

MINUTES OF MURRAY HUMAN RIGHTS COMMISSION
July 8, 2013
5:00 P.M.

The Murray Human Rights Commission met in regular session on Monday, July 8, 2013, at 5:53 p.m. in City Hall's Council Chambers of City Hall with Chair Jody Cofer Randall presiding.

Members Present: Chair Jody Cofer Randall, Linda Cherry, Paula Compton, Dr. Peggy Pittman-Munke, Connie Payne, Jane Shoemaker, Dr. Brian Clardy, Tung Dinh

Members Absent: None

Staff Present: Mayor Bill Wells, City Administrator Matt Mattingly, City Clerk June Batts

Others in Attendance: Edward Marlowe, *Murray Ledger and Times*,

Chair Cofer Randall welcomed members and the meeting began at 5:00 p.m.

Minutes of the Murray Human Rights Commission's June 10, 2013 meeting were presented for approval. **Dr. Clardy moved** to accept the minutes as presented; **seconded by Ms. Shoemaker**. Chair Cofer Randall called for discussion. After no discussion, Chair Cofer Randall called for a voice vote in which all members present were in favor of the motion.

New Business: Chair Cofer Randall stated that he and Ms. Shoemaker had met with Mr. Hopkins of Cheri Theatres and he was very interested in serving as an ambassador for the Commission to business leaders regarding the Anti-Bully Campaign as it pertains to the workplace. Mr. Hopkins said he would lend his name to a letter and would be willing to speak to business leaders as well. Chair Cofer Randall stated that he, Ms. Shoemaker, and Mr. Hopkins developed an initial list of business leaders to whom a letter was sent inviting them to meet with the Commission on August 12th. Commissioners were contacted by email regarding the list and the letter. Two invitees, Murray State University and Ms. Fineman from Fidalgo Bay, had already responded positively to the letter. Chair Cofer Randall stated that while the meeting was open to the public, the initial list was meant to represent a broad range of Murray businesses and still be manageable. He said Dr. Beane was prepared to present a short program geared specifically to business leaders, and two or three attendees will be asked to present prepared statements before the open conversation begins. Chair Cofer Randall stated that he would contact Mr. Foster, from Culver's, regarding a prepared statement, as Culver's has a high reputation for handling the workplace climate. He said Mr. Hopkins would probably speak also. Chair Cofer Randall referred Commissioners to the letter, which laid out goals for the August meeting including the identification of two or three key priorities business leaders would like the HRC to address. He then invited questions/comments from the Commission. Dr. Clardy submitted a document from the Workplace Bullying Institute in order to provide parameters and a framework for the Commission's overall conversation with business leaders and suggested the possibility of partnering with the Institute to get ideas or a template of their practices in addressing the question. Chair Cofer Randall stated that if interest existed one

action step could be for the commission to host a gathering of community wide business leaders and the Workplace Bullying institute may help the commission facilitate.

Chair Cofer Randall stated that he and Ms. Shoemaker had attended a Rotary Executive Board Meeting prior to the HRC Commission Meeting to provide information and solicit support regarding the Anti-Bully Campaign. He stated that Rotary invited the commission to present a program in August. He said Dr. Beane would be invited to help facilitate and invited commissioners to participate.

Ms. Cherry stated that she thought celebrity MSU athletic teams could be enlisted to produce a video to promote the anti-bully message to area students. Dr. Pittman-Munke suggested using cheer leaders in addition to athletic celebrities. Commissioners discussed involving MSU coaches and the possibility of an MSU video production class project.

Dr. Clardy stated that he still believed there was a place at the table for the faith community. The commission discussed timelines for meeting with faith based community leaders including youth pastors, drafting an invitation, and getting a list of contacts.

Chair Cofer Randall stated that other than term limits and compensation, there had been no other changes to the Human Rights Ordinance. He distributed a staggered structure of starting terms for members he recommended to the Mayor, and invited comments.

Chair Cofer Randall invited comments from members. Commission members discussed upcoming meeting dates, and scheduling a late fall retreat for commissioners. Commission members also discussed contacting Human Resource departments/groups to participate in the anti-bully campaign.

Commission members were reminded of the August 12th meeting. With no other business before the Commission, **Dr. Clardy motioned to adjourn; seconded by Dr. Pittman-Munke.** The meeting adjourned at **6:20** p.m.