



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF March 18, 2022

Commissioner Arnold called the meeting to order in Lincoln, Nebraska at 9:04 a.m. on the 18th of March 2022. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

John Arnold, Vice Chair
Eric Drumheller
Tyeisha Kosmicki

Arla Jo Meyer
Royce Jeffries
Lynn Brennan

Staff Present

Paula Gardner, Executive Director
Andrea Berry, Unit Director
McKenzie Stork-Parks, Admin Tech

Ben Watson, Unit Director
Kim Carrera-Bower, Admin Tech
Melony Moore, Office Specialist

II. NOTICE OF PUBLICATION

Director Gardner read the dates of publication for the current Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Jeffries approved the meeting minutes for February 18, 2022.

IV. ADDITIONS OR CORRECTIONS

V. PUBLIC INPUT (Non-Case)

Limit of 5 minutes per person for a total of a 30-minute session.

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VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases, wherein a party to the case was present or provided a written statement, were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

A. EMPLOYMENT

NEB 3-21/22-11-52326-RD
NEB 3-21/22-7-52135-RD
NEB 3-21/22-11-52327-RD
NEB 2-20/21-12-51733-RD
NEB 2-20/21-7-51421-RD

Commissioner Arnold moved for no reasonable cause on the above cases.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Jeffries, Meyer, Kosmicki
 Nayes:
 Abstained:
 Motion Carried

B. PUBLIC ACCOMMODATION

NEB 1-21/22-9-3680-PA
NEB 1-21/22-9-3681-PA
NEB 1-21/22-9-3682-PA

Commissioner Drumheller moved for no reasonable cause on the above cases.
Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Kosmicki, Arnold, Drumheller
 Nayes:
 Abstained:
 Motion Carried

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C. HOUSING

NEB 2-20/21-3-3649-H

NEB 2-21/22-9-3683-H

Commissioner Arnold moved for no reasonable cause on the above cases.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Meyer, Kosmicki, Arnold
 Naves:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

None at this time.

ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 2-21/22-10-52314-RD

Commissioner Arnold moved to administratively close the above case based on the case being withdrawn.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Jeffries, Meyer, Kosmicki
 Naves:
 Abstained:
 Motion Carried

X. CONCILIATION

None at this time.

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time

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XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Arnold moved to approve and accept the previous General Ledger report. Commissioner Jefferies seconded the motion.

ROLL CALL: Ayes: Kosmicki, Arnold, Drumheller, Jeffries, Meyer
 Nayes:
 Abstained:
 Motion Carried

2. Outreach Report—Unit Director, Ben Watson

Last meeting Commissioner Brennan inquired to Unit Director Watson whether the agency commercial made by Nebraska Public Media could go on to Brennan's public access show. The answer Unit Director Watson received was no, not much information was provided too why. There was discussion with Unit Director Watson going on the public access show for a Q & A. As for the recordings of the commercials, if the video does not have the Nebraska Public Media emblem on the content or mentioned in the video it can be shared on social media and other platforms, including be used for other commercials. Unit Director Watson hopes to speak with Kathy Bogenreif about getting posts made to the agency's Facebook page for Fair Housing month which is April.

3. Legislative Update—Executive Director, Paula Gardner

LB 742 - Bill to permit open meeting minutes to be digital or written minutes has been placed on select file.
LB 743 – Bill that subcommittees in open meetings can go into closed session is on general file'
LB 906 - Bill to create vaccine waiver and form passed.
LB 908 - Bill for virtual public meetings has been placed on select file.
LB 963 – Bill to protect health care conscious has had no action taken post committee.
LB 975 – Bill requiring state employees to testify in a natural compacity in front of legislature, or use leave time has had no action taken post committee.
LB 1029 – Bill to include harassment for employers with 2 or more employees, which would change FEPA has had no action taken post committee. Shelley Foss testified in a neutral capacity for this.
LB 1073 – Bill to create a state HUD agency has been amended to instead require the governor to apply for available federal funds for rental assistance is on final reading.
LB 1077 – Bill prohibiting the teaching of critical race theory has had no action taken post committee.
LB 1174 – Bill requiring State entities to report every 5 years has had no action taken post committee.

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4. Director's Report –Executive Director, Paula Gardner

Now that Paula Gardner has officially accepted to the position of Executive Director, that means Gardner's position was open. With that Shelley Foss has moved from Intake Supervisor to Director of Conciliation. Foss seemed to be a natural fit as she has been the back up mediator and performs well as a mediator. With Foss moving into her new role that left the Intake Supervisor position open. Andrea Berry will now be the Intake Supervisor. Berry is well positioned to take over as Intake Supervisor, having worked on many of the issues in her former Investigator III position. Yesterday we interviewed two great candidates to fill the Investigator III position and expect to have the process finished either today or Monday.

As a result of these changes, as well as recent departures, some recent, one the end of 2021, we will be hiring new investigators. Interviews will be this coming Monday, with likely second interviews Thursday, and hiring decisions after reference checks. With the extremely low unemployment, there are 3 openings for every job seeker. We anticipate that we may have to hold additional interviews if we are unable to fill all openings with these applicants.

Housing investigators were given some training opportunities this last week. The first training was a class on how to distinguish the difference between pet, service animal, and assistance animal as well as various laws which you may find this addressed. This training was likely recorded and can be made available if anyone would like to watch on a later date. Lastly the housing team went and attended in person training put on by LCHR and OHRRD at Mahoney State Park. The training consisted of discriminatory evictions and was led by the Executive Director of the Fair Housing Center of Metropolitan Detroit, a HUD Fair Housing Training Academy Instructor.

Lincoln Commission on Human Rights is hoping to hold a in person conference on April 20th, 2022. The conference will consist of some continuing education opportunities, and much more. If you would like to attend, please let Kathy Bogenreif know by the end of the day March 25, 2022.

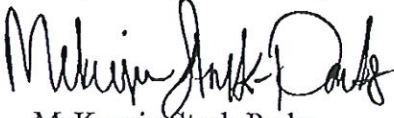
XV. ADJOURNMENT

Commissioner Arnold declared the 18th of March 2022, Commission meeting ended at 9:29 am.

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Respectfully submitted,



McKenzie Stork-Parks
Administrative Technician

3/28/2022

Date



Paula Gardner
Executive Director

3.30.2022

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of March 18, 2022, have been corrected and accepted, and henceforth approved on this date.

Chairperson



Date

4/15/22