

Town of Boone
Human Resources Commission
Monthly Meeting Minutes
Wednesday, May 3, 2023
5:30 PM

Members Present: Emily Brewer, Zannah Kukral, Tiffany Christian via Webex, Laura Buck, Steven Yow, Joan Brook, Dana Bango, Harley Atkins

Council Liaisons Present: Todd Carter and Virginia Roseman

Staff Present: Nicole Harmon

Call to Order:

Chair Emily Brewer called the meeting to order at 5:35 PM.

Approval of Previous Meeting Minutes:

A motion led by Steven Yow and seconded by Zannah Kukral to adopt the April 18th, 2023 meeting minutes as written was unanimously adopted by the present members.

Tentative Agenda Adoption:

Ms. Brewer asked for a motion to adopt the agenda as presented. Members voted unanimously to adopt the agenda for today's meeting.

Note: Meeting agendas are also available on the Town of Boone website under public notices.

Discussion of Charge:

Harley Atkins is the newest member of the Human Relations Commission and members will hear more about him on **May 17th during the HRC retreat, 5-8pm**, at the Town of Boone council chambers. Also, on the agenda for the retreat will be a look at the DEI calendar, discussion of the 5 key areas of human relations issues that the HRC developed, discussion of a proposed budget to present to the May 18th Town of Boone budget retreat, and the formation of subcommittees to support the 5 key areas of focus.

Todd Carter gave a review of council members George and Roseman's proposal to institute a town Non-Discrimination Ordinance (NDO) in 2021. The NDO was passed in January of 2023. An NDO is a legally binding document which empowers a newly formed HRC to hear discrimination complaints within their jurisdiction, which is under the umbrella of commissions under the North Carolina HRC. Aside from hearings, the HRC is tasked with any other community outreach and education around protected groups named in the Town of Boone NDO.

In June, the HRC is invited to join in celebrating Pride month with a proclamation that Mr. Carter drafted. Ms. Roseman mentioned that she though HRC members should spearhead

community activities and represent the HRC at events. Events beyond Pride need to be discussed at the retreat. Finally, Mx. Kukral will be stepping down at the end of June, but not before finding a student replacement to serve on the HRC and forming the sub-committee on surveying the community regarding its top human relations needs. Mx. Kukral has served as liaison to campus departments including Sociology and department Chair, Dr. Lippard, to form a group of faculty and students to develop the survey. Joan Brook, Steven Yow and Dana Bango will serve on the HRC sub-committee dedicated to developing the survey.

Discussion of Next Steps:

Ms. Brewer will develop an agenda for the May 17th retreat. Tiffany Christian will organize the potluck sign-up. Mx. Kukral will finalize a student representative replacement and continue to facilitate the AppState relationships.

The next regular meeting is scheduled for **Wednesday, June 7 at 5:30pm.**

Adjournment:

With no further discussion, Ms. Brewer initiated a motion to adjourn at 6:25pm, and members unanimously agreed.