



# NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF May 17, 2024

Commissioner Arnold called the meeting to order in Lincoln, Nebraska at 9 a.m. on May 17, 2024. It was established, after a roll call, there was a quorum.

## I. ROLL CALL

Commissioners Present John Arnold, Chairperson Tyeisha Kosmicki Eric Drumheller

Arla Jo Meyer, Vice Chair Royce Jeffries Lynn Brennan

We have a quorum.

Staff Present
Paula Gardner, Executive Director
Shelley Foss, Unit Director
Brandie Hinkle, Investigator III

Ben Watson, Unit Director Andrea Berry, Unit Director Rebekka Hergenrader, Admin Tech Donnita Brown, Admin Tech

## II. <u>NOTICE OF PUBLICATION</u>

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

# III. APPROVAL OF MINUTES

Commissioner Arnold approved the meeting minutes for April 19, 2024. Commissioner Brennan seconded the motion.

# IV. ADDITIONS OR CORRECTIONS

There were no additions or corrections.

V. <u>PUBLIC INPUT</u> (Non-Case) Limit of 5 minutes per person for a total of a 30-minute session.



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#### ONLINE:

Website: NEOC.nebraska.gov

Facebook: https://fb.me/NebEOC Commission Meeting Minutes May 17, 2024
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## VI. <u>INTRODUCTION TO PUBLIC INPUT (Agenda Cases)</u>

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 Complainant was present NEB 2-23/24-9-53746

Commissioner Arnold moved for no reasonable cause. Commissioner Kosmicki seconded the motion.

ROLL CALL:

Ayes:

Arnold, Drumheller, Jeffries, Meyer, Brennan,

Kosmicki

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Complainant was present NEB 1-23/24-7-53567

Commissioner Meyer moved for no reasonable cause.

Commissioner Brennan seconded the motion.

ROLL CALL:

Ayes:

Jeffries, Meyer, Brennan, Kosmicki, Drumheller

Nayes:

Abstained:

Arnold

Motion Carried

A. EMPLOYMENT Complainant and Respondent were present NEB 1-23/24-8-53691

Commissioner Arnold moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

ROLL CALL:

Ayes:

Arnold, Drumheller, Jeffries, Meyer, Brennan,

Kosmicki

Nayes: Abstained: Motion Carried Commission Meeting Minutes May 17, 2024

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C. HOUSING Respondent was present NEB 1-23/24-9-3809

Commissioner Meyer moved for no reasonable cause.

Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Meyer, Brennan, Kosmicki,

Arnold

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Complainant submitted a written statement.

NEB 2-23/24-10-53867

Commissioner Arnold moved for no reasonable cause.

Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Kosmicki, Arnold, Drumheller, Jeffries, Meyer,

Brennan

Nayes: Abstained: Motion Carried

A. EMPLOYMENT

NEB 1-23/24-8-53640 NEB 1-23/24-10-53855 NEB 1-22/23-6-53541 NEB 1-22/23-10-53041

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

Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Meyer, Brennan, Kosmicki, Arnold, Drumheller,

Jeffries

Nayes: Abstained: Motion Carried Commission Meeting Minutes May 17, 2024

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## B. PUBLIC ACCOMMODATION NEB 1-23/24-10-3817

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

ROLL CALL: Ayes: Brennan, Kosmicki, Arnold, Drumheller, Jeffries,

Meyer

Nayes: Abstained: Motion Carried

C. HOUSING

NEB 1-23/24-1-3828

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

ROLL CALL: Ayes: Kosmicki, Arnold, Drumheller, Jeffries, Meyer,

Brennan

Nayes: Abstained: Motion Carried

#### ADMINISTRATIVE ACTIONS

A. EEOC

NEB 1-22/23-2-53268 NEB 1-23/24-11-53960

Commissioner Arnold moved to administratively close the above cases based on adoption of the findings of the EEOC.

Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Jeffries, Meyer, Brennan,

Kosmicki

Nayes: Abstained: Motion Carried Commission Meeting Minutes May 17, 2024 Page - 5 -

#### X. CONCILIATION

NEB 1-22/23-1-53215 NEB 1-21/22-8-52198

Commissioner Arnold moved to adopt the recommendation of the Director of Conciliation on the above cases.

Commissioner Meyer seconded the motion.

ROLL CALL:

Ayes:

Drumheller, Jeffries, Meyer, Brennan, Kosmicki,

Arnold

Nayes: Abstained: Motion Carried

#### XI. BUSINESS

1. Previous Month's General Ledger Report

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

ROLL CALL:

Ayes:

Jeffries, Meyer, Brennan, Kosmicki, Arnold,

Drumheller

Nayes: Abstained: Motion Carried

## 2. Outreach Report—Unit Director, Ben Watson

Director Watson shared that he and Joe Wilson from EEOC did an outreach with the Omaha Tribe in Macy, NE on May 2, 2024. He presented on the NEOC with respect to employment, housing and public accommodation discrimination. They discussed possibly going again when the tribe has a scheduled event as well as possibly reaching out to other tribes in Nebraska to do similar outreach events.

Director Watson discussed the NEOC having a booth set up at LCHR conference on May 1, 2024.

Director Watson announced Rapport International, through a grant from HUD, translated housing documents and posters in Spanish, as well as housing pamphlets in Spanish and other languages based on DHHS's report of top non-English languages found in Nebraska (Somali, Arabic, Vietnamese, Karen, Nepali). He also presented sample brochures.

#### 3. Director's Report – Executive Director, Paula Gardner

Director Gardner announced that the two investigator positions have been filled. She introduced Stevie Horton, employment investigator in the Lincoln office and Isiah Kluver, employment investigator in the Omaha office. Christine Shutzer was also introduced.

Director Gardner presented the 22/23 Annual Report and announced that the Annual Reports are all caught up. She also stated reporting period runs July1 through June 30 so we will be ready to do 23/24 annual report later this summer or early fall.

Director Gardner stated she will be meeting with our website content creator next week to discuss progress on transferring pages in the format needed to be hosted by Tyler Technologies.

Director Gardner stated that we are still waiting on the Recommended Final order from the Hearing Officer. The parties have until next week to submit their findings of Facts and Conclusion.

Director Gardner announced the EEOC's audit exit is scheduled for May 22, 2024, and she should be able to present the outcome at next month's meeting.

#### 4. Executive Director Evaluation

Commissioner Arnold stated the process for the Executive Director review will include a self-review from the Executive Director, assessment from direct reports, and Commissioner evaluations. Those will all be due back to the Chair in 10 days. The Chair will compile the information and it will be presented and discussed at the next meeting.

#### XV. ADJOURNMENT

Commissioner Arnold declared the May 17, 2024, Commission meeting ended at 10:40 a.m. Commissioner Meyer seconded the motion.

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Respectfully submitted,

Donnita Brown

Administrative Technician II

S/22/24 Date

Paula Gardner

**Executive Director** 

5-22-2024

6/21/2029

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of May 17, 2024 have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date