



**CITY OF NORMAN, OK**  
**HUMAN RIGHTS COMMISSION MEETING**  
Municipal Building, Executive Conference Room  
201 West Gray St., Norman, OK 73069  
Monday, October 24, 2022 at 5:30 PM

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## **AGENDA**

*It is the policy of the City of Norman that no person or groups of persons shall on the grounds of race, color, religion, ancestry, national origin, age, place of birth, sex, sexual orientation, gender identity or expression, familial status, marital status, including marriage to a person of the same sex, disability, retaliation, or genetic information, be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination in employment activities or in all programs, services, or activities administered by the City, its recipients, sub-recipients, and contractors. In the event of any comments, complaints, modifications, accommodations, alternative formats, and auxiliary aids and services regarding accessibility or inclusion, please contact the ADA Technician at 405-366-5424, Relay Service: 711. To better serve you, five (5) business days' advance notice is preferred.*

**Commissioners: Jackie Farley, Chris Nanny, Samuel Woodfork, Michael Kihega, Dr. Binbin Weng, Aisha Ali, Christopher Tallbear, Michael Ridgeway, Stephen Machovic**

### **ROLL CALL**

### **MINUTES**

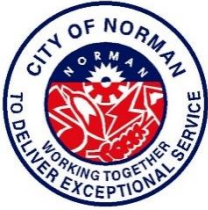
1. APPROVAL OF THE MINUTES FOR THE JULY 25, 2022, REGULAR MEETING
2. APPROVAL OF THE MINUTES FOR THE SEPTEMBER 26, 2022, REGULAR MEETING

### **ACTION ITEMS**

3. INTRODUCTION OF NEW MEMBER, STEPHEN MACHOVIC
4. DISCUSSION AND POSSIBLE ACTION ON HUMAN RIGHTS AWARD
5. DISCUSSION AND POSSIBLE ACTION ON 2023 INTERFAITH BREAKFAST

### **MISCELLANEOUS DISCUSSION**

### **ADJOURNMENT**



# CITY OF NORMAN, OK HUMAN RIGHTS COMMISSION MEETING

Municipal Building, Executive Conference Room  
201 West Gray St., Norman, OK 73069  
Monday, July 25, 2022 at 5:30 PM

## MINUTES

The Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, met in the Municipal Complex located at 201 West Gray St. on July 25, 2022, at 5:30 p.m., and notice and agenda of the meeting were duly posted 24 hours prior to the beginning of the meeting.

### PRESENT

Commission Chair Christina Owen  
Commissioner Jackie Farley  
Commissioner Chris Nanny  
Commissioner Ellen Kraft  
Commissioner Samuel Woodfork  
Commissioner Dr. Binbin Weng

### ABSENT

Commissioner Michael Kihega  
Commissioner Aisha Ali

### STAFF PRESENT

Cintha Allen, Chief Diversity and Equity Officer  
Anthony Purinton, Assistant City Attorney  
Major Brent Barbour, Police Community & Staff Services Bureau  
Sarah Encinias, Legal Admin Tech

### **ROLL CALL**

A quorum was present.

### **MINUTES**

#### 1. APPROVAL OF THE MINUTES FOR THE JUNE 27, 2022, REGULAR MEETING

Motion was made by Commissioner Farley to approve the Minutes for the June 27, 2022, regular meeting and the motion was duly seconded by Commissioner Nanny. A vote was taken with the following results: all approved, and none opposed. The Minutes were approved by unanimous vote.

### **AGENDA ITEMS**

#### 2. ELECTION FOR VICE-CHAIR

The vacancy left by former Commissioner Marjaneh Seirafi-Pour also leaves the position of Vice-Chair vacant. After group discussion, motion was made by Commissioner Nanny to nominate Commissioner Kraft to serve as Vice-Chair. The motion was duly seconded by Commissioner Farley and a vote was taken with the following results: all approved, and none opposed. Commissioner Kraft was selected to serve as Vice-Chair by unanimous vote.

### 3. DISCUSSION REGARDING NPD COMMUNITY POLICING ORGANIZATIONAL STRUCTURE

Major Barbour provided a handout showing the organizational structure of the Police Department. This structure typically changes about every 6 years when community needs are reevaluated. Of three Bureaus, The Community Outreach Division is located under the Community & Staff Services Bureau. This Bureau is currently headed by Captain Clement but as she is retiring soon, Captain Hopcus has been identified as her replacement. The Bureau has a focus on Crime Analysis and contains three Sections: Problem Resolution Section, Community Services Section, and School Resource Section. Currently, the department is down by 23 officers and more are leaving than are joining so Sections are not fully staffed at this time.

The Problem Resolution Section includes the PACE Unit (Pro-Active Crime Enforcement) which focuses on identifying core issues and primary causes of criminal activity. They also utilize DDATCS (Data-Driven Approach to Crime and Traffic Safety) as a non-enforcement component to identify where to focus activity for the greatest impact. The Community Services Section focuses on creating outreach opportunities to engage the public in group discussions and includes activities such as the Citizen's Police Academy, National Night Out and NPD Community Safety Day. The School Resource Section encompasses the School Resource Officers whose primary duties are to enhance school safety and provide outreach through youth programs like Junior Police Academy and Safety Town.

Major Barbour said they are always looking for ways to reach more people and they welcome suggestions and ideas.

### 4. DISCUSSION REGARDING MUNICIPAL EQUALITY INDEX (MEI)

Mr. Purinton said the Municipal Equality Index (MEI) is a program of the Human Rights Campaign Foundation and partner, Equality Federation Institute, that provides a nationwide evaluation of municipal laws. It acts as a benchmarking tool that enables cities to evaluate their laws for local protections of the LGBTQ+ community. These protections, in turn, promote inclusivity and help drive economic growth.

In 2021, and for the first time ever, the City of Norman received a Final Score of 100%. Norman was also the only city in Oklahoma to achieve this score. Commissioner Nanny asked for a copy of the scorecard and Ms. Allen said she would be sure to provide commissioners with a copy. Mr. Purinton said the City participates in this program annually and national scores can be viewed online at:

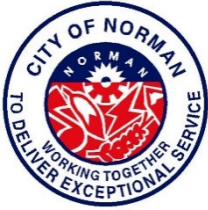
<https://www.hrc.org/resources/municipal-equality-index>.

## **MISCELLANEOUS COMMENTS**

Cintha Allen reminded the Commission that the first meeting of the Norman Diversity Roundtable was held on July 9th in the County Commissioners meeting room with a total of 16 residents participating. Ms. Allen said attendees were highly motivated and eager to help and learn. They also volunteered to help with precinct work related to the upcoming municipal election.

## **ADJOURNMENT**

The meeting was adjourned at 6:51 p.m.



**CITY OF NORMAN, OK**  
**HUMAN RIGHTS COMMISSION MEETING**  
Municipal Building, Executive Conference Room  
201 West Gray St., Norman, OK 73069  
Monday, September 26, 2022 at 5:30 PM

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**MINUTES**

The Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, met in the Municipal Complex located at 201 West Gray St. on September 26, 2022, at 5:30 p.m., and notice and agenda of the meeting were duly posted 24 hours prior to the beginning of the meeting.

**PRESENT**

- Commission Vice-Chair Ellen Kraft
- Commissioner Jackie Farley
- Commissioner Chris Nanny
- Commissioner Dr. Binbin Weng
- Commissioner Aisha Ali
- Commissioner Christopher Tallbear
- Commissioner Michael Ridgeway

**ABSENT**

- Commissioner Samuel Woodfork
- Commissioner Michael Kihega

**STAFF PRESENT**

- Cintha Allen, Chief Diversity and Equity Officer
- Anthony Purinton, Assistant City Attorney
- Sarah Encinias, Legal Admin Tech

**ROLL CALL**

A quorum was present.

**MINUTES**

1. APPROVAL OF THE MINUTES FOR THE JULY 25, 2022, REGULAR MEETING

Motion was made to approve the Minutes for the July 25, 2022, regular meeting. A vote was taken with the following results: Commissioners Kraft, Farley, Nanny, Dr. Weng approved; Commissioners Tallbear and Ridgeway abstained. The motion to approve failed due to lack of majority (5) vote. Commissioner Ali arrived after this action therefore she was unable to participate in the vote.

**ACTION ITEMS**

2. INTRODUCTION OF NEW MEMBERS CHRISTOPHER TALLBEAR AND MICHAEL RIDGEWAY

New HRC members, Christopher Tallbear and Michael Ridgeway, briefly introduced themselves to meeting attendees.

Item 2.

### 3. ELECTION OF CHAIR AND VICE-CHAIR

Membership terms have ended for Commissioners Owen and Kraft, which also leaves their positions of Chair and Vice-Chair vacant. After group discussion, motion was made to approve Commissioner Farley as Chair and Commissioner Ali as Vice-Chair. A vote was taken with the following results: all approved and none opposed. The Motion was approved by unanimous vote.

### 4. DISCUSSION OF APPRECIATION TO PREVIOUS CHAIR, MS. CHRISTINA OWEN

Chair Farley said former Commissioner and Chair, Christina Owen, was unable to attend today's meeting for this agenda item. She did receive a letter from the City Clerk thanking her for her service on the Commission. Members decided to sign a Thank You card to express their appreciation of Ms. Owen's service.

### 5. DISCUSSION AND POSSIBLE ACTION ON HUMAN RIGHTS AWARD

Cinthya Allen reviewed historical practices when it is time to collect nominations for the Human Rights Award (in celebration of Human Rights Day on December 10 of every year). Nominations are submitted by the public and it is suggested that a press release occur after today's HRC meeting so nominations can be gathered in time for the next HRC meeting in October. Last year, the press release was posted in social media outlets as well as the City website. Also, a form was created to allow ease for those wishing to submit a nomination. The combination of these changes seemed to help produce the noticeable increase in nominations received for last year's award.

Commissioner Ali recommended creating an evaluation form (ie. rubric) that could be used when judging nominations. Ms. Allen asked members to think about rubric requirements for the next meeting when nominations are considered for a vote. Dr. Weng suggested making a database that allows easy access to points of contact when trying to get as much publicity as possible. Commissioner Nanny suggested leaving physical notices in public buildings and Commissioner Ali volunteered to do this.

## ADJOURNMENT

The meeting was adjourned at 6:30 p.m.