

**CITY OF LINCOLN, NEBRASKA
COMMISSION ON HUMAN RIGHTS
MINUTES**

Thursday, May 27, 2021
555 S 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The May 27, 2021, meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:00 p.m. by Carlos Garcia, Chair.

ROLL CALL:

The roll was called.

MEMBERS PRESENT:

Commissioners: Carlos Garcia (Chair), Precious Loving-Afuh (Vice Chair), Sheri Blok, Terry Werner, Emira Ibrahimasic, Kevin Abourezk and Alyssa Martin.

MEMBERS ABSENT:

Commissioners: Rose Godinez and Jolene McCulley

STAFF PRESENT:

Mindy Rush Chipman, Abigail Littrell, Rob Rowan, Francisca Beltran, Shanna Eckman, Ivy Lutz, Nick Martinez, and Mallorie Sckerl.

APPROVAL OF APRIL 29, 2021, MINUTES:

A motion was made by Ibrahimasic and seconded by Abourezk to approve the minutes of the previous meeting.

Hearing no discussion, Garcia asked for the roll call. Voting "aye" were Garcia, Loving-Afuh, Ibrahimasic, Abourezk and Martin. Werner abstained. Blok was absent for the vote. Motion carried.

APPROVAL OF MAY 27, 2021, AGENDA:

A motion was made by Werner and seconded by Ibrahimasic to approve the meeting agenda. Hearing no discussion, Garcia asked for the roll call. Voting "aye" were Garcia, Loving-Afuh, Blok, Werner, Ibrahimasic, Abourezk and Martin. Motion carried.

CASE DISPOSITIONS:

LCHR #20-0922-004-PA

A motion was made by Ibrahimasic and seconded by Werner to recommend a finding of **no reasonable cause** on all allegations.

Martin requested confirmation that service was not denied; Investigator Rowan confirmed that service was not denied.

Hearing no further discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Loving-Afuh, Blok, Werner, Ibrahimasic, Abourezk and Martin. Motion carried.

LCHR #20-1217-024-E-R

Commissioner Martin cited a conflict of interest for this case and exited Council Chambers.

A motion was made by Ibrahimasic and seconded by Werner to recommend a finding of **no reasonable cause** on all allegations.

Ibrahimasic questioned if Complainant or Complainant’s child had a disability. Garcia asked for clarification regarding Complainant’s leave request; Investigator Rowan clarified that the complainant had requested leave for the Emergency Family and Medical Leave Expansion Act (EFMLEA), which was for those who contracted COVID-19, however Complainant’s child did not have COVID-19 so their leave did not qualify. As a result, Complainant accrued attendance points for their leave.

Hearing no further discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Loving-Afuh, Blok, Werner, Ibrahimasic and Abourezk. Motion carried.

LCHR #21-0209-001-E-R

A motion was made by Garcia and seconded by Ibrahimasic to recommend a finding of **no reasonable cause** on all allegations.

Garcia pointed out single incidents/derogatory comments without more generally do not meet the threshold of workplace discrimination. Ibrahimasic indicated the release of the Complainant from their job was due to performance, and Investigator Rowan clarified that the work that Complainant refused to do included basic job duties. Loving-Afuh added that Complainant never reported the alleged discriminatory comments prior to being terminated.

Hearing no further discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Loving-Afuh, Blok, Werner, Ibrahimasic, Abourezk and Martin. Motion carried.

OLD BUSINESS:

Outreach

June 8th is June Jamboree, the focus is on housing (through NeighborWorks).

Juneteenth will be held on June 19, 2021, at Malone Center, and on June 26, 2021, at “F” Street Community Center; Star City Pride is scheduled for June 18-19, 2021, at 8th & S. St.; and the Lincoln Arts Festival is June 19-20, 2021, at 350 Canopy St. 2021. Beltran is looking for Commissioners to volunteer to help staff LCHR’s outreach tables at the various events.

NEW BUSINESS:

Director Report

Rush Chipman provided an update on LCHR’s CORAL art installation on the 3rd floor of the City-County Building featuring Mayor’s Multicultural Advisory Committee (MAC) member, 2017 LCHR Gerald Henderson Human Rights Award winner, and local multi-media artist Olga Kanne. Ivy Lutz was also introduced as LCHR’s new law clerk joining the team in May 2021.

PUBLIC COMMENT:

There was no public comment.

The meeting was adjourned at 4:22 p.m.

Next Meeting:

Thursday, June 24, 2021, at 4:00 p.m.
555 S. 10th Street, 1st Floor, Council Chambers