

**HUMAN RELATIONS COMMISSION  
REGULAR MEETING MINUTES  
300 LaPorte Avenue, Fort Collins  
August 9, 2018 – 5:30 PM**

**STAFF PRESENT:**

Carol Thomas, Equal Opportunity and Compliance Officer – Staff Liaison

**GUESTS:**

Phil Walker – Fort Collins resident

**I. CALL MEETING TO ORDER:**

At 5:32 PM the meeting was called to order. A Quorum was present.

**II. ROLL CALL:**

COMMISSION MEMBERS PRESENT:

Colleen Conway, Cynthia Davis, Julia Mackewich, Jean Runyon, Victor Smith

COMMISSION MEMBERS ABSENT:

Jessica Gengler, Hillel Katzir, Susan Mathre

**III. AGENDA REVIEW:**

The Agenda was accepted.

**IV. CITIZEN PARTICIPATION:**

Members of the Public (listed above) introduced themselves. There were no comments.

**V. APPROVAL OF MINUTES:**

Victor Smith made a motion to approve the June 2018 minutes; seconded by Colleen Conway. The Vote Passed unanimously.

Jean Runyon made a motion to approve the July 2018 minutes; seconded by Colleen Conway. The Vote Passed unanimously.

**VI. GUEST DISCUSSION:**

Janet Miller, Assistant Human Resources Director – City of Fort Collins, presented the Human Relations Commission (“HRC”) with an update regarding an article in the Coloradoan Newspaper in May 2018. The crux of the investigation was an inquiry to sexual assault reports at several large profile employers in the area. There was some concern reported regarding transparency and the Colorado Open Records Act. Specifically, the City was unable to produce a report summarizing Sexual Assault complaints received by the Human Resources Department. The newspaper was critical of the data production on the City’s part. The City balances the complexity of the law, the goals of transparency and the privacy interests of the individuals involved, which can be difficult. Consequently, rich dialogue has ensued within the City regarding policies both current and potential changes. Teresa Roche, Chief Human Resources Officer – City of Fort Collins, is working with the Coloradoan Newspaper to address the issue. The City is upgrading technology to compile a report summarizing the data.

Bob Overbeck, Fort Collins City Council asked the department to provide the update to the HRC.

Janet explained that the City’s Sexual Harassment Policy is in line with the law, but because of the high threshold, only a few instances meet the standard. The City is reviewing general City policies to include a broader range of conduct, including bullying.

The City works with managers and organizational leaders to clarify the laws and suspect conduct and behaviors. The City hired an attorney to explain legal considerations around the issue to organization leaders. The City is considering asking SAVA (Sexual Assault Victim Advocate) for assistance in some areas.

Carol Thomas commented that the legal definition of harassment and an employee’s definition might not align, causing some frustration.

Led by Victor Smith, discussion segued to the issues surrounding the City of Fort Collins and diversity. Janet Miller discussed efforts to address these concerns within the City of Fort Collins.

**VII. BUDGET REVIEW:**

Julia Mackewich briefly discussed the budget. There were no further discussions regarding a previous review.

**VIII. UNFINISHED BUSINESS:**

Some discussion regarding the HRC Reunion ensued. In depth review to take place in future meeting.

**IX. NEW BUSINESS:**

General topics covered were collaboration with the Women's Commission, awards, video-tape, and community out-reach.

Julia Mackewich worked with Hailey Atkinson of the Women's Commission discussing partnership.

Collaboration with the Women's Commission received particular discussion thereafter. Jean Runyon made a motion to "partner" with the Women's Commission as part of the HRC ceremony awards event. Seconded by Colleen Conway. The vote passed unanimously.

**X. BOARD MEMBER REPORTS:**

Brief reports.

**XI. OTHER BUSINESS:**

Cynthia Davis discussed open, on-going community forums and coordinated education outreach with local K-12 schools especially. A notable idea she explained to the group involved a "mini grant" whereby a specific group could apply for training funds for their association or organization. The HRC is unauthorized to contract as an entity which can cause obstacles for this idea.

Also discussed was a possible invitation to several City of Fort Collins employees and outside advisors to assist in developing a vision for the HRC, forward-looking goals and work-plans. Details for the meeting - anticipated for September 2018 – and methods (surveys, potential questions, etc.).

Carol Thomas and HRC members discussed the interaction between the Fort Collins City Council and the HRC. In addition, she mentioned that a City of Fort Collins Revenue and Project Manager requested time for a presentation to the HRC to discuss fee updates for Capital Expansion, Transportation Capital Expansion and Wet Utility PIF. The City Council meeting re same is scheduled for mid-November 2018. It was decided that October is the best month per anticipated HRC agenda items for September.

Colleen Conway mentioned that the Citizen Liaison Program required some attention and Cynthia Davis added that the Stand Alone Resolution to replace the Commissioner was pressing as well. There is some movement, but no immediate replacement is evident. Winter 2018-2019 is the timeframe for an ultimate decision in this area.

**XII. ADJOURN:**

Jean Runyon made a Motion to Adjourn at 7:33 PM. Seconded by Colleen Conway. The vote passed unanimously.