



**TENNESSEE HUMAN RIGHTS COMMISSION
CENTRAL OFFICE**
WILLIAM R. SNODGRASS TENNESSEE TOWER
312 ROSA L. PARKS AVENUE, 23RD FLOOR
NASHVILLE, TENNESSEE 37243-1102
(615) 741-5825 FAX (615) 253-1886

October 3, 2013
Board of Commissioners Meeting
Minutes

Commissioners Present:

Commissioner Cocke (Phone)
Commissioner Coleman
Commissioner Houston
Chair Garrett
Commissioner Martin
Commissioner Miller
Commissioner Horne
Commissioner Jones
Commissioner McDaniel
Commissioner Pierce
Commissioner Wurzburg

Commissioners Absent:

Commissioner Blalock
Commissioner Starling
Commissioner Walker
Commissioner White

Staff Present:

Beverly Watts, Executive Director
Sabrina Hooper, Deputy Director
Shalini Rose, Associate General Counsel
Tiffany Taylor, Title VI Compliance Director
Richard Gadzekpo, Housing Coordinator
Susannah Berry, Special Assistant to Executive Director/Communications Specialist
Lisa Lancaster, Executive Assistant

Guests:

Allen Staley, F & A Centralized Accounting
Nancy Townsend, SSS
Paula Casey, Contractor

Call to Order

In the absence of Chair Garrett, Vice Chair Commissioner Jones called the meeting to order at 3:04 p.m. CDT and thanked Commissioners for attending opened the meeting with prayer. Commissioner Wurzburg expressed concern regarding Christian prayers and noted in the past prayers have been non-denominational. Commissioner Jones acknowledged Commissioner Wurzburg's concern. Roll call was taken. Minutes of the July 26, 2013 meeting were reviewed. Commissioner Wurzburg noted a correction in the minutes about Deputy Hooper going to the event in Manchester noting what she meant to say was that

she thinks discrimination is prejudice in action and not prejudice is discrimination in action and that when you act on your prejudices that are discriminatorily. Commissioner Pierce made a motion to accept the minutes with correction. Commissioner Miller seconded the motion. A vote was taken and passed.

Release of the Annual Report

Executive Director Watts welcomed three new commissioners, Annazette Houston, Bill Coleman and Bill Martin.

She noted that everyone has a copy of the annual report and a CD which you can take with you. This report is from July 1, 2012 to June 30, 2013 covering the last fiscal year and the commissioners listed are those who served during that time. On page six the highlights of the report are listed. It goes over a number of activities, talks about the four 50th Anniversary activities that have taken place throughout the last year across the state. THRC honored 49 individuals in Memphis, Nashville, Knoxville and Chattanooga.

It was noted that the Customer Service division processed 10,599 calls from the public. We had \$667,500 in monetary benefits which was awarded to complainants for conciliations, mediations and settlements. This reflects a 288% growth over the fiscal year 2011 - 2012. This does not reflect non-monetary benefits but it does show the significance and the largest portion of this is mediation. Additionally, the Commission mediated 37 cases and received \$460,000 in monetary benefits. Non-monetary include job reinstatements, promotions and training. Our success rate last year was 51%.

We settled 24 cases with settlement amounts totaling \$122,500. The housing division exceeded the cooperative efficiency goals by closing 51% of its cases within 100 days and 100% of all the aged cases which is quite significant. The housing group conciliated 49 with over \$85,000 in monetary benefits.

The Legal division continues to review and advise on all Commission matters, both case related and administrative. This fiscal year, Legal reviewed and recommended 417 cases for closure, found reasonable cause in four cases and conciliated three cases.

The Title VI Program received and reviewed 42 plans last year and there are 42 agencies receiving federal financial assistance. They conducted two compliance reviews and one on-site review through June 30th.

The Education and Outreach division and Susannah Berry is the Education and Outreach division did a phenomenal job conducting outreach across state with assistance from many Commission staff members. We had a 37% growth in outreach efforts. While executing our four 50th Anniversary celebrations, Education & Outreach was running anywhere from one to three events within a 48 hour timeframe, sometimes less. Each of those 50th Anniversary events had around 100 people in attendance. (Knoxville 150; Memphis under 100; Chattanooga 80 and Nashville 120).

These events required a significant amount of details including invitations going out, RSVP's, capturing lists, doing nametags and it really is doing events management at a

very high level. In addition to that we also had an Employment Law Seminar, two mini Employment Law seminars that were attached to the 50th Anniversary events in Chattanooga and Memphis and she still had time to plan the 50th Anniversary Celebration to be held is tomorrow.

This has been a full year and we have all been on the road more than we have been in a very long time and it has not been just me. It has been the entire staff speaking to a lot of groups. We think it has been a good year for us. Staff continues to process cases which is our primary duty on an on-going basis and in a manner consistent with our standard operating procedures.

We hope that you will read through the annual report and if you have questions please let us know. Executive Staff will talk more about the report in their division reports. I submit the annual report for your receipt and approval.

Commissioner Miller made a motion to approve the report and it was seconded by Commissioner Houston. A vote was taken and passed.

Executive Director's Report

Executive Director, Beverly Watts reported that Allen Staley and Nancy Townsend to discuss the Commission's recent budget submission. The Budget and Audit Committee will review the meeting they had during their report.

The HUD Performance Assessment for the year has been completed and we are doing well; the 50th Anniversary update will be given to you by Susannah Berry and the committee later; we have new commissioners who were introduced earlier and the budget submission will be covered by the Budget and Audit committee report.

EEOC held its annual meeting in Denver and Director Watts traveled to attend it and IAOHRA had its annual meeting in concert with that in August.

There is currently a shutdown of the federal government and the impact on the Commission is unknown. We continue to function and operate based on a message received yesterday that there will be no furlough of state employees at this point. However, there is a lot of concern about how long this may last and if so what impact it has. In the past shutdowns have been pretty simple; the government shuts down and it opens back up in two to three days and nothing happens. However, if this furlough lasts longer than a week to ten days, there could be significant issues rolling downhill to state government. If anything comes up we will be sure to notify commission members.

Over the last 60 days we have been working on the 50th event and things of that nature and no real significant issues.

The surveys of witnesses that we do on an ongoing basis are included in your packets. These results are for the first quarter from July 1, 2013 and outlines what the issues were found during sessions and interviews with witnesses as well as the ten question survey that we send out to all complainants and respondents.

During this time period we found nothing substantial that warranted action. Most people tend to be concerned when we find no probable cause and they are not happy. Witnesses sometimes will not talk to us even on surveys and we try to get them to do that when we call them.

Commissioner Miller made a motion to accept the Executive Directors report and Chair Garrett seconded the motion. A vote was taken and passed.

Budget and Audit Committee Report

Executive Director Watts noted that the Budget and Audit Committee met on September 18, 2013 to review the budget submission to Finance and Administration. Allen Staley noted that we have just submitted the 2015 budget and thanked Nancy Townsend who is taking the role of budget coordinator which he has filled in the past as he is now with Centralized Accounting. The budget function will remain in Shared Services and Nancy comes from the legislative budget office and has a lot of budget experience and we are fortunate to have her.

We submitted the budget early which was due on Monday September 30, 2013 and we are pleased to announce that THRC was the first to be submitted out of all executive agencies. This budget is requesting a total of \$2,516,900 for the 2015 period and state general fund appropriations are \$1,737,400. We have requested a cost increase or improvement item of \$20,000. Since 2011 THRC's budget has been cut 14% we feel it is reasonable to ask for funds to recover some of those cuts. These funds would help outreach and education efforts.

The budget process is that we submit our budget to Finance and Administration and then executive branch agencies will meet with F & A commissioner or larger agencies will meet with the Governor at budget hearings then the budget will be compiled and a recommendation will be given by the Governor. We hope that the Governor will put this \$20,000 request into his budget which will come out in February or early spring. Then the budget will be recommended to the legislature and there will be House and Senate hearings with the ultimate goal of having a past appropriates act passed by the Legislature by the end of June to be compliant with the law.

As part of the instructions we had to identify 5% budget reductions and we don't know if they will take the cuts. We have identified that 5% is equal to \$86,900 and there was a \$100 difference since the budget office gave us the amount after we had capitated the amount but they were okay with our amount. We broke it down into two main categories with one being general operating expenditure in the amount of \$64,500 and the second being salary equity in the amount of \$22,400.

Because the agency's budget is very lean any reduction will impact their ability to meet their mission of eradicating discrimination by education and outreach efforts. The rest of the \$86,900 we propose to come out of the budget from what we call equity dollars and there is some excess between what is budgeted for salaries and the actual funded position. There would not be any positions or people taken but it would potentially impact the agency's ability to make equity adjustments for future personnel transactions. We don't

like to touch salary dollars if don't have to but trying to come up with \$86,000 is a very difficult thing from a very tight budget.

Commissioner Wurzburg asked at which level do we remind the Legislators, the Governor or Finance and Administration division Title VI was added to the Commission's responsibilities. Executive Director Watts noted that we were given a budget when Title VI was absorbed into the Commission's duties. The budget covered one and a half positions or \$150,000 and when you added benefits of \$20,000 it was about \$170,000 and we asked for an additional \$100,000 which was approved in 2010 to cover an additional position. Title VI is fully state funded.

We have an opportunity to present our position to Finance and Administration and that is the first opportunity to advocate for the inclusion of the \$20,000 and that hearing will include me, Allen Staley, Nancy Townsend and Deputy Hooper and we hope that if they include it maybe the Governor will include it as well. The second and third opportunities will be at hearings in the House and Senate. Last year, there was one member of the Senate that wanted to take \$750,000 of our state funding in what has been a committee process that includes a review of the budget.

This is not a hearing or a committee meeting but a process in the legislature that allows individual members to adjust the budget. However, the no other Committee members have agreed to this reduction in our budget in the last two years.

Commission staff will attend the committee meetings and will notify commissioners when the meetings will occur and Commissioners are welcome to attend if you wish to show support. Commissioner McDaniel asked if there was a raise reflected in these figures and Allen Staley noted that there was a Governor initiated raise of 1.5% across the board increase and the Department of Human Resources did a market study and adjusted some position classifications for salaries which are based on this fiscal year. The budget office included additional dollars for that in fiscal year 2014 and will be included in fiscal year 2015 as well.

We successfully closed the 2013 fiscal year and used the Katrina Funds that had been out there for a long time for outreach dollars. We had a savings of \$7,000 and THRC has the ability to carry forward up to \$200,000 per the appropriations act. That \$7,000 can be carried forward and will not revert back to the general fund. Currently there is about \$92,000 in our carry forward funds.

Commissioner McDaniel made a motion to approve the report and it was seconded by Commissioner Jones. A vote was taken and passed.

Commissioner Martin made a motion to approve the budget as submitted. The motion was seconded by Commissioner Miller. A vote was taken and passed.

Education and Outreach Committee Report

Commissioner McDaniel, chair of the committee reported that the minutes of the Tuesday, September 17, 2013 meeting were included in your packets under tab 6. Topics of

discussion were the Employment Law Seminar, the 50th Anniversary Celebration, the upcoming year calendar and the purposed new logo.

Susannah Berry reported that the Employment Law Seminar was a huge success with 150 attendees and good speakers that included keynote speaker, Chair Jacqueline Berien from EEOC, great panelists and the partnership with DOHR was successful to address some of the employment concerns they have been having. We also had a good panel on FMLA, General Counsel Rose and Deputy Director Hooper did a good segment on per se violations.

The upcoming calendar will address those events that we plan to attend in the coming year and the new proposed logo will replace our 50th logo after the first of the year.

Commissioner Pierce noted that the 50th Anniversary Celebration will be an exciting event and thanked everyone who has worked so hard to make it all come together. Our sponsors are very important and they are Metro Airport Authority; Waller, Lansden, Dortch and Davis; Bass, Berry and Sims; Metro Human Relations Commission; and State Farm.

There are 288 people registered to attend the event and we might break 300. In the programs for the event which you will see tomorrow you may notice the omission of Lisa Lancaster's name in the list of overall THRC staff. We apologize for this omission and are sorry that happened.

Director Watts thanked her and noted that she did a great job of doing the research in locating former staff and Commissioners.

Commissioner Wurzburg noted that the committee was very appreciative of work that has been done by staff and it has been a fun process working on the event and the three chairs of the committee were Commissioner Miller, Commissioner Pierce and Commissioner Wurzburg and committee members Lorenzo Benson, Bobbie Porter. It was noted that Lorenzo Benson was a THRC staff member in the Chattanooga office until his retirement in 2007.

Commissioner McDaniel asked if we received any press on this event and it was noted that the Nashville Pride; the Knoxville News; the Tennessee Tribune have run articles and ABC Channel 4 may run a story. There was a story on the 50th with Director Watts that was aired in October and an interview was done with the NPR radio affiliate and WKNO Radio will be in attendance at the event. Richard Gadzekpo noted that an interview aired two days ago in Knoxville.

Chair McDaniel noted that the 2013-2014 calendar was in your packets and asked if there were questions about it. The proposed logo that was handed out Susannah Berry explained that there were two logos and they will be used for different purposes. In some instances a circular logo is used and sometimes a rectangular logo is a better fit. She noted that we will need to approve the use of both but they will not be used at the same time. Commissioner Wurzburg made a motion to accept the purposed logo's as submitted and Commissioner Pierce seconded the motion. A vote was taken and passed.

Commissioner David Cocke made a motion to approve the committee's report. It was seconded by Commissioner Miller. A vote was taken and passed.

Employment Case Report

Deputy Director, Sabrina Hooper reported on the period July 1, 2013 to August 31, 2013 during which time 138 inquiries were received resulting in 77 charges filed. During the timeframe the agency closed 107 cases with 102 dual filed and 5 THRC only. At the end of August the open inventory was 291 cases with an open charge age of 222 days.

Ten mediations were closed eight of which resulted in monetary benefits of close to \$200,000 and 2 resulted in non-monetary benefits. Five (5) cases were resolved through settlements: two (2) with \$3,500 in monetary benefits to the Complainant and three (3) in non – monetary benefits to the Complainant.

When compared to last year's numbers, the agency received 185 inquiries that resulted in 99 charges. We closed 139 cases of which 131 were dual filed and 8 were THRC only with an average charge age of 291 days. In August of 2012 inventory was 209 cases with an open charge age of 187 days. Twelve mediations closed during this time for a total of \$21,130 in monetary benefits to complainants. Five settlements were resolved with non-monetary benefits.

Looking at the comparisons between last year and this year, our inquiries are down as well as our open inventory but we were still able to formalize 54% of the inquiries received. We are in discussions on how we can use outreach and education to increase the inquiries.

A motion to accept the Employment report was made by Commissioner Coleman and seconded by Commissioner Pierce. A vote was taken and passed.

Housing Case Report

Housing Coordinator, Richard Gadzekpo, reported on the July 1, 2013 to August 31, 2013 timeframe noting that 52 inquiries were received and 24 were accepted as complaints. It was noted that the chart identifies the counties from which the complaints were received. Race, disability, gender, Religion and familial status remain the top bases. There were 10 dual filed cases closed.

We have received 52 inquiries and benefits received for complainants were \$500 and when compared to last year it shows an improvement. The HUD efficiency goal is currently at 80% which indicates that we are on target to meet this goal at the end of the contract period. The performance assessment issues have been resolved and last Friday Mr. Gadzekpo graduated from the 5 week NAFTA training course.

Thanks to Executive Director Watts for the opportunity that has been given to me in this position and to let you know what this job means to me. We wake up every morning and come to work and we make a difference in the lives of the people that we serve. And the last two weeks a lady with two children were going to be homeless and they went to Legal Aid for assistance and they were unable to help them, they transferred them to THRC and

we worked with them to conciliate the case, and they got some money to help them find new housing. The work that we do makes a difference and I thank you for the opportunity.

Commissioner Jones made a motion to accept the housing report. Commissioner McDaniel seconded the motion. A vote was taken and passed.

Legal Report

General Counsel Shay Rose reported on the July 1, 2013 to August 31, 2013 timeframe during which time the legal department closed 97 cases in employment which is significantly more than usual. Of those closures five were settlements and four were reconsiderations.

In housing we closed 10 cases of which 3 were conciliations and withdrawals with resolution. We like to do conciliations and settlements because all parties get something that they want so it is a good way to resolve the situations.

We have a new legal intern for this semester and his name is Mark Murray and he works nine hours a week. He is a student at Vanderbilt Law School and has been very helpful with the cases we review and questions we answer every week.

The legal cause case update for employment includes the case where a correctional officer was terminated, and we felt the evidence showed that it was based on his race because his counterparts were Caucasian and they did much more egregious actions that were overlooked. This case went to a hearing in November of 2013 and we are still waiting for the judge to get back with us on her decision. The judge emailed us that she has had some personal issues. Additionally, there was a lot of testimony that had to be reviewed.

The first housing case is the failure to allow a reasonable accommodation due to disability case. The family has a child that is in a wheelchair and they needed to build a ramp to access the home. The landlord approved the request at first and then when they realized that it would be on the front of the house they denied the request. A settlement has been reached in the case and we are waiting for it to be signed by all parties.

The second case is a refusal to rent and discriminatory statements based on race. The complainant called the owner after the ad was placed in the paper and during the conversation asked the caller if he was "black." When he replied "yes," the landlord told him it was no longer available. The complainant has an attorney and the case settled for \$650 to the complainant and THRC received \$600 for Education and Outreach. It was noted that the respondent will no longer rent his property. Also, the parties agreed to have dinner.

The third case is a terms and conditions eviction based on familial status which has to do with occupancy standards where the apartment complex had a rule that there could only be two people per bedroom and the family consisted of the complainant, his girlfriend and their four children. The girlfriend became pregnant and the complex told them they would have to move because they were living in a three bedroom apartment. There are clear HUD guidelines that state that a baby does not count on occupancy standards and you

cannot evict tenants for that. The case was caused and in May of this year. Unfortunately, the complainant was killed in a car accident. We have talked to the attorneys, and as soon as paper work is received regarding next of kin, the mediation will be rescheduled.

The fourth case is failure to accommodate for a medical disability where the respondents have a no pet policy and the tenant has an emotional support animal. Respondents told the tenant to get rid of the pet or move out. The tenant provided documentation and the landlord evicted her. We found cause and both parties are interested in settling and there will need to be training involved to help the landlord understand that emotional support animals are not pets.

We caused a case in September that we will tell you about at the next meeting.

Commissioner Miller made a motion to accept the legal report. Commissioner Coleman seconded the motion. A vote was taken and passed.

Commissioner Wurzburg asked at a previous Education and Outreach meeting if we are keeping a tally of folks who call on us for discrimination based on either gender identification or sexual orientation. Director Watts noted that we do collect that information. Commissioner Wurzburg noted that this issue will come up as an addition to our law or being a protected class. Where would be the proper place to let us know when those come in? Director Watts added that what we can do is let you know what comes in. I will be the one who will stand and tell you that I don't think that we should isolate that but we can tell you that we get X number of cases about unemployment, and other issues where we have no jurisdiction and we will be happy to do that.

We gather that information monthly and we will be happy to include that information as part of the employment report that will give you numbers. This body can make some suggestions about policy but I think our position would be just to provide numbers about what is non-jurisdictional that comes in on phone calls and would never make it to intake.

One of the state lawmakers has purposed the law every year and we think it will be purposed again this year. It has never gotten to committee to be passed to go before a vote on the floor. We can give you a monthly report as to what is non-jurisdictional including that issue.

Outreach & Education

Communications Specialist, Susannah Berry reported on the period from July 1, 2013 to August 31, 2013 and during the period THRC participated in 18 education and outreach events that included 9 speaking engagements and through these efforts we reached approximately 3,093 individuals. We had four exhibits, nine speaking engagements and attended 12 events and one ad in a program.

The Title VI Division conducted their annual training which included three training sessions over a three day span that included sessions for Department heads, new Title VI Coordinators and returning coordinators. Director Watts has been working with a new group of folks from Our Muslim Neighbor and other interested parties and was asked to

conduct a session on strategic planning on July 24, 2013 and there were approximately 30 attendees.

On July 25, 2013 Director Watts, Tiffany Taylor presented at and attended a community meeting in Marshall County of the NAACP with 50 attendees. On August 6, 2013 Director Watts presented at the EEOC Technical Assistance Seminar in Memphis and Deputy Hooper attended the Seminar with 135 attendees. On August 21, 2013 Director Watts moderated at the Minority Business Development Marketplace of Opportunities attended by 250 and THRC also had an exhibit at this event. On August 28, 2013 Deputy Director Hooper presented at a Human Resource Health Professionals Groups monthly meeting in Chattanooga.

Outreach events attendance included Director Watts attending a diversity forum for an employer resource group hosted by Cracker Barrel; Director Watts traveled to Denver for the annual policy conference of the EEOC and IAHORA annual meeting.

Special Projects Officer Frank Guzman exhibited at the Annual Celebration of the ADA Law in Paris TN hosted by the Center for Independent Living; at the Tennessee Labor Management Conference and Richard Gadzekpo exhibited at the NAACP of Knoxville.

Media and articles included former Commissioner Spencer Wiggins submitted an editorial article to the Tennessean that ran on July 22, 2013 entitled, "Human Rights Still a Priority after 50 years,"; a piece ran in the Knoxville Daily Sun about the 50th Anniversary Celebration; We were mentioned in an article that ran in the Washington Post a University of Tennessee athletics official brought a lawsuit of discrimination against them and quote by the plaintiff's attorney that suggested that the Commission conduct an audit of the alleged department's work environment. General Counsel Rose followed up with the attorney to let him know what we do and to clarify our role.

Paula Casey submitted two press releases during the period; Staff investigators participated in annual training event on July 18, 2013. The report now includes information to better reflect our strategic plan in tracking our publications and there were none released in the period.

You can track our growth on social media where we received 2 likes on Facebook and had engagement from 6% of those reached. There were 32 posts during the period reaching 1,023 unique users, 64 of which were engaged.

Francisco Guzman, Special Projects Officer responded to 21 phone calls from the Hispanic community and explained our role when necessary and there were 8 additional calls that were answered by Matthew Stephenson and Avaza Interpreter services.

Commissioner Jones made a motion to accept the Communications report. Commissioner Pierce seconded the motion. A vote was taken and passed.

Title VI Compliance Report

Tiffany Taylor reported on the period from July 1, 2013 to August 31, 2013 the following activities were accomplished: the onsite review of the TN Department of Veterans Affairs

was completed and they were found to be in compliance with state and federal Title VI requirements and no findings were issues; Director Taylor attended the Marshall County NAACP forum as they were addressing some concerns about human rights. The meeting was held in Lewisburg TN on July 25, 2013. An informational session was held for State agency department heads that included commissioners, deputy directors on July 23, 2013 and a report card was distributed that included the Title VI efforts for the last three years and good feedback was received from attendees.

A Title VI One on One training was conducted for new Title VI Coordinators on July 24, 2013 at the TN Law Enforcement Training Academy. There were 23 attendees at this meeting that represented 13 state departments and 3 state colleges. The topic of discussion was the requirements for the state agency Title VI Program. On July 24, 2013 the mandatory annual state training was conducted for all Title VI and coordinators and all state agencies' receiving federal funding must attend. The focus was on what a sub recipient is and the guidelines for this year's Implementation Plan. There were 53 people in attendance, representing 38 state departments and three state colleges.

During the period 14 requests for technical assistance were received and they were overwhelmingly requests about the Implementation guidelines such as what they needed to submit and how to submit it.

Title VI participated in agency development which included a review of the of the State Analysis of Impediments to Fair Housing report as the Commission was asked to comment on the report and comments were provided to THDA. The unit is also involved in the development and implementation of the Customer Service Division call database which was deployed in July and captures information about individual callers and walk in's to the department.

In July 31 inquiries were received with 14 charges accepted and 10 cases were closed leaving the inventory at 30 cases; In August 41 inquiries were received with 9 charges filed and 11 cases were closed leaving the inventory at 28 cases. Year to date figures are 72 inquiries received 23 cases filed 21 cases closed and 28 cases in inventory.

A motion was made to accept the Title VI report by Commissioner Martin and seconded by Commissioner Miller. A vote was taken and passed.

Announcements

Chair Garrett asked for a moment of reflection for everyone in turmoil and especially on the incident on Capitol Hill in DC where the woman was killed and she had her baby in the car with her.

The Co-Chairs of the 50th Anniversary Celebration, Commissioner Patricia Pierce, former Commissioner Ruby Miller and Commissioner Jocelyn Wurzburg noted that we are going to honor and recognize a lot of people at our celebration tomorrow and we wanted to recognize our own champion of human rights, Executive Director Beverly Watts and do something special for her. They say that Diamonds are a girl's best friend and we wish it was real and presented her with a large diamond shaped paperweight.

Commissioner Wurzburg added that we are just so proud of you. Commissioner Miller added and all the work that she has done. And Commissioner Pierce noted that she has really made a difference in the commission and so we are really proud to work with you and the anniversary event is going to reflect a lot of hard work and things that you have done to make everything better for people in Tennessee.

Executive Director Watts responded with Thanks and appreciation and stated that the reason that she is able to do what she does is that she has a good staff and that is who you heard from today. I acknowledge them for their leadership and wanted to let you know that General Counsel Shay Rose has been accepted for Leadership Brentwood and offered congratulations to her and I want to acknowledge Susannah Berry who has worked triple time and thanked her for her work.

Chair Garrett welcomed the new commissioners to the board and presented a plaque to former Commissioner Ruby Miller for her six years of outstanding service to this commission. Commissioner Miller in turn presented the Chair Garrett and the Commission with the NAACP state conventions award that she accepted last week at the convention on behalf of the Commission.

It was also noted that former Commissioner Spencer Wiggins has served on this Commission for 13 years and we have a plaque in recognition for his many years of dedicated service for him also and hopefully we can present it to him at the event tomorrow.

Chair Garret appointed Commissioner Karla Miller, Commissioner Horne and Commissioner Jones to the Nominating Committee and asked Commissioner Miller to chair the committee. They will need to meet and present a slate of recommended officers at the November Board Meeting.

The next meeting will be on November 15, 2013 via teleconference. The Anniversary Celebration will be tomorrow, October 4, 2013 from 10:30 am to 1:30 pm also at the Airport Marriott.

Chair Garrett closed the meeting at 4:25 a.m.