

Human Rights Commission

Salt Lake City, Utah

Regular Meeting Minutes

Tuesday, January 3, 2023

5:30 p.m.

The Human Rights Commission met in an electronic meeting pursuant to the Salt Lake City Emergency Proclamation and determination of the Chair. Minutes are provided in conjunction with the video/audio file.

You may also watch a recording of the meeting on the [SLC HRC Meeting YouTube Channel](#).

CONDUCTED BY: Equity Manager Michelle Mooney

Members of the Human Rights Commission:

Commissioner Jason Wessel, District 1, Chair

Commissioner Esther Stowell, District 2, Vice Chair

Commissioner Olivia Jaramillo, District 3

Vacant, District 4

Vacant, District 5

Commissioner David Leta, District 6

Commissioner Shauna Doumbia, District 7

Commissioner Everette Bacon, At-Large

Vacant, At-Large

Commission Members in Attendance:

Commissioner Jason Wessel, District 1, Chair

Commissioner Olivia Jaramillo, District 3,

Commissioner David Leta, District 6

Commissioner Everette Bacon, At-Large

Commission Members Absent:

Commissioner Esther Stowell, District 2, Vice Chair

Commissioner Shauna Doumbia, District 7

City Staff in Attendance:

Michelle Mooney, Equity Manager

Maria Romero, Executive Assistant to Chief Equity Officer

Ashley Lichtle, ADA Coordinator

Guests in Attendance:

None

The meeting was called to order at 5:31 PM

Agenda Items

1. Welcome

- Roll Call

2. Approve and Adopt Minutes

- November 2022
 - Commissioner Jason Wessel has made a motion to approve the minutes with the revisions made by Commission David Leta. Commissioner Everett Bacon seconded. All in favor 5.

3. Public Comment (5 minutes)

- No members of the public were present during the time of public comment.

4. Accessible Meeting Guide Presentation (~ 20 minutes)

- Ashley Lichtle, ADA Coordinator will provide a presentation on the Accessible Meeting Guide with an overview of best practices.
 - Commissioner David Leta has raised the question, if the audience is blind how would the presenter communicate graphic illustrations in a presentation? Commissioner Bacon has added a simple description of the image, also a best practice is to share documents or presentations prior to the meeting to review.
 - Commissioner Wessel has brought forth in a larger meeting how to mitigate the chat function screen reader overlap when a chat function is available, Commissioner Bacon explained in certain situations it is difficult to mitigate those distractions for those who use a screen reader.
 - Commissioner Bacon has brought forth when in a meeting a brief description of oneself to help a person who is blind, but best protocol is to ask what accommodations are needed for each individual.
 - Commissioner Wessel has clarified the training for emergency services is for neurodiversity needs. Michelle has shared the REP Commission is working on a subcommittee focused on neurodiversity recommendations for SLCPD. Commissioner Wessel added the need of more “intensive” training in hiring during academy post-certification, and supplemental annual training can be ongoing. Ashley Lichtle commented she is working with SLCPD to facilitate a 4-hour training for capacity training.

5. Accessibility & Disability Commission Update (~ 20 minutes)

- Commissioner Everett Bacon will share the ADC end-of-year report. Commissioner Bacon gave a brief history of the establishment of the ADC as well as an overview of its goals and priorities.

- Commissioner Wessel mentioned the ADC Commission should consider addressing accessibility in Salt Lake City public-facing meetings. Ashley Lichtle has been working on recommendations for the council and Mayor.
- Commissioner David Leta has suggested presenting to Council Members and Staff to assure they are trained on best practices for city meetings.

6. Debrief Human Rights Day Celebration (~10 minutes)

- Michelle Mooney, Equity Manager provided a quick debrief on the Human Rights Day Celebration.
 - Commissioner Jason Wessel mentioned many of the tabling organizations are known within that community for next year it would be best to invite those organizations to invite them.
 - Commissioner David Leta added that we had a list of those who attended the event. Commissioner Wessel has echoed the need to change the location to add more compacity to expand the event to welcome more community members.
 - Commissioner Olivia Jaramillo added celebrating earlier in the year and earlier in the day.
 - Commissioner Leta added no public radio or televised media to promote the event.
 - Commissioner Wessel added the year 2023 event will be best for the media due to the celebration of the 75th year. Commissioner Wessel also mentioned adopting having 2 awards for each.

7. Nominate and Elect Chair/Vice Chair (~ 10 minutes)

- The Commissioners voted to keep same chair and vice chair in place. Commissioner Stowell was not in attendance to confirm; however, Commissioner Wessel has volunteered to nominate himself as chair if Commissioner Stowell would not be able to maintain the time commitment. *(Item tabled until Michelle Mooney can confirm with Commissioner Stowell)*

8. Racial Equity in Policing Commission Member Update (~ 5 minutes)

- Commissioner Wessel has Commissioner Leta has seconded moving commissioner Jaramillo to take part in the REP Commission

9. Review Subcommittee Goals & Priorities (~ 15 minutes)

- CEDAW - The subcommittee will focus on the execution of the CEDAW study to include a CEDAW taskforce. Commissioner Wessel has added in the city code the need for the very least Chair and Vice-chair to uphold the responsibilities.
- Homelessness - Commissioner Leta has offered to be part of the subcommittee and to work closely with Commissioner Wessel.

- Gentrification
- Refugees & New Americans
- Children/Youth Advocacy

10. Discussion/Dialogue about Human Rights Around the World (5-10 minutes)

- Commissioner Wessel commented Israeli extreme right government the coalition that was founded as a way of gaining power made alliance plans to amend the discrimination law. Commissioner Wessel also commented on the protest in Iran execution of people who protest for human rights.
- Commissioner Leta commented on the China protest for the COVID restrictions.
- Commissioner Wessel commented on the newly appointed cabinet for the Brazilian government that is Progressive and diverse, cabinet also includes the representation of an Indigenous woman.

11. Review Human Rights Commission Meetings for 2023:

- ~~Tuesday, January 03, 2023~~
- Tuesday, February 07, 2023
- Tuesday, March 07, 2023
- Tuesday, April 04, 2023
- Tuesday, May 02, 2023
- Tuesday, June 06, 2023
- *Tuesday, July 04, 2023 – Recess*
- Tuesday, August 01, 2023
- Tuesday, September 05, 2023
- Tuesday, October 03, 2023
- Tuesday, November 14, 2023 – Final Regular Meeting of 2023
- Sunday, December 10, 2023 – Human Rights Day Celebration
- <https://www.un.org/en/observances/human-rights-day>

Meeting adjourned at 7:09 PM

Minutes approved through consensus: February 7, 2023

MICHELLE MOONEY
SALT LAKE CITY MAYOR'S OFFICE

This document is not intended to serve as a full transcript as additional discussion may have been held; please refer to the audio or video for entire content pursuant to Utah Code 52-4-203(2)(b). This document along with the digital recording constitute the official minutes of the Human Rights Commission Regular Meeting on January 3, 2023.