



HUMAN RELATIONS COMMISSION TASK FORCE

Thursday, March 18, 2021 6:30 p.m.

**Public Telephone Conference
(816) 743-4875 - Conference ID: 835 653 250#**

PLEASE NOTE:

Pursuant to Jackson County Executive Order dated November 18, 2020 and any subsequent amendments and Phase 2.5 of the Eastern Jackson County Recovery Plan limiting public gatherings, this meeting will be conducted by taking safe social distancing measures as required by the Order. The public may participate in the meeting via conference call **at (816) 743-4875; Conference ID 835 653 250#** as provided in Section 610.020(4) RSMo.

Members of the Task Force will be participating via video-conference and/or telephone as provided in Section 610.020(1) RSMo.

1. Call meeting to order
2. Confirmation of Quorum
3. Approval of Minutes from February 25, 2021 Task Force meeting
4. Presentation by Missouri Commission on Human Rights
5. Discussion with Human Relations Commission members
6. Presentation on City of Independence Human Relations Commission
7. Public Comment – Please complete the [Speaker Appearance Form](#) on the City's website prior to 4:30 the day of the meeting. Speakers are requested to limit their comments to five minutes.
8. Next Meeting Scheduled
9. Adjourn

A quorum of the Blue Springs Human Relations Commission and/or City Council may be present, but no Commission or Council votes will be taken.

This Agenda was posted at City Hall and on the City's website on Monday, March 15, 2021.

Sheryl Morgan, City Clerk

**CITY OF BLUE SPRINGS, MISSOURI
MINUTES OF HUMAN RELATIONS COMMISSION TASK FORCE
FEBRUARY 25, 2021**

A meeting of the Blue Springs Human Relations Commission Task Force was held on Thursday, February 25, 2021 at 6:30 p.m. with Dr. Warren Haynes presiding.

Pursuant to Jackson County Executive Order dated November 18, 2020 and any subsequent amendments and Phase 2.5 of the Eastern Jackson County Recovery Plan limiting public gatherings, the Task Force members participated in this meeting via video-conference and telephone to ensure safe social distancing measures were taken as provided in Sections 610.020(1) and 610.020(4) RSMo. The public was able to attend via telephone conference.

**TASK FORCE MEMBERS
IN ATTENDANCE** Dr. Warren Haynes, Chair City Councilmember Galen Ericson
 Richard Mitchem City Councilmember Kent Edmondson
 Rachel Williams City Councilmember Susan Culpepper

Task Force Member Nichlaus Stephens - ABSENT

Also present were City Attorney Jacqueline Sommer, Police Chief Bob Muenz, Captain Jeff Sargent, and City Clerk Sheryl Morgan.

**CALL MEETING TO
ORDER** Chair Dr. Warren Haynes called the meeting to order at 6:30 p.m.

**CONFIRMATION OF
QUORUM** City Clerk Sheryl Morgan confirmed all members of the Task Force were present.

APPROVAL OF MINUTES Member Edmondson moved to approve the Minutes of the January 28, 2021 Task Force meeting. Motion seconded by Member Ericson and carried unanimously.

**MISSOURI COMMISSION
ON HUMAN RIGHTS
SPEAKER CONTRACT** City Attorney Jacqueline Sommer stated the contract to have a representative of the Missouri Commission on Human Rights attend a meeting of the Task Force did not get executed in time to have a representative at this meeting. We will anticipate the speaker to attend the next meeting.

**DR. EMMANUAL NGOMSI
CONTRACT** The Task Force discussed the five-year contract with Dr. Emmanuel Ngomsi which ends in March of 2021 and whether the services are still needed. The contract calls for \$500 per month for consulting services. After discussion, the Task Force did not make a recommendation. Dr. Ngomsi's contract will expire in March, 2021.

**CITY CODE OF
ORDINANCES ON HUMAN
RELATIONS COMMISSION** City Attorney Sommer stated she shared the section of the Code establishing the HRC so that all Task Force members have it available for review for this and future meetings in order to determine what, if any, amendments the Task Force would recommend.

**HUMAN RELATIONS
COMMISSION FOCUS
POINTS** The City Councilmembers outlined their experiences with the HRC and discussed the low attendance at the events, despite the City and Commission's efforts to advertise the events. The Councilmembers suggested the HRC not meet unless there are specific agenda items

to review, and discussed the HRC involvement in issues within the School District and whether the School District should be removed from Section 120.530.A.3 of the Code.

**HUMAN RELATIONS
COMMISSION SCHEDULE
AND AGENDAS**

The HRC currently has a meeting scheduled monthly. Member Ericson stated that he felt the Council and City Staff should establish an agenda prior to each HRC meeting and if there are no items, the HRC would not need to meet. The Task Force discussed the current meeting structure for the HRC.

**HUMAN RELATIONS
COMMISSIONS MINUTES**

City has all of the Minutes and Agendas from the HRC and other boards and commissions on the City's website at www.bluespringsgov.com/agendacenter. City Clerk Sheryl Morgan will compile all of the previous Agendas and Minutes and send to the Task Force members for ease of review.

PUBLIC COMMENT

HRC Member Leslie Gleason stated there are two licensed counsellors currently serving on the HRC.

Jacquelyn Langston was present and is the liaison for the Blue Springs School District to the Task Force to give perspective.

NEXT MEETING

The Task Force members agreed to schedule the next meeting on Thursday, March 18, 2021 at 6:30 p.m.

ADJOURNMENT

There was no further business to come before the Council, Task Force Member Mitchem moved the meeting be adjourned. Motion seconded by Member Edmondson and the meeting was declared adjourned at 7:36 p.m.

BLUE SPRINGS HUMAN RELATIONS
COMMISSION TASK FORCE

ATTEST:

Dr. Warren Haynes, Chair

Sheryl Morgan, City Clerk

2020-21 HUMAN RELATIONS COMMISSION

Education	Current employment	Previous employment	Strengths to serve
High School	Title Company (2016-current)	Bank as Financial Relationship Specialist (2011-2016)	Passion, creativity, patience and intuitive mindset. Customer service experience assisting people from different economic, ethnic and financial backgrounds
Bachelor Social Work	Self employed (2010-current)	Rainbow Options as Program Mgr (1998-2008)	Hispanic male; social work degree, work experience with juvenile court and adults with disabilities
Master Counseling & Guidance, Mental Health	Compass Health Network - Director of outpatient services (2011-current)	Outpatient therapist, counselor and certified alcohol and drug counselor	Work in non-profit community healthcare; mental health therapist/substance abuse counselor
JD and Master of Public Affairs	Community College Advising Services Developer (2016- present)	Asst. Director of College (2004-2016)	Experience working on grants, development program outcomes and objectives and working on diversity issues
Master Counseling	Counselor and Office Manager	Not completed	Mental health counseling and business management.

Section 120.500. Establishment. [R.O. 1996 § 120.500; Ord. No. 4482 § 1, 3-3-2014]

There is hereby established a Human Relations Commission, which Commission shall be selected, serve and have the powers and responsibilities set forth herein.

Section 120.510. Policy. [R.O. 1996 § 120.510; Ord. No. 4482 § 1, 3-3-2014]

- A. It is declared to be the public policy of the City to fulfill its responsibility in securing for all citizens equal opportunity in employment, public accommodations, public services and housing and to continually strive to eliminate and prevent discrimination, including but not limited to segregation or separation, in these areas against individuals and groups for reasons, including, but not limited to, race, gender, sexual orientation, gender identification, ethnicity, family structure, physical ability, religious affiliation, age, color, language, national origin, veteran status or ancestry. **[Ord. No. 4847, 8-19-2019]**
- B. To this end, the City firmly believes in and supports the human rights provisions as set forth in Sections 213.040 through 213.070, RSMo., delineating unlawful discrimination practices in housing, commercial real estate loans, employment, public accommodations and other practices as detailed therein. The City will work to prevent or eliminate such conduct and to assist the State, if so requested, in resolving complaints alleging discrimination, as may be necessary, by developing strategies to anticipate, prepare for, and alleviate community tensions arising from intergroup conflict, providing resources and direction to a complainant as necessary, and assisting the State, Federal agencies, and other civil rights organizations in conflict resolution as needed and directed by the Mayor and Council.
- C. Furthermore, it is hereby declared to be the policy of the City to promote diversity awareness and inclusion through education, meaningful community partnerships, and the establishment of an open forum for dialogue and discussion of issues affecting the community related to such topics for the primary purpose of eliminating or preventing discrimination and ensuring equal opportunities for each citizen of Blue Springs to live a safe, peaceful life in a community that treats all persons with dignity and respect.

Section 120.520. Human Relations Commission Purpose; Composition; Term Of Members; Organization. [R.O. 1996 § 120.520; Ord. No. 4482 § 1, 3-3-2014; Ord. No. 4656, 4-17-2017; Ord. No. 4745, 5-21-2018; Ord. No. 4813, 4-15-2019]

- A. Purpose. The purpose of the Human Relations Commission is to foster the improvement of human relations among and between citizens of all cultural backgrounds so as to provide all individuals with an equitable opportunity to grow and participate to the best of their ability in our economic, educational, political, and social systems.
- B. Members Of Human Relations Commission.
 - 1. There shall be a Human Relations Commission consisting of seven (7) members, appointed by the Mayor, with the consent and approval of a majority of the City Council. Members shall be residents and shall not have been convicted of a felony.
 - 2. Student Members. In addition, there shall be two (2) student members of the Human Relations Commission. The student members must be, at the time of their service on the Commission, a student of a high school within the City limits. The Human Relations Commission shall seek nominations from high schools located within the City limits, review the applications and select candidates for interviews. The Human Relations Commission will recommend for appointment by the Mayor, with the consent and approval of a majority of the Council, student members to serve one-year terms from September 1 to August 31 as non-voting members of the Commission.
- C. The Chairperson or Vice Chairperson may resign from office at any time during their term and may do so without resigning from the Commission. In such event, the Mayor, with the consent and approval of a majority of the City Council, shall appoint another voting member to replace the resigning officer, and such person shall serve the unexpired term of the person they replace.
- D. A majority of the appointed voting members of the Commission shall constitute a quorum for the purpose of conducting the business thereof.
- E. The City Administrator shall assign staff support, and the City shall budget monetary support for the Commission.

**Section 120.530. Functions, Duties And Responsibilities Of
The Commission. [R.O. 1996 § 120.530; Ord. No. 4482 § 1,
3-3-2014]**

- A. The Commission, through its members, agents, and committee task forces, shall have the following functions, duties and responsibilities:
1. Promote mutual understanding and respect among all diverse groups in the City and seek solutions to related problems concerning citizens of the City with the objective to provide an environment in which each citizen shall have the opportunity to grow to their maximum potential and be treated with dignity and respect.
 2. Endeavor to eliminate prejudice among various groups in the City and to create harmonious relationships among citizens, groups and agencies within the City.
 3. Encourage the cooperation of all community groups, both private and public, and work with civil rights organizations, community organizations, Law Enforcement Agencies, school districts and other community educational institutions and other groups to foster better human relations among the citizenry of Blue Springs and within the surrounding communities when those relations will significantly impact the quality of life in Blue Springs.
 4. Initiate or coordinate discussions between individuals or groups in order to lessen tensions and promote human relations understanding in the City.
 5. Conduct studies and assemble pertinent data, if specifically requested by the Mayor and City Council, for the purposes of:
 - a. Developing the most effective means of improving human and community relations;
 - b. Organizing training materials for use by the Commission to assist civil and human rights and human relations agencies, neighborhood organizations, educational institutions, law enforcement agencies, businesses and others to prevent unfair treatment and encourage harmonious relations among all groups in the City;
 - c. Providing information to the City's Office of Communication for possible dissemination of such information and research as, in its judgment, will tend to

promote good will and minimize or eliminate discrimination in the City; and

- d. Measuring effectiveness of programs established to eliminate discrimination in the City.
6. Seek and enlist the cooperation, including financial assistance, of private charitable, religious, labor, civic or benevolent organizations, for the purposes of this Article.
7. Implement and coordinate programs acceptable to the City that may be funded by City, County, State and Federal grants or other programs to effectuate the purposes and policy of this Article.
8. Advise and consult with the Council and the City Administrator on matters involving discrimination to assure effective compliance with non-discriminatory policies and ordinances.
9. Study, advise and make other recommendations for legislation, policies, procedures and practices of the City and other public entities as are consistent with the purposes of this Article.
10. Upon specific direction of the Council, create advisory agencies, conciliation councils (a subcommittee made up of Commission members), and task forces.
 - a. These groups will aid in effectuating the purposes of this Article; to study the problem of discrimination in all or specific fields or instances of discrimination because of race, religion, color, sex, familial status, sexual preference or orientation, age, disability, ethnicity, national origin, ancestry, language, or veteran status; to foster through community effort, or otherwise, good will, cooperation and conciliation among the groups and elements in the population of the City; and to make recommendations to the City for the development of policies and procedures, and for programs of formal and informal education, which the Commission may recommend to the City.
 - b. Such advisory agencies, conciliation councils (a subcommittee made up of Commission members) and task forces may be composed of Commission members and representative citizens serving without pay. Every effort shall be made to ensure that each district of the

City shall be represented by at least one (1) member of each advisory agency, conciliation council or task force.

- c. The Commission may itself make the studies and perform the acts authorized by this Subsection. It may, by voluntary conferences with parties in interest, endeavor by conciliation and persuasion, to eliminate discrimination in all the stated fields and to foster good will and cooperation among all elements of the population of the City. The Commission, as a whole or a committee thereof, may also serve as a resource to citizens who believe they have suffered discrimination.
11. Provide to the City's Office of Communication for possible dissemination such publications and results of its investigations and research that in its judgment will tend to promote good will and minimize or eliminate discrimination because of race, religion, color, sex, familial status, sexual preference or orientation, age, disability, ethnicity, language, national origin, ancestry, disability or veteran status.
12. Prepare an annual report for the City Council concerning the Commission's activities under the provisions of this Article, with recommendations and pertinent comments.
13. Regularly advise the City Administrator or the City Administrator's designee, through distribution of agendas, minutes, memoranda, reports and other pertinent documents, of the items of business before the Commission, the ongoing status of such items, and the dispositions of such items.