heriot,
how do you vote?

COMMISSIONER HERIOT: Yes, but just barely.

CHAIRMAN CASTRO: Commissioner Narasaki,
how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Kladney,
how do you vote?

COMMISSIONER KЛАDNEY: Yes.

CHAIRMAN CASTRO: Commissioner Achtenberg,
how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how
do you vote?
COMMISSIONER YAKI: Yes, but not barely.

(Laughter.)

CHAIRMAN CASTRO: Madam Vice Chair, how do you vote?

VICE CHAIR TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: And I vote yes, so we have seven yeses and one no. The state passes.

II. Business Meeting: State Advisory Committee

Appointments: Ohio

CHAIRMAN CASTRO: I am now going to make a motion that the Commission appoints the following individuals to the Ohio State Advisory Committee based upon the recommendation of the staff director: Diane Citrino, Cassandra Bledsoe, Deborah Burston-Donbraye, Dan Carter, Subodh Chandra, Catherine Crosby, Sharon Davies, Dilip Doshi, David Forte, Scott Gerber, Emerald Hernandez, Kevin McDermott, Robert Salem, Lee Strang, Mark Strasser, Edith Thrower, and David Tryon.

Pursuant to this motion, the Commission appoints Diane Citrino as the Chair of the Ohio 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?

COMMISSIONER ACHTENBERG: Second.

CHAIRMAN CASTRO: Commissioner Achtenberg seconds. Any questions?

(No response.)

CHAIRMAN CASTRO: Okay. I will call the vote.

Commissioner Kirsanow, how do you vote?

COMMISSIONER KIRSANOW: Abstain.

CHAIRMAN CASTRO: Commissioner Heriot, how do you vote?

COMMISSIONER HERIOT: No.

CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?

COMMISSIONER KLADNEY: Yes.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

(No response.)

CHAIRMAN CASTRO: Commissioner Yaki, how
do you vote?

    COMMISSIONER YAKI:  I'm sorry.  Yes, yes.

    CHAIRMAN CASTRO:  Okay.

    COMMISSIONER YAKI:  Yes.

    CHAIRMAN CASTRO:  Madam Vice Chair?

    VICE CHAIR TIMMONS-GOODSON:  Yes.

    CHAIRMAN CASTRO:  How do you vote?  Yes?

    VICE CHAIR TIMMONS-GOODSON:  Yes.

    CHAIRMAN CASTRO:  Hold on a second.  What was that?  Okay.  I made a mistake in the reading.  Dan Carter's name should not be on there.  He did not submit his paperwork, so just for the record, Dan Carter's name should be stricken.

    And then I vote yes.  Does that change anybody's vote, by the way?

    VICE CHAIR TIMMONS-GOODSON:  Wait, wait, what?

    CHAIRMAN CASTRO:  In the list of names that I read, I read Dan Carter as a member of the committee.  His name should not have been on there.  He did not submit his paperwork, so is everybody clear on that?  So the motion passes without Mr. Carter, six votes yes, one no, and one abstention.

II. Business Meeting: State Advisory Committee

Appointments: Iowa
CHAIRMAN CASTRO: Okay. I am now going to make a motion to appoint the following individuals to the Iowa State Advisory Committee based upon the recommendation of our staff director: Emma Aquino-Nemecek, Genevieve Babecki, Nancy Boettger, Joe Coulter, Richard Dedor, Art Figueroa, Juan Garcia, Anthony Gaughan -- Gaughan, Gaughan, sorry about that -- Sheryl Leonard, Cynthia Miller, Angela Onwuachi-Willig, Allan Max Richards, Sal Valadez, and Zach Whiting.

Pursuant to this motion, the Commission appoints Joe Coulter as the Chair of the Iowa 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?

COMMISSIONER ACHTENBERG: Second.

CHAIRMAN CASTRO: A second from Commissioner Achtenberg. Any discussion?

(No response.)

CHAIRMAN CASTRO: Seeing none, I will call the question for a vote.

Commissioner Kirsanow, how do you vote?

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

COMMISSIONER HERIOT: No.

CHAIRMAN CASTRO: Commissioner Narasaki, how do you vote?

COMMISSIONER NARASAKI: Yes.

CHAIRMAN CASTRO: Commissioner Kladney, how do you vote?

COMMISSIONER KLADNEY: Abstain.

CHAIRMAN CASTRO: Commissioner Achtenberg, how do you vote?

COMMISSIONER ACHTENBERG: Yes.

CHAIRMAN CASTRO: Commissioner Yaki, how do you vote?

COMMISSIONER YAKI: Yes.

CHAIRMAN CASTRO: Madam Vice Chair, how do you vote?

VICE CHAIR TIMMONS-GOODSON: Yes.

CHAIRMAN CASTRO: And I vote yes, so we have one, two, three, four, five yeses, two noes, and an abstention. The package passes.

And that terminates our State Advisory Committee votes. Now we have a management and operations report from our staff director. Mr. Staff Director, you have the floor.
II. BUSINESS MEETING: MANAGEMENT AND OPERATIONS: STAFF

DIRECTOR'S REPORT

MR. MORALES: Thank you, Mr. Chairman.

CHAIRMAN CASTRO: You're welcome.

MR. MORALES: I of course have the staff director's report, and I can obviously talk to you about that individually. It is in there.

What I do want to talk to you about are a couple items. One has to do in particular to the OCRE vacancies in the Office of Civil Rights evaluation. I wanted to inform Commissioners that we made an offer that was accepted for a civil rights analyst, and we have another outstanding offer we have not heard back from.

Our detail from USDA has agreed to come and serve the detail, and we are finalizing an announcement with OPM to bring in a Presidential Management Fellow, so we're taking I think some good steps to help staff of OCRE. We are optimistic that we will have it up to speed in the next few months here and weeks, so we are looking forward to that.

And I really appreciate the staff, both Tina and of course Maureen, for all their help in getting out the vacancy announcements, doing the interviews. It's a very time-consuming process, so I
really appreciate all of them and all their staff and their efforts to get this done.

Wanted to let folks know, of course next week is Thanksgiving. I will probably do an early announcement of early dismissal for staff for next week so that they can join their families for the holiday. We are -- we just received a draft of a -- an assessment on the SAC regional offices from our contractor, Optimal Solutions. We are evaluating that, and I will get that to Commissioners as soon as we have an opportunity to -- to go through that with staff.

Lastly, I would like to mention that we have a December 2nd tour of the African American Museum. We have invited all staff, including regional staff, to come. Regional staff will make a presentation during the business meeting after the tour, and then I understand there may be some sort of a holiday celebration as well, so we are looking forward to that.

And lastly, I will send out a reminder of the schedule for next year's Commission business meetings, and the next one I believe is December -- I am sorry, January --

CHAIRMAN CASTRO: The one after the December 2nd meeting?

MR. MORALES: Yes, the one after that is
-- I just -- I just had it, and it just slipped my mind.

I guess I am --

CHAIRMAN CASTRO: 13th.

MR. MORALES: The 13th, thank you.

Friday the 13th, wow, that is interesting.

(Laughter.)

MR. MORALES: So thank you very much.

CHAIRMAN CASTRO: Thank you. Any questions for the staff director?

(No response.)

III. Adjourn Meeting

CHAIRMAN CASTRO: Seeing none, I hereby adjourn the meeting. It is now 10:27 Eastern Time. Until December 2nd, see you all then.

(Whereupon, the above-entitled matter went off the record at 10:27 a.m.)