Human Rights Commission

Regular Meeting | January 27, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Drew France, Larissa McNeil, Anthony Meadows, Katie Eller Murray, Amanda Peregrina, Parisa Pilehvar, Josiah Robinson, Tamecca Robers, Andrea Walker, Dave Walker

Commissioners Absent: Dezeray Edwards, Joshua Starks

I. Call to Order and Introductions

a. Chairwoman Andrea Walker called the meeting to order at 3:33 pm.

II. Lifetime of Compassion Award Ceremony Honoring Mike Brose

a. Chairwoman Walker noted that Compassionate Tulsa was established in 2015 by a unanimous City Council vote, recognizing Tulsa as a compassionate city.
b. Dr. Al Carlozzi, 2024 Chair of Compassionate Tulsa, presented the Lifetime of Compassionate Service Award to Michael Brose.

III. Approve Meeting Minutes

a. Chairwoman Walker made a motion to approve the October meeting minutes, Commissioner Eller Murray seconded.
    i. Aye: 11, Nay: 0
    ii. Motion carried, October meeting minutes approved.
b. Chairwoman Walker made a motion to approve the November meeting minutes, Commissioner Rogers seconded.
    i. Aye: 11, Nay: 0
    ii. Motion carried, October meeting minutes approved.

IV. Commissioner Oath of Office

a. Lexi passed around a document for commissioners to sign the oath of office. All commissioners present signed.

V. Presentation on Literacy and Civic Engagement from Commissioner Pilehvar

a. Commissioner Pilehvar passed out a handout (Appendix 1) and introduced Amber Masters, VP of Innovation and Partnerships at Teach for America Oklahoma (TFA) to co-present.
b. TFA is part of the Third Grade Reading Coalition focused on increasing literacy for boys of color.
c. Shared literacy data on literacy:
    i. 88% of families think their child is reading on grade level, however
    ii. 26% of 3rd graders in Tulsa were reading on grade level in 2023

d. What implications does the state of literacy have for the work to support human rights in Tulsa?
    i. Krystal Reyes: Link between literacy and civic engagement, ability to engage in democracy
    ii. Commissioner Bakhsh: See literacy issues come up in housing (ie: a tennant not knowing how to advocate with their landlord)
    iii. Literacy rates have implications for future civic engagement: informed decisions, express opinions, critical thinking. Literacy has historically been weaponized as a barrier to access civic engagement and voting.
e. There is broad support to impact literacy in Tulsa. Oklahoma has strong state policies to support literacy; however, need stronger implementation. Currently, 11 of 18 recommended policies are being implemented even though Oklahoma has 17 in place. Building community awareness and community taking action is integral.
f. Amber Masters urged commissioners to take an active role in student learning and integrate literacy into existing programs.
g. As Tulsa tackles pressing matters like absenteeism, student belonging, and safety, stay mindful of their connection to learning and literacy.
h. The literacy gap is solvable, need us all to be part of the solution.
i. Commissioner Q&A:
    i. Commissioner Eller Murray: Which state policies are missing of the ones currently in place and being implemented?
        1. Commissioner Pilehvar: The policy that is missing is an assessment for teachers to know the Science of Reading. The teacher certification exam needs to add this. Referenced one of the resources that has more info on this. An example of a policy that needs to be implemented is having coaches supporting teachers, despite 77 Oklahoma counties there are a single-digit number of coaches in the state.
    ii. Chairwoman Walker: Appreciate very specific action items, clear connection to civic engagement.

VI. Chair / Vice Chair Report

a. Chairwoman Walker reflected on recent accomplishments of the commission and acknowledged we're in a volatile environment for human rights.
b. Referenced the Department of Justice's Tulsa Race Massacre Report. The report points to systemic racism as a reason the massacre happened. As we continue to reflect and heal from the massacre, we in Tulsa know that systemic racism exists.
c. The commission hasn't debriefed voter turnout from the November 5th election. One source said 64% of registered voters in Oklahoma voted. Tulsa County was 63%. Room to work, and individuals are taking a stand against systemic bias.
d. Never been a more important time to serve on Tulsa's Human Rights Commission. Focus on civic engagement is timely and critical for our community. Need to create actionable steps from what the commission has learned related to civic engagement. Thanks everyone for their commitment.

e. Reviewed 2024 goals:
    i. Solidify working structure of HRC.
        1. Developed operational plan voted to adopt and operational plan.
        2. Measured commissioners' perception of effectiveness in April 2024. Administered survey again during this meeting.
    ii. Enhance civic engagement.
f. Chairwoman Walker shared that the commission needs to establish a nominating committee to facilitate the Chair and Vice chair nomination process.
    i. Commissioner France volunteered to lead the nominating committee, and Commissioners Eller Murray and Rogers volunteered to serve on the committee.

VII. Committee Reports

a. Fair Housing Committee
    i. Commissioner Bakhsh noted the first committee meeting of the year will be in February.
    ii. Possibility to focus on veterans housing in early 2025, then shift to undocumented community fair housing later in the year.
        1. If your commission is interested in working on this, reach out to Commissioner Bakhsh. Interested in organizing education summits.
        2. Vice Chair Robinson elevated that at the Quarter 1 Title V Commissions Chair and Vice Chair meeting, the Hispanic/Latinx Affairs Commission Vice Chair noted this is an interest.
b. Compassionate Tulsa Committee
    i. Compassionate Tulsa will have a new chair in 2025.
c. 2SLGBTQIA+ Committee
    i. Vice Chair Robinson: Know Your Rights Event on January 30, 6 – 7:30 pm at Centennial Center in Veteran's Park. Will provide information to 2SLGBTQIA+ community on family and housing law, gender and name changes, and legal advocacy.

VIII. Liaison Reports

a. Disabilities Advocate – no report
b. Veteran Advocate – no report

IX. Title V Commission Reports

a. Asian Affairs Commission
    i. Commissioner Pilehvar: Parasite screening at Circle Cinema was the previous day to kick off Lunar New Year. The first city sponsored Lunar New Year Festival will be on February 1 at 101 Archer from 6 – 9 pm. First community-wide event for AAC.
b. Greater Tulsa Area African American Affairs Commission
    i. Commissioner McNeil: Barndon Oldham with Invest North presented at the January GTAAAC meeting. Invest North is a GKFF initiative started in 2022, that is working to revitalize two specific north Tulsa neighborhoods.
    ii. Education Committee focusing on chronic absenteeism and literacy in 2025. Forming a cross-commission meeting series for the education

committees of different Title V Commissioners to collaborate. Had first Black Educator Excellence Awards in October. Also working on op-eds.

iii. Culture Committee is planning an inaugural spoken word contest during Juneteenth.

c. Greater Tulsa Area Hispanic/Latinx Affairs Commission
   i. Commissioner Peregrina: HLAC did not meet in January.
   ii. Working to inform the community on their rights, several school districts are trying to make families feel safe sending students to school.
   iii. Chairwoman Walker extended HRC's support, Vice Chair Robinson asked what HRC can do to support now.
      1. Commissioner Peregrina: HLAC needs to meet to determine actions. We don't want to be targets. The first priority is keeping the community safe and secure.

d. Greater Tulsa Area Indian Affairs Commission – no report

e. Tulsa Women's Commission – no report

X. **Old Business** – no old business

XI. New Business

a. Commissioner Bakhsh asked if there can be more clarity in the agenda about what the committee/liaison/commission reports will be.
   i. Commissioner France agreed that the reports could be more efficient, noted that folks need to reach out to Lexi and the chairs to get them information before the agenda goes live.
   ii. Commissioner Bakhsh offered to create a streamlined template.
   iii. Lexi noted that she files the agendas 3 – 5 business days in advance, so sending information 1 – 2 weeks in advance is helpful.

XII. Announcements / Public Comments

a. African American Resource Center at Tulsa Library: African Americans and Labor Exhibition opening on Tuesday, February 4 at 6pm at Rudisill Library.

XIII. Adjournment

a. Meeting adjourned at 4:43 pm.

Turning the Page For Tulsa

Civic Engagement and Collective Action Toward Our Community's Right To Read

Teach For America

finds, develops, and supports leaders to transform education and **expand opportunity for all children.** It's our aim to create the conditions for all children to learn, lead, and thrive.

420+
Corps members, Ignite fellows, and alumni in Greater Tulsa

61%
of alumni continue working in education

140
CM & Alumni serving as classroom teachers

14
alumni serving as school and district leaders

Teach For America's Role

Talent Engine

- Recruit, develop, retain talent at all levels of the system from educator to school leader

Insight Generator

- Foster insights that increase best practices, influence systems change, and lead to stronger collective action

Convener

- Create conditions for connection among educators, organizations, and policy makers to generate alignment centered on students

OUR 2030 GOAL

By 2030, twice as many children in Greater Tulsa will read on grade level in third grade, indicating they are on a path to economic mobility and co-creating a future filled with possibility.

Our Work Across Oklahoma

Ignite Fellowship

Aspiring leaders offer high-dosage, 1:1 and small group tutoring to accelerate learning and wellness for students in our community

Corps Program

New and early-career teachers who commit at least two years to making a difference for students as a classroom leader

Alumni Impact

Our alumni programming inspires and supports alumni within and outside of schools to lead effectively toward educational equity

Partnering Toward 3rd Grade Reading Outcomes:

MBK TULSA – MY BROTHER'S KEEPER
READING PARTNERS
TDC – TULSA DREAM CENTER
Impact Tulsa
TULSA PUBLIC SCHOOLS
gaining ground
TERENCE CRUTCHER FOUNDATION, INC

Ways To Take Action:

Community Literacy Resource Bank

★ = For Families ✚ = For Educators

Watch The Right To Read

Watch the stories of an NAACP activist, a teacher, and two families fighting to provide our kids with the most foundational indicator of life-long success: the ability to read.

Listen to Sold A Story

A podcast series examining how disproven ideas about reading made their way into the country's most popular reading curricula

Volunteer As A Tutor

*Sign-up to become a **Reading Partner***

Spend just 1 hour per week as an in-person tutor for a Tulsa student. Training and flexible scheduling are available for volunteers.

Watch Reading Buddies

★

A children's literacy-based show

This adorable television series is based on the science of reading and streams conveniently from YouTube and the PBS Kids app.

Download Nessy

★

A reading app for school-aged students

Nessy is a comprehensive app that supports readers with structured literacy lessons and games covering both word recognition and comprehension.

Sharpen your instruction

✚

with Reading Universe resources

This website gives educators practical guidance on teaching reading and writing using research-based practices. Find skill explainers, model lessons, and printable tools.

Explore how reading works

from Reading Rockets' Reading 101 Module

This self-paced course clearly outlines how children learn to read and what this means for providing instruction and supports that work

Explore OK State Policies

Explore Early Literacy Matters' report of what literacy policies Oklahoma has in place and to what extent they are being implemented

Know your child's milestones

★

Unsure what your child should know at different developmental stages? Be sure to scroll to the bottom to explore the milestones you can start looking for as early as your child starts listening to stories!

Build a home reading routine

★

from Read With Kylie

2024 Louisiana State Teacher of the Year (and TFA alumna) Kylie Altier compiled this website with low-prep reading routines for parents.

Support reading early

★

LENA's Talking Tips for building brains

Did you know: Talking, reading, and singing to children in their first few years of life impacts a child's language skills later in life.

Access translated guidance

★ ♥

These resources--provided by TPS-- have been compiled in **seven languages** for families of students with characteristics of dyslexia, but could be helpful for any family looking for ways to support reading at home.

Teach For America

CITY OF TULSA
CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Human Rights Commission

Regular Meeting | February 17, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Dezeray Edwards, Drew France, Katie Eller Murray, Parisa Pilehvar, Josiah Robinson, Andrea Walker, Dave Walker

Commissioners Absent: Larissa McNeil, Anthony Meadows, Amanda Peregrina, Tamecca Rogers, Joshua Starks

I. Call to Order and Introductions

a. Chairwoman Andrea Walker called the meeting to order at 3:34 pm.
b. Commissioner Edwards, the new Tulsa Women's Commission representative, introduced herself.

II. Guest Speaker: Dr. Gary Peluso, Compassionate Tulsa Chair

a. Chairwoman Walker introduced Dr. Gary Peluso, the 2025 Chair of Compassionate Tulsa.
b. The Compassionate Cities Initiative was started in 2010. Cities sign onto a pledge to become more compassionate. Tulsa signed onto the Charter for Compassion in 2015, becoming the first city in Oklahoma to sign. Had mayoral and City Council support. Created committee of HRC, Compassionate Tulsa.
    i. Compassion is defined as: to be present with those who are suffering in a way that helps.
    ii. What can a city do to help promote the alleviation of suffering in our community?
c. Some cities provide funding to their compassionate initiatives, but Tulsa does not.
d. What can we do to call attention to those who are acting in a compassionate way? How can we increase and encourage others to act compassionately?
    i. Pledge to "Make Tulsa Golden" and uphold the Golden Rule.
e. Question to the Commission: With Compassionate Tulsa now existing for a decade, should we seek reaffirmation of the Charter for Compassion?
    i. Commissioner Eller Murray: If we are truly a compassionate city, could make sense to do an annual reminder and reset of expectations.
    ii. Vice Chair Robinson: What are other cities doing?
        1. Gary: Seattle was the first, San Antonio is quite active. When administrations change, priorities can change. In more active cities, the City provides funds or there is a private funder.
    iii. Vice Chair Robinson: When was the last time a new organization signed on?
        1. Gary: It has been two or three years.

2. Commissioner Eller Murray: What is the ask of organizations?
3. Will collaborate on events and initiatives, no financial component.

iv. Commissioner Bakhsh: What do you hope this work will look like?
1. Gary: When making decisions around the city (ie: budget, resident engagement), folks ask themselves "What is the compassionate thing to do?" and compassion leads decision making.
2. Commissioner Pilehvar: Could be powerful to have commissions to sign on before taking to City Council. Presenting it with history, definitions, other cities work, and what it looks like in Title V Commissions' work makes it more than a box to check.

v. Commissioner Edwards: Why look for reaffirmation now?
1. Gary: Idea hadn't occurred to the committee, change of mayoral administration, time marker of one decade of Compassionate Tulsa.
2. Commissioner Edwards: Concerned about the potential target it could put on the City's back on a national stage.
3. Vice Chair Robinson shares those concerns while naming this is an incredible initiative and should be invested in.

vi. Discussed ensued of ways this could be approached. Educating Mayor and City Council of what the Charter for Compassion is, having the mayor and city councilors sign on to the Charter individually, putting it forward as another vote, or an executive order from the mayor.
1. Compassionate Tulsa committee believes we are in a time when compassion is controversial.
2. Commissioner France: Not sure there is a problem here that needs to be solved. Very appreciative of what Compassionate Tulsa is doing, hope more folks can get involved, no need to put a target on something that doesn't need it.

f. Gary thanked commissioners for the discussion and their insights.

III. Approve Meeting Minutes

a. Chairwoman Walker entertained a motion to approve the January meeting minutes.
i. Vice Chair Robinson made a motion, Commissioner Bakhsh seconded.
1. Aye: 8, Nay: 0
ii. Motion carried, January meeting minutes approved.

IV. Nominating Committee: Vote on 2025 HRC Chair and Vice Chair

a. Commissioner France convened a Nominating Committee, and they presented the slate of current Chairwoman Walker and current Vice Chair Robinson to be reelected for a second term. This will be their last term in these roles, as they will be term limited according to the bylaws.

b. Chairwoman Walker entertained a motion to approve the slate of 2025 HRC Chair and Vice Chair as put forward by the Nominating Committee.
i. Commissioner Eller Murray made a motion, Commissioner Pilehvar seconded.
1. Aye: 8, Nay: 0, Abstain: 0

ii. Motion carried, Chairwoman Walker is elected as the 2025 HRC Chair and Vice Chair Robinson is elected as the 2025 HRC Vice Chair.

c. Commissioner France called on other commissioners to think about their plans for stepping up next year.

V. Chair / Vice Chair Report

a. Chairwoman Walker shared results from the HRC perception survey. Presented data from first delivery of the survey vs. January 2025 data. (Excerpt included in Appendix 1.)

b. Chairwoman Walker presented a review of information gathered on civic engagement. (Excerpt included in Appendix 2.)

i. HRC's starting point was addressing Tulsa Equality Indicators 49 and 50.

ii. Reviewed guest speakers from last year and summary of main points.

iii. How does civic engagement relate to Human Rights work?

1. Involve: work with the public to understand the issues and problems.
2. Collaborate: partner with the public, seeking advice and innovations.

iv. Chairwoman Walker invited commissioners to recommend future guest speakers who will aid the commission in learning more about civic engagement and what role HRC can play.

v. Chairwoman Walker presented possible actions that she brainstormed, there was brief opportunity for Commissioners to provide feedback or highlight items that stand out to them. Will need a collaborative meeting to dive deeper into next steps and develop an action plan.

vi. Commissioner Bakhsh elevated the need for collaboration and discussion time.

1. Vice Chair Robinson recommended revisiting the standard agenda and considering having committee, liaison, and Title V Commission reports sent ahead of time
2. Commissioner Edwards raised a question about what is under HRC's jurisdiction and what isn't.
3. Commissioner Bakhsh would like to hear a human rights complaints update more regularly. Suggested not discussing committees, liaisons, and Title V Commissions unless there is an ask for resources or collaboration from HRC.

VI. Committee Reports

a. Fair Housing Committee – no report
b. Compassionate Tulsa Committee – no report
c. 2SLGBTQIA+ Committee – no report

VII. Liaison Reports

a. Disabilities Advocate – no report
b. Veteran Advocate – no report

VIII. Title V Commission Reports

a. Asian Affairs Commission – no report
b. Greater Tulsa Area African American Affairs Commission – no report

c. Greater Tulsa Area Hispanic/Latinx Affairs Commission – no report
d. Greater Tulsa Area Indian Affairs Commission – no report
e. Tulsa Women's Commission
    i. Commissioner Edwards: Current focus is affordable housing for women and families.

IX. Old Business – no old business

X. New Business – no new business

XI. Announcements / Public Comments

a. Member of the public asked if there is a scale to track progress on Tulsa becoming a more compassionate city. Chairwoman Walker responded that there is not, but she appreciates the idea.

XII. Adjournment

a. Meeting adjourned at 4:49 pm.

Human Rights Commission

Report on

Commissioners' General Perceptions of Effectiveness and

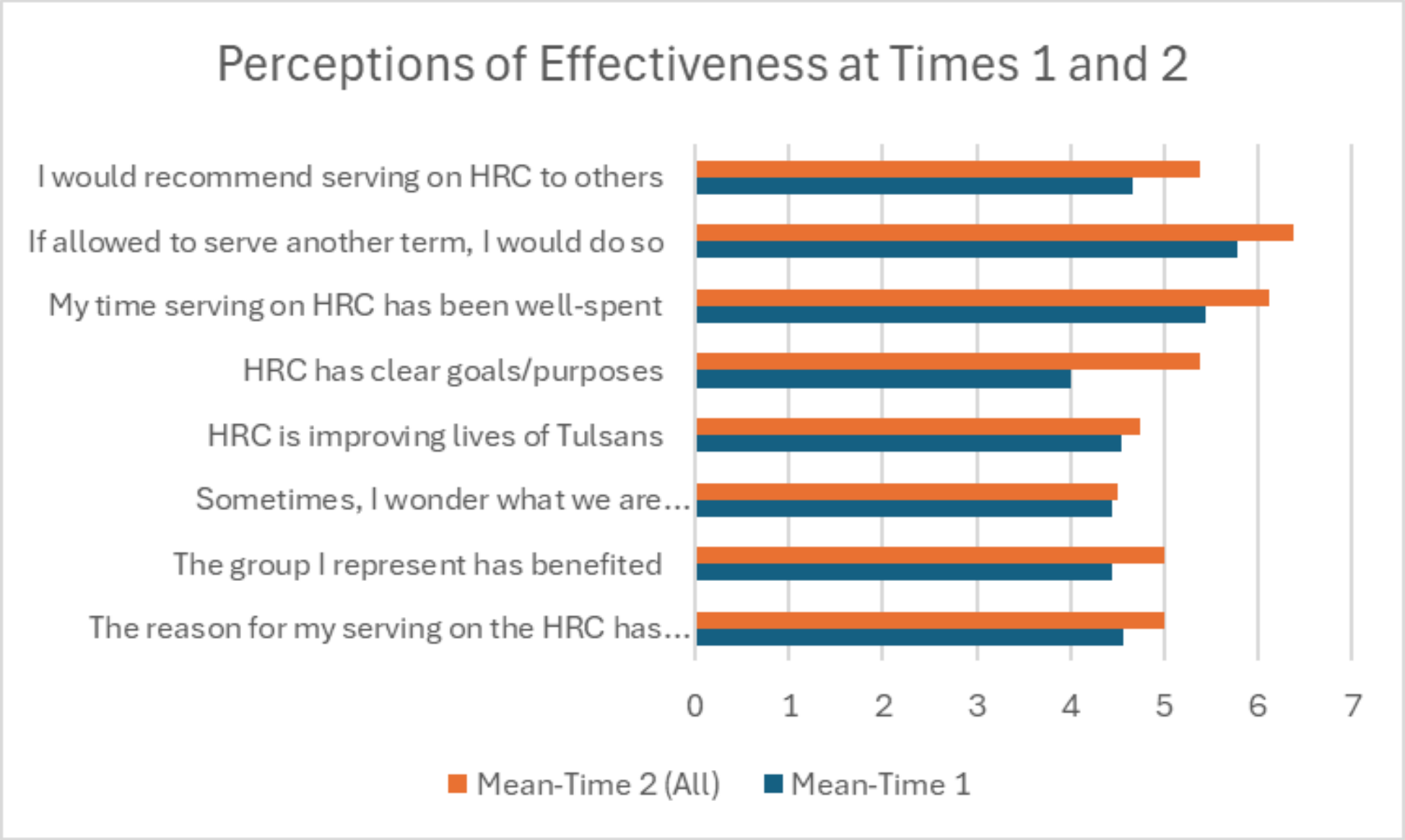
Perceptions of Fulfilling the Powers, Duties, & Responsibilities of the Human Rights Commission, per the Tulsa Code of Ordinances

From Time 1 – April, 2024

To Time 2 – January 2025

Raw Data

Question	Mean-Time 1	Mean-Time 2
The reason for my serving on the HRC has been accomplished.	4.56	5
The group I represent has benefited	4.44	5
Sometimes, I wonder what we are accomplishing	4.44	4.5
HRC is improving lives of Tulsans	4.55	4.75
HRC has clear goals/purposes	4	5.375
My time serving on HRC has been well-spent	5.44	6.125
If allowed to serve another term, I would do so	5.78	6.375
I would recommend serving on HRC to others	4.67	5.375


Perceptions of Effectiveness at Times 1 and 2
I would recommend serving on HRC to others
If allowed to serve another term, I would do so
My time serving on HRC has been well-spent
HRC has clear goals/purposes
HRC is improving lives of Tulsans
Sometimes, I wonder what we are...
The group I represent has benefited
The reason for my serving on the HRC has...
0
1
2
3
4
5
6
7
Mean-Time 2 (All)
Mean-Time 1

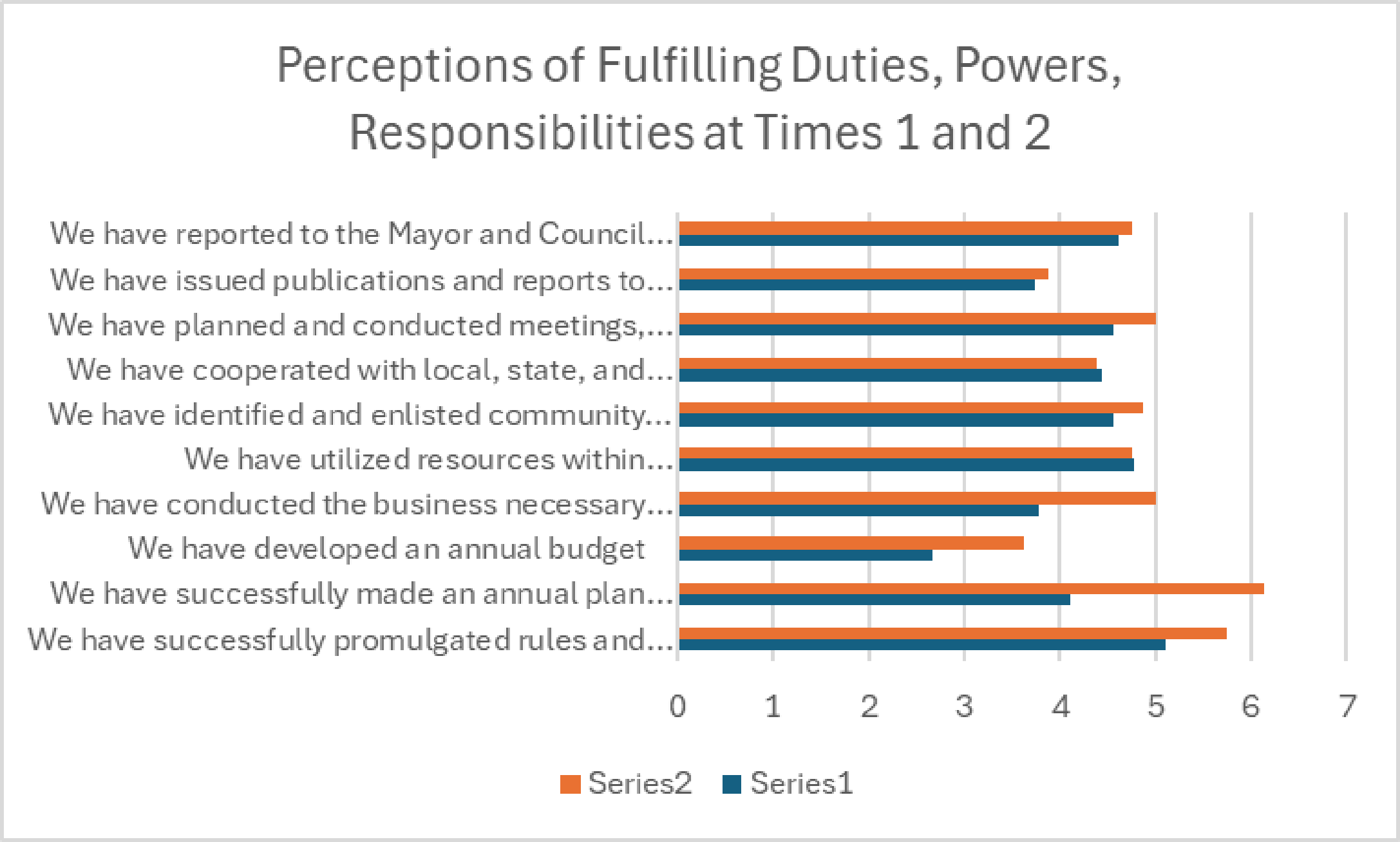
Overall Perceptions of Effectiveness Score Slightly Improved Over Time

- Reverse coded the item, "Sometimes I wonder what we are accomplishing…"

Time 1	Time 2
4.5	5.1

Raw Data

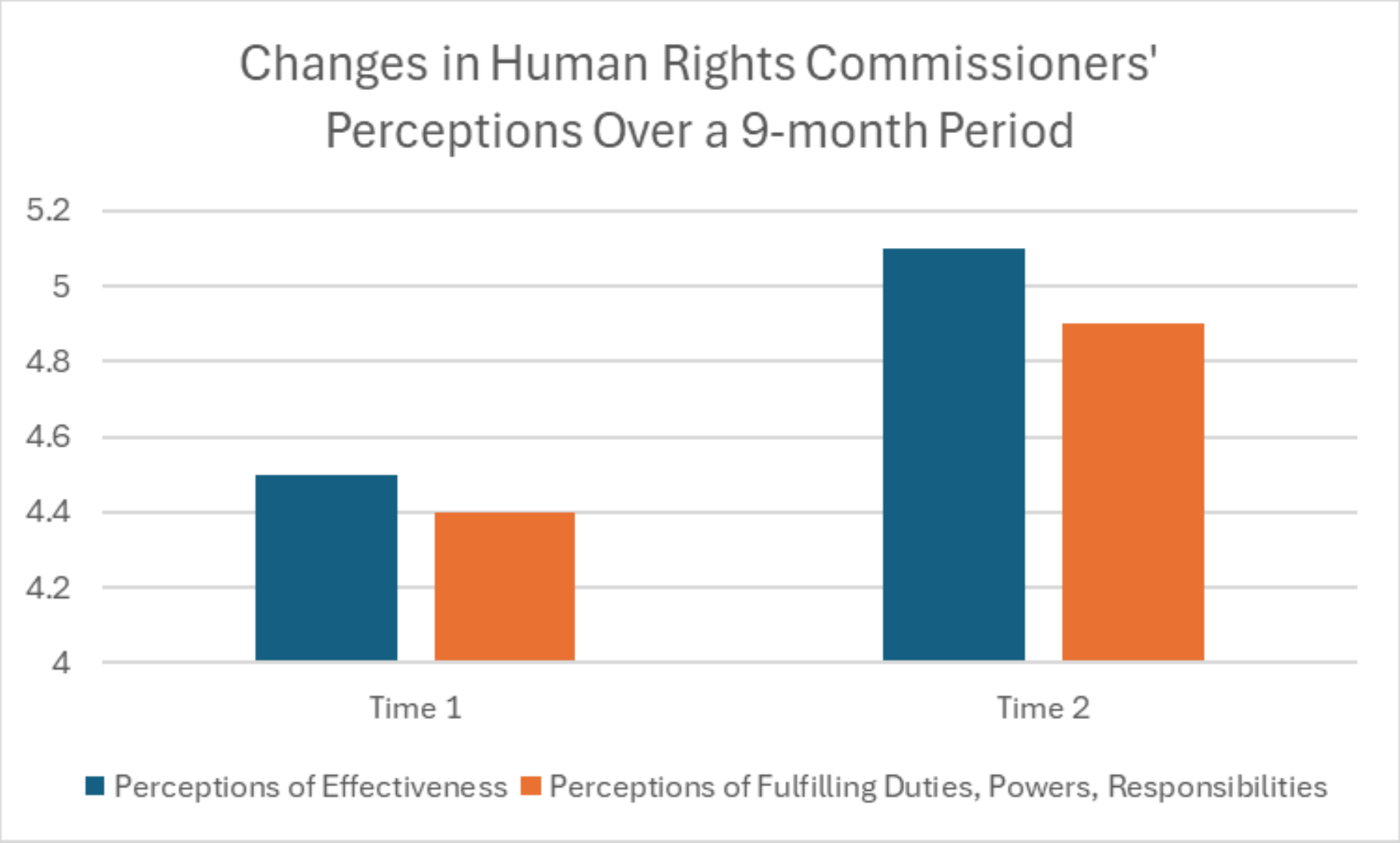
Question	Mean-Time 1	Mean-Time 2
We have successfully promulgated rules and regs concerning conduct of meetings	5.11	5.75
We have successfully made an annual plan to set priorities	4.11	6.125
We have developed an annual budget	2.67	3.625
We have conducted the business necessary to implement provisions	3.78	5
We have utilized resources within community to improve intergroup relations	4.78	4.75
We have identified and enlisted community resources	4.56	4.875
We have cooperated with local, state, and federal agencies to ensure equal opportunity	4.44	4.375
We have planned and conducted meetings, surveys, educational, and other programs	4.56	5
We have issued publications and reports to promote goodwill and reduce discrimination	3.75	3.875
We have reported to the Mayor and Council annually on the disposition of all complaints referred to Commission	4.625	4.75


Perceptions of Fulfilling Duties, Powers, Responsibilities at Times 1 and 2
We have reported to the Mayor and Council...
We have issued publications and reports to...
We have planned and conducted meetings,...
We have cooperated with local, state, and...
We have identified and enlisted community...
We have utilized resources within...
We have conducted the business necessary...
We have developed an annual budget
We have successfully made an annual plan...
We have successfully promulgated rules and...
0
1
2
3
4
5
6
7
Series2
Series1

Overall Perceptions of Fulfilling Duties, Powers, & Responsibilities Score Slightly Improved Over Time

Time 1	Time 2
4.355	4.924

	Time 1	Time 2
Perceptions of Effectiveness	4.5	5.1
Perceptions of Fulfilling Duties	4.4	4.9



Review of Information Gathered on Civic Engagement

Human Rights Commission

Starting Point: Tulsa Equality Indicators 49 and 50

New data for 2024 should be available soon

Exploration of Civic Engagement in Tulsa

Speaker 1: Krystal Reyes, Chief Resilience Officer, City of Tulsa

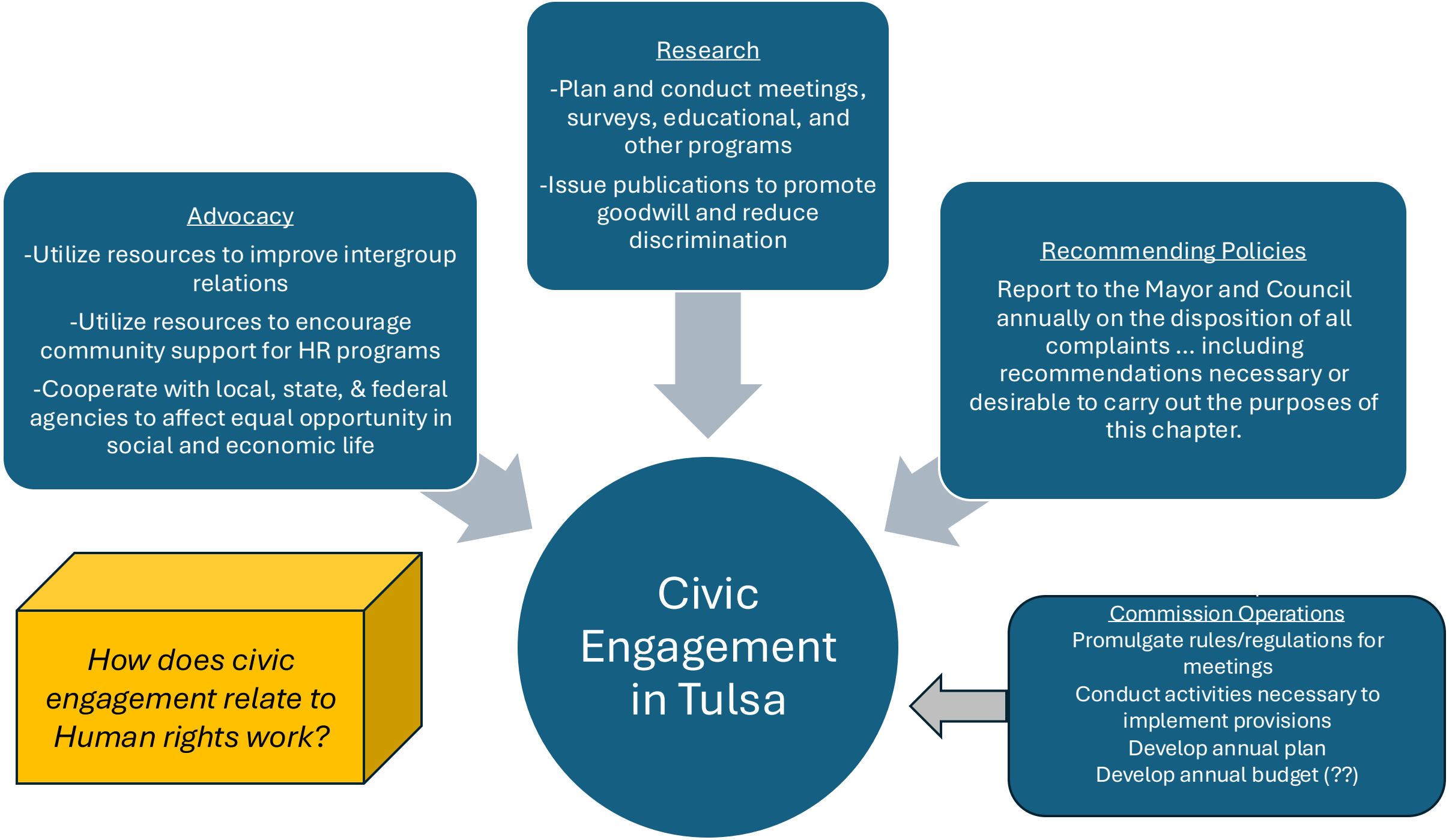
Speaker 2: Kathryn Aung, Chair, Tulsa Voder Coalition (TVC), and Matthew Fransein, TVC member

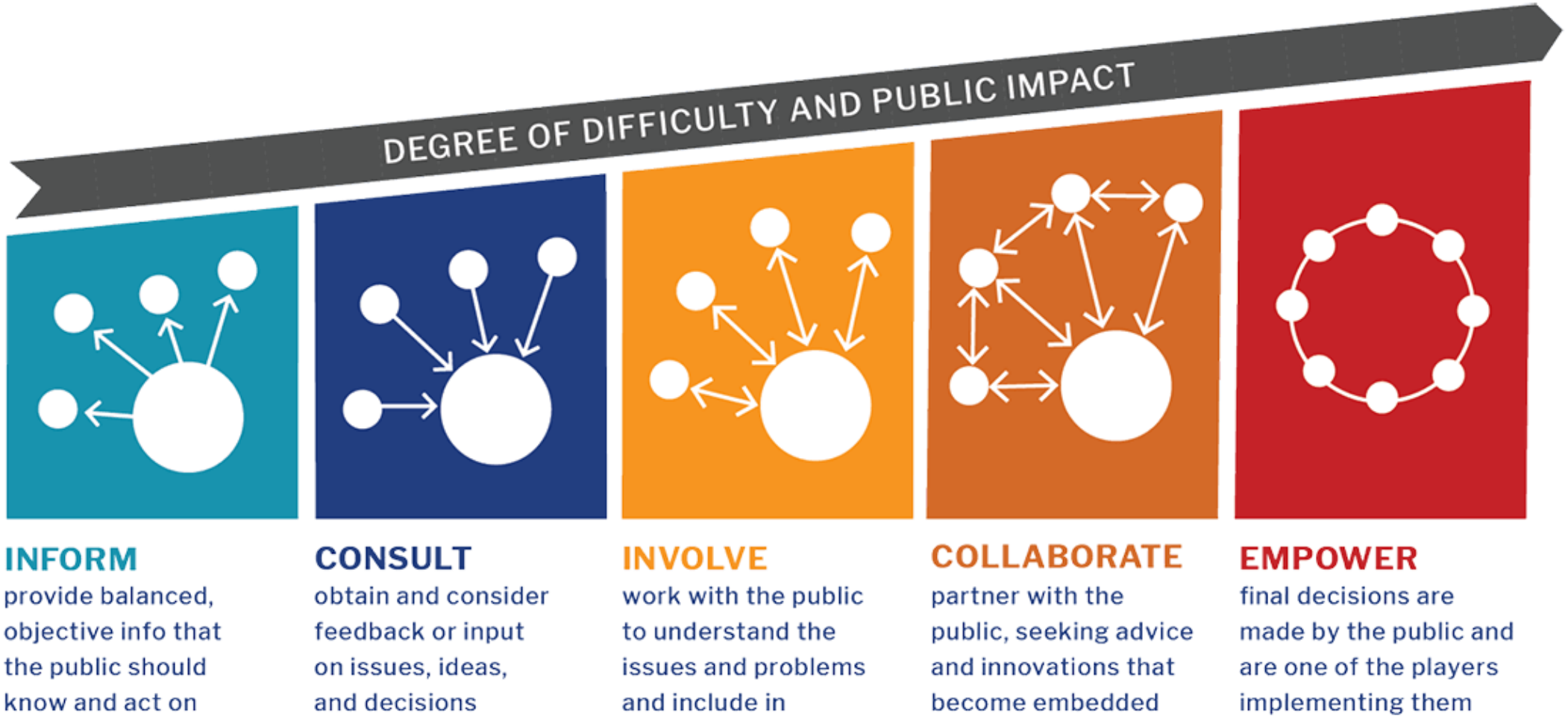
Speaker 3: David Blatt, Ph.D., Director of Research and Strategic Impact, Oklahoma Appleseed

Speaker 4: Rebecca Hubbard, Ph.D., Chief Mental Health Officer, City of Tulsa

Speaker 5: Parisa Pilehvar, Managing Director, Alumni Impact, Oklahoma Statewide Teams, Teach for America

Speaker 6: Gary Peluso, Ph.D., Chair, Compassionate Tulsa


Research
-Plan and conduct meetings, surveys, educational, and other programs
-Issue publications to promote goodwill and reduce discrimination
Advocacy
-Utilize resources to improve intergroup relations
-Utilize resources to encourage community support for HR programs
-Cooperate with local, state, & federal agencies to affect equal opportunity in social and economic life
Recommending Policies
Report to the Mayor and Council annually on the disposition of all complaints ... including recommendations necessary or desirable to carry out the purposes of this chapter.
Civic Engagement in Tulsa
How does civic engagement relate to Human rights work?
Commission Operations
Promulgate rules/regulations for meetings
Conduct activities necessary to implement provisions
Develop annual plan
Develop annual budget (??)



Community Engagement Continuum

Future HRC Speakers on Civic Engagement

- March 2025: Nathan Packard – Auditor, City of Tulsa; discuss plans for expanded community engagement
- April 2025: Mayor Monroe Nichols
- Possible future speakers:
  - Mack Haltom, Tulsa Day Center Executive Director
  - CoT Equity Dialogue Facilitator
  - City Councilor
  - Other ideas?

Summary of what we know so far

Guest Speaker	Main Takeaways
Krystal Reyes, Chief Resilience Officer, CoT	-Definition of civic engagement -Reminder that it is in the HRC Duties and Responsibilities; -Suggestion that we focus on involvement and collaboration on the community engagement continuum.
Kathryn Aung & Matthew Fransein, Tulsa Voter Coalition	Need for services to support voting behaviors for Tulsans with language challenges, disabilities, and youth.
David Blatt, Oklahoma Appleseed Center for Law and Justice	Importance of several possible policy changes that could positively affect voter participation and civic engagement in Tulsa.
Rebecca Hubbard, Chief Mental Health Officer, CoT	Need to support positive policy changes and Support any destigmatization communications and campaign
Parisa Pilehvar	Need for advocacy and services to support literacy of young Oklahomans
Gary Peluso	Reminder that one of the purposes of Compassionate Tulsa, which is part of the HRC, is to value the contributions of all groups to civic engagement.

Possible Actionable Steps for the HRC

- Considering the HRC Duties and Responsibilities of Advocacy, Conducting Research, and Recommending Policies, how might we approach action regarding Indicator 49?
  - Do a deeper study on the degree to which the various groups mentioned in the Tulsa Charter for Compassion Resolution are represented on the Title 5 Commissions.
  - Make documented recommendations of a process for recruiting and selecting members of the Title 5 Commissions.
  - Other ideas?

Possible Actionable Steps for the HRC

- Considering the HRC Duties and Responsibilities of Advocacy, Conducting Research, and Recommending Policies, how might we approach action regarding Indicator 50?
  - Follow up to David Blatt's research to make any needed updates and explore general policy recommendations that the HRC could back. After vote, document recommendations and submit to area legislators.
  - Explore David Blatt's policy recommendations as they pertain to specific populations (unhoused, developmentally disabled, veterans), as identified by Rebecca Hubbard, document recommendations, and submit to area legislators.
  - Create informational pamphlet to educate the public on destigmatization of various groups impacted by Rebecca Hubbard's mental health initiatives; distribute to stakeholders.
  - Explore ways to advocate for the education of children and adolescents to support the work of TVC and Teach for America.
  - Other ideas?

Conclusion

Be thinking about these options and what might be most workable for us as a Commission!

Human Rights Commission

Regular Meeting | March 17, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Dezeray Edwards, Drew France, Anthony Meadows, Josiah Robinson, Joshua Starks, Dave Walker

Commissioners Absent: Larissa McNeil, Katie Eller Murray, Amanda Peregrina, Parisa Pilehvar, Tamecca Rogers, Andrea Walker

I. Call to Order and Introductions

a. Vice Chair Robinson called the meeting to order at 3:31 pm.

II. Approve Meeting Minutes

a. Vice Chair Robinson entertained a motion to approve the February meeting minutes.
    i. Commissioner France made a motion, Commissioner Bakhsh seconded.
        1. Aye: 6, Nay: 0, Abstain: 1 (Commissioner Starks)
    ii. Motion carried, February meeting minutes approved.

III. Guest Speaker: Nathan Pickard, City of Tulsa Auditor

a. Nathan Pickard introduced himself and shared a handout (Appendix 1). Nathan is in his first term as City Auditor and took office on December 2, 2024. Been meeting with Tulsans and various groups to learn how to better serve the city.
b. Nathan shared the core commitments of the Office of the City Auditor. The office is independent and objective, City Auditor is an elected position. Hasn't been on the ballot in many years due to being run unopposed, but Nathan has been working to get the word out so that is not the case in the future.
c. Reviewed the duties required of the City Auditor. Internal auditing is a way to see if procedures and policies are efficient.
d. Commissioner France asked for a real-world example of something a past auditor has accomplished.
    i. Nathan: Ensuring Human Resources hiring and promotions process is efficient and effective. Improving sewer cleaning procedures.
e. Commissioner Edwards: Do we have a set of standards/best practices to stack up City of Tulsa performance against cities of similar size? For example, 911 response times.
    i. Nathan: Yes, have a standard to measure against.
    ii. Commissioner Edwards: What is the best way to engage your office with a particular issue?

iii. Nathan: Engaging more directly with residents as well as the authorities, boards, and commissions to hear these ideas.

f. The office is adding a form to the website for all residents to request audits. Also Reviewing trends in 311 calls.

g. Historically, the office will perform about ten audits per year in addition to responding to ethics investigations and special requests.

h. Commissioner Q&A

i. Vice Chair Robinson asked questions about the schedule of auditing plans. Nathan shared that the plans follow the City's fiscal years, so they begin in July and end in June. He took office in the middle of the previous auditor's plan and is following through on the existing plan. His term is two years, though will be a four-year term moving forward, and the plans are for one fiscal year.

ii. Casey: Purpose of HRC is to help monitor the human rights complaints process, which is perceived to be antiquated. Does that fit within your purview?

1. Nathan: Very possibly. Previous auditor did a DEI audit.
2. Casey: don't think we ever saw that
3. Vice Chair Robinson echoed the concern about the complaints process. There have been attempts to make to make to it more accessible in the past, but those efforts haven't gone anywhere. Opportunity to address in ordinance and internal processes.

iii. Commissioner Edwards: Tulsa has done a number of surveys that often get shelved. Have those been looked at to identify easy wins? Noted several surveys that have been done in the past, will send reports to auditor's office. Would need to dive into data to see if different areas of the city are being served differently.

1. Nathan agrees this is a good idea.

iv. Commissioner Starks voiced concerns related to the risk of state or national pressure on the city, putting programs in jeopardy. Want to know if the office is looking at a higher level at how state and national funding may impact local initiatives. Nathan made a note to look into this.

v. Commissioner France asked Nathan to share his vision and idea for the office that might intersect with HRC.

1. Nathan: Biggest priority is increasing community engagement. Have begun looking at how the City can do a better job with community engagement across all departments, will present findings and opportunities. Want to have a complete feedback loop with the community to get more residents involved to have needs of community addressed.
2. Commissioner Bakhsh: Appreciate the transparency component. Would love to learn more about recruitment/engagement efforts for residents to join authorities, boards, and commissions.

vi. Commissioner Walker: Do your office hold other community entites that receive funds from the City accountable to proper practices?

1. The question of jurisdiction is something Nathan seeking clarity on from the City Attorney. May be a right to audit clause in contracts.

vii. Commissioner Bakhsh: What does community engagement mean to you?
1. Nathan: Raising awareness of the office, attending town halls.
2. Measure qualitative and quantitative data.
3. Vice Chair Robinson: How does your community engagement approach differ from previous auditors?
a. Nathan shared that most cities don't have an elected auditor, and when they are elected it makes them responsible to the people. Previous auditors have been more traditional and focused on internal audits.

IV. Vice Chair Report

a. Vice Chair Robinson highlighted Agenda Item V. Have been working with Chairwoman Walker to streamline processes to make meetings more efficient and effective. Opportunity for call to action, no pressure to share. Chairwoman Walker can provide more details when she is back next month.

V. Committee, Liaison, and Title V Commissions Calls for Action

a. Commissioner Bakhsh: Fair Housing Committee is supporting an education event on April 1. Collaborating with the Tulsa Fair Housing Partners, will have future sessions focused on realtors and landlords. Posed opportunity to Commissioner Starks to organize a Fair Housing event focused on veterans.

VI. Old Business – no old business

VII. New Business – no new business

VIII. Announcements / Public Comments

a. Public Comment from Aaron Griffith: Shared idea of two new commissions: Men's Commission (address men's mental health) and Labor Rights and Relations Commission (support workers rights, address minimum wage and poverty). Vice Chair Robinson noted that while HRC doesn't have the power to establish commissioners, Aaron's perspective is noted.
b. Lexi introduced Natalie, the Department of Resilience and Equity's new team member.

IX. Adjournment

a. Vice Chair Robinson entertained a motion to adjourn the meeting.
i. Commissioner France made a motion, Commissioner Meadows seconded.
1. Aye: 7, Nay: 0
ii. Motion carried, meeting adjourned at 4:16 pm.

Appendix 1

1

Core Commitments

- **Mission:** We provide accountability and build community trust by listening to residents and employees, performing audits, reviews, consulting, and reporting.
- **Vision:** City of Tulsa is exceeding the expectations of our residents.
- **Values:** Independence, accountability, trust, access

2

Independent And Objective

- City Charter Article IV, Section 1. – Office of the city auditor created
  - "The **City Auditor shall be elected**..."
- City Charter Article IV, Section 4. – Budget
  - **"City Auditor shall not be subject to item veto or reduction by the Mayor."**
- City Charter Article IV, Section 5. – Production of records and accounts
  - "All officers, employees, divisions, departments, boards, authorities, commissions, and agencies of the city shall produce and make available to the City Auditor **any records, accounts, personnel, facilities, and inventories** which the City Auditor may request or require."

3

Required of Auditor

- City Charter Article IV, Section 3. Duties:
  - States the City Auditor shall:
    - Examine periodically the accounts of all offices, divisions, departments, boards, authorities, commissions, and agencies of the city...;
    - Report to the Mayor and the Council the action taken by any office, employee, division, department, board, authority, commission, or agency on the recommendations of the City Auditor;
    - Perform such other duties and services as the Council may require by ordinance or resolution.
- Ordinance Title 12 – Chapter 6. Ethics Code
  - City Auditor is appointing and investigating authority for Mayor and investigating authority for individual Councilors.
- Ordinance Title 4 – Section 207. - Additional Duties
  - "The City Auditor shall examine periodically the **City of Tulsa's performance**, governance processes, risk management processes and systems of internal controls, and report in writing the results of such examinations to the Mayor and the City Council."

4

We Listen

- The word auditor is Latin for "hearer"
- How we listen:
  - Annual risk assessment
    - Interviews with department heads
    - Survey of departments
  - Ethics hotline
  - Special Requests
  - Councilors, authorities, boards, commissions, town halls
  - Surveys of Tulsans
    - 311 Hotline
    - Electronic media
  - Outcomes of Tulsans
    - Public peace, order, morals, safety, health, and general welfare

5

We Evaluate

- How we evaluate historically
  - Annual Audit Plan
    - Audits according to Institute of Internal Auditing standards
  - Ethics Investigations
  - Special Requests
    - Mayor
    - Council
- Additional goals for evaluating
  - Agile assessments
    - Quick
    - Collaborative
    - Across departments and other stakeholders

6

We Inform

- Independent, risk-based, and objective **assurance, advice, insight, and foresight**
- Trusted independent reporting
  - Trusted by employees
  - Trusted by residents
- Accessible
  - Employees value and access City Auditor's Office as a resource
  - Residents have access to the necessary data, information, knowledge and insights about their government

7

CITY OF TULSA

How you reach us:

Follow us at Tulsa City Auditor on

TikTok

New website coming soon

8

Human Rights Commission

Regular Meeting | April 21, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Dezeray Edwards, Drew France, Larissa McNeil, Anthony Meadows, Parisa Pilehvar, Josiah Robinson, Tamecca Rogers, Joshua Starks, Andrea Walker, Dave Walker

Commissioners Absent: Katie Eller Murray, Amanda Peregrina

I. Call to Order and Introductions

a. Chairwoman Walker called the meeting to order at 3:31 pm.

II. Compassionate Tulsa Award Presentation

a. Chairwoman Walker turned the meeting over to Compassionate Tulsa's Chair Dr. Gary Peluso.
b. Gary shared Compassionate Tulsa is working on getting to know HRC Commissioners better, told Commissioners to look for an invite to meet with him.
c. Compassionate Tulsa Award given to Jana Rugg.

III. Approve Meeting Minutes

a. Chairwoman Walker entertained a motion to approve the March meeting minutes.
    i. Vice Chair Robinson made a motion, Commissioner Bakhsh seconded.
        1. Aye: 10, Nay: 0, Abstain: 0
            a. Commissioner Starks was not yet present in the meeting.
    ii. Motion carried, March meeting minutes approved.

IV. Guest Speaker: Mayor Monroe Nichols

a. Mayor Nichols began by expressing his appreciation for the Title V Commissions.
b. Shared priorities as mayor: homelessness, economic growth balanced across the City, families and children, public safety, and tribal partnership.
    i. Potential cuts to mental health will impact goal of reaching functional zero homelessness. Working to communicate true impact.
    ii. Increasing shelter capacity: low barrier shelter, winter weather shelter, compassionate homeless decampment
    iii. Bad things can happen quickly, building sustainable systems takes longer.
c. Student outcomes: Office of Children, Youth, and Families
    i. Cross-connecting with housing and education and identifying where City plays a role.

   ii. First children's cabinet meeting in two weeks.
d. Public safety: Commissioner Laurel Roberts in the Mayor's Office will align public safety resources and accountability in Mayor's office.
   i. 650+ folks diverted from law enforcement interactions to mental health services in March 2025 through 911 system
   ii. Family and Children's Services clinician embedded in 911 call center listening to calls & flagging for mental health interventions.
   iii. Spay & neuter voucher included with citations, people are now calling asking to be cited so they can receive the discounted service. Working with animal-serving organizations to bring needed services to the community.
e. Tribal partnership: Have dismissed cases and referred them to tribal courts [Muscogee (Creek) Nation] and working on a framework to do this with regularity moving forward.
f. Values-driven leadership, collaborative problem solving.
g. Commission Discussion:
   i. Commissioner Edwards: Appreciate the conversation about 911, which also came up last month with the City Auditor. If someone wants to know about 911 changes, where do we learn more?
      1. Mayor: Not sure there is a website, the press conference announcing the mental health provider role was last week. Happy to share any information needed. Working on continued improvement for the system.
   ii. Chairwoman Walker: HRC's focus is on civic engagement. What can we do to support your work or serve as a resource?
      1. Mayor: Want people from all backgrounds to be represented in the priority areas. Need trusted messengers, City communication to commissions to bring the voice of the people to government. Must elevate community issues, needs, and opportunities.
   iii. Commissioner Bakhsh: Are you looking at homelessness work in tiers? Fair Housing Committee has discussed opportunities to review contracts and infuse mental health/trauma-informed lens throughout the process.
      1. Mayor: Largest provider of outreach services for the City is GRAND Mental Health, almost no cases in which a City employee is doing outreach. Offered to have a future meeting with partners (ie: Housing Solutions, GRAND) to dive deeper into operations. Could have HRC lean in with eviction mitigation work and be part of the policy-making process.
h. Mayor Nichols closed by reflecting that if HRC sees anything the City can be doing differently or better, share with the Mayor's Office. A lot of people are counting you.

V. Chair / Vice Chair Report – no report

VI. Review and Vote: Updated HRC Operational Process Document

a. Chairwoman Walker highlighted changes from the original HRC Operational Process Document. Reasoning is to make more efficient use of meeting time.
    i. Commissioner France added that having advanced notice is helpful to review materials and make an informed decision. Lexi clarified that the call to action will be included in the agenda and any supplementary materials will be sent in advance of the meeting.
    ii. Commissioner Bakhsh noted that sometimes urgent issues arise that need to be added closer to the meeting date.
b. Chairwoman Walker entertained a motion to approve the updated HRC Operational Processes Document.
    i. Commissioner Pilehvar made a motion, Commissioner Rogers seconded.
        1. Aye: 11, Nay: 0, Abstain: 0
    ii. Motion carries, updated HRC Operational Processes Document approved.

VII. Discussion and Vote: 2025 HRC Goals and Action Plan

a. Chairwoman Walker reviewed the 2025 Goals and Action Plan.
    i. Recognized Commissioner Bakhsh for drafting the language for Goal 1.
    ii. Might need to limit in scope to make feasible for one year.
b. Commission Discussion:
    i. Commissioner McNeil: Will current committees adjust to do this work?
        1. Chairwoman Walker: Open to discussion. Might create a committee or two to focus on particular goals or action steps.
    ii. Vice Chair Robinson: Believe Goal 1 is important. Partnering with City Auditor's office seems like a promising pathway to identify opportunities to adjust or update.
        1. Chairwoman Walker added that this is something that HRC has talked about for a long time. Will be more involved than simply fixing a document, may have more far-reaching implications.
    iii. Commissioner Pilehvar reflected that these goals feel right to ensure we know what human rights violations are happening. Don't know what is going to happen in the future. Want to learn more about current complaint filing process. Worry that only focusing on ABC recruitment has too many barriers
        1. Commissioner France: Need to agree on what the problem to be solved is and what is not optimized, then determine how to make that improvement.
    iv. Chairwoman Walker noted that both goals tie back to community engagement and having voices heard.
    v. Commissioner Rogers: Is there a list of what's in our jurisdiction?
        1. Chairwoman: Can look at City Ordinance.
        2. Commissioner Edwards raised the need for an HRC orientation.

3. Lexi noted that the City Attorney created a one pager answering this question, currently being reviewed by Chairwoman Walker and Vice Chair Robinson and will be send to all HRC.

vi. Commissioner Edwards also pointed to the diverse representation practices in Goal 2.

vii. Commissioner Bakhsh raised that HRC has talked about the complaints process since she joined HRC, have previously come across roadblocks and seen that many folks in the City have small pieces.

1. Commissioner Starks agreed it's been a conversation for the six years he's been on HRC. How do we get the information out there more, how do we meet people where they're at? Examine how we're marketing and receiving information, need multiple strategies.
2. Chairwoman Walker proposes adding another objective to create an educational tool.
3. Commissioner Bakhsh shared her experience being at fair housing events and making connections.

c. Chairwoman Walker checked the group consensus that HRC wants to work on both goals, with Goal 1 being a priority.

d. Chairwoman Walker entertained a motion to approve the 2025 HRC Goals and Action Plan as a working document, adding an educational outreach outcome to Goal 1.

i. Commissioner France made a motion, Commissioner Edwards seconded.

1. Aye: 11, Nay: 0, Abstain: 0

ii. Motion carried, 2025 HRC Goals and Action Plan approved as a working document with one addition.

VIII. Committee, Liaison, and Title V Commissions Calls for Action – no calls to action

IX. Old Business – no old business

X. New Business – no new business

XI. Announcements / Public Comments – no announcements or public comments

XII. Adjournment

a. Chairwoman Walker entertained a motion to adjourn the meeting.

i. Commissioner Edwards made a motion, Commissioner Bakhsh seconded.

1. Aye: 10, Nay: 0

a. Commissioner Pilehvar left the meeting prior to the motion.

ii. Motion carried, meeting adjourned at 4:42 pm.

CITY OF TULSA
CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Human Rights Commission

Regular Meeting | June 16, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Ana Barros, Dezeray Edwards, Drew France, Katie Eller Murray, Parisa Pilehvar, Josiah Robinson, Tamecca Rogers, Joshua Starks, Andrea Walker, Dave Walker

Commissioners Absent: Casey Bakhsh, Larissa McNeil, Anthony Meadows, Amanda Peregrina

I. Call to Order and Introductions

a. Chairwoman Walker called the meeting to order at 3:38 pm.

II. Guest Speaker: La Kendra Carter, Compliance Officer at City of Tulsa

a. La Kendra Carter distributed copies of the Human Rights Complaints summary report for January 2025 – June 2025.
b. La Kendra shared she receives more housing and ADA complaints than other types of complaints. She will refer folks to legal support if the complaint is beyond her capacity to mediate a solution.
c. So far in 2025 have not received a large volume of complaints. Can be alarming, because La Kendra knows there are concerns but people may not know where or how to voice a complaint. More education is needed.
d. Commissioner Edwards: Are we more reactive or is there a way to be proactive? For example, have we engaged The Center for Individuals with Physical Challenges to know where ADA challenges may be?
    i. La Kendra: Have not contacted The Center directly to partner with them, but open to it.
    ii. Commissioner Edwards: Mosaic with the Tulsa Regional Chamber may be a good partner as well.
e. Commissioner Edwards also asked a question about a particular intersection where there is no sidewalk connecting apartment complexes to stores in the area. Does that qualify as a complaint or is there another department that addresses that? La Kendra shared that she would not handle that but can make connections to the right people. Can also contact the City Councilor for that district.
f. Commissioner Starks asked a clarifying question about what calls or complaints are represented in the report. How far along in the process do they need to make it to be in the report? La Kendra clarified that she includes calls taken through 311 or that come directly to her via email or phone.

g. Commissioner Starks recommended getting refrigerator magnets with the number to call for complaints. La Kendra said the department is getting merch so she will add that to the list.
h. Commissioner Barros: How are you currently educating community on the human rights complaints process?
    i. La Kendra: Community events, mail inserts, face to face conversations with individuals.
    ii. Commissioner Barros: Want to help people know what it means to have a complaint, can be guided by the categories. Need to partner with people who are trusted messengers or key organizations to make sure they have this information.
    iii. La Kendra shared there were more inquiries after the fair housing water bill insert in 2024, spearheaded by Commissioner Bakhsh. Example of a successful outreach. Would like to do this again with general human rights information (ie: defining discrimination). Do have community partners, and there is opportunity to work with them more.
i. La Kendra gave a presentation on the human rights complaints process. (Presentation included in Appendix 1)
    i. Department of Resilience and Equity (DRE) can assist with contract discrimination, housing discrimination, public accommodation, and ADA grievances. Individuals do not need to know which category the complaint falls under in order to start the process.
    ii. Three ways to file a complaint with the City of Tulsa:
        1. Download complaint form online, sign and drop off at City Clerk.
        2. Call 311 and complete a short intake form over the phone. The form goes to DRE and the resident will be contacted or directed to the appropriate resource.
        3. Complete a short intake form on 311 online. The form goes to DRE and the resident will be contacted or directed to the appropriate resource.
        4. Commissioner Rogers asked if individuals have to file in person with the City Clerk. La Kendra clarified that it has to be delivered in person or the hard copy can be mailed. As of right now, there is no electronic signature process but it's not out of the question. Commission discussion ensured about the accessibility and prevalence of electronic signatures.
    iii. After a complaint is filed, an investigation follows.
    iv. Chairwoman Walker thanked La Kendra for her presentation.

III. Approve Meeting Minutes

a. Chairwoman Walker entertained a motion to approve the April meeting minutes.
    i. Vice Chair Robinson made a motion, Commissioner Starks seconded.
        1. Aye: 10, Nay: 0
    ii. Motion carried, April meeting minutes approved.

IV. Chair / Vice Chair Report

a. Chairwoman Walker welcomed the new commissioner, Ana Barros. Commissioner Barros introduced herself and shared why she wanted to serve on the Human Rights Commission.
b. Chairwoman Walker recognized Vice Chair Robinson for his service on the commission as he prepares to roll off. Vice Chair Robinson shared it is bittersweet and has been an honor to serve.
c. Vice Chair Robinson reported that this week, City Council will vote to update the Human Rights Ordinance to expand protections in public accommodations based on sexual orientation, gender identity, and veteran status. Has been working with Commissioner Starks. These recommendations were first presented in 1994, with efforts beginning in the 1970s.
d. Chairwoman Walker recognized May was Mental Health Awareness Month, June 1 was the first Tulsa Race Massacre Observance Day, Juneteenth is June 19, and June is Pride Month.

V. Discussion and Vote: Vice Chair for Remainder of 2025

a. Chairwoman Walker has communicated with Commissioner France, who founded and chairs the Humanitarian of the Year award as well as serving as chairing the Community Relations Committee. Commissioner France has agreed to serve as Vice Chair at this time.
b. Chairwoman Walker nominated Commissioner France as Vice Chair and opened the floor for other nominations.
    i. No additional nominations.
c. Chairwoman Walker entertained a motion to elect Commissioner France as Vice Chair of the Human Rights Commission for the remainder of 2025.
    i. Commissioner Pilehvar made a motion, Commissioner Barros seconded.
        1. Aye: 10, Nay: 0
    ii. Motion carried, Commissioner France elected as Vice Chair for the remainder of 2025.

VI. Committee, Liaison, and Title V Commissions Calls for Action

a. Commissioner Starks noted the 10:30 am City Council committee meeting (Floor 4 Meeting Room) at 5 pm City Council meeting (Council Chambers) is when the human rights ordinance will be discussed.
    i. City Councilor Jackie Dutton invited commissioners to the 10:30 am meeting.
    ii. Chairwoman Walker noted it is a good time to call your own City Counselor.

VII. Old Business

a. Chairwoman Walker reminded commissioners of the two goals they approved in the April meeting. Would like to form two working groups, each focused on addressing one goal.
    i. Goals:
        1. Improve Tulsa residents' access to the City of Tulsa Department of Resilience and Equity's resources by modernizing, streamlining, and removing barriers to the City of Tulsa's human rights complaint filing process.

2. Increase diverse representation and equitable recruitment practices across all City of Tulsa authorities, boards, and commissions.

ii. Noted that work will need to happen outside of HRC meetings.

iii. Discussed expanding meeting times or meet in smaller groups outside of HRC meeting days.

iv. Chairwoman Walker opened the floor for commissioners to select which working group they would like to be on. Also selected a chair of each working group.

1. Improve access to the Department of Resilience and Equity's resources:
    a. Vice Chair France (Working Group Chair)
    b. Commissioner Eller Murray
    c. Commissioner Starks
    d. Commissioner Barros
    e. Commissioner Peregrina
    f. Commissioner David Walker
    g. Commissioner Rogers
2. Improve representation on authorities, board, and commissions:
    a. Commissioner Pilehvar (Working Group Chair)
    b. Commissioner Bakhsh
    c. Commissioner McNeil
    d. Commissioner Edwards
    e. Commissioner Meadows

VIII. New Business

a. Chairwoman Walker shared that Compassionate Tulsa would like to connect with commissioners, so if you have not opted out of your email being shared with their chair then you are on the list for them to reach out to you.

IX. Announcements / Public Comments

a. La Kendra: Freedom Through Wealth Juneteenth event June 21, 10am – 2 pm
b. Commissioner Rogers: Empower Through Opportunity event June 19, 3 – 6 pm

X. Adjournment

a. Chairwoman Walker adjourned the meeting at 4:45 pm.

Appendix 1

How To File A Discrimination Complaint

La Kendra Carter – Compliance Officer

Mayor's Office of Resilience and Equity (MORE)

CITY OF Tulsa
A New Kind of Energy

MORE Can Assist With The Following Complaints:

- **Contract Discrimination**
  No employer shall engage in any unlawful employment practices while doing business with the City of Tulsa.
- **Housing Discrimination**
  It shall be unlawful to fail or refuse to sell, rent, or lease real property; or fail or refuse to lend, guarantee loans, accept mortgages or otherwise make available funds for housing.
- **Public Accommodation**
  It shall be unlawful to deny or refuse goods, services, merchandise, commodity or accommodation; or segregate or require the placing of any person in any separate section or area of the premises or facility of a place of public accommodation.
- **ADA Grievance**

Ways To File A Complaint With The City of Tulsa

Option 1	Option 2	Option 3
Download the complaint form on the MORE webpage	Call 311 and representative will complete a short intake form over the phone	Complete the short intake form on 311 online
Sign and drop off at City Clerk	Intake form goes to MORE and resident will be contacted or directed to appropriate dept. or resource	Form goes to MORE and resident will be contacted or directed to appropriate dept or resource
https://www.cityoftulsa.org/government/departments/resilience-and-equity/	• Contact Customer Care is open M-F 8 a.m. - 5 p.m. • Call 311 or (918) 596-2100	**https://tulsa311.com/site/wss/home**
See investigation process on next page	See investigation process on next page	See investigation process on next page

Internal Procedure:
Complaint Intake Process

Complaint forms should be mailed to/dropped off at the City Clerk (CC) desk on the 2nd floor.

- **Upon receipt of the complaint form, the City Clerk (CC) will date stamp the form and record receipt of the form according to their protocol.**
- **After the completion of CC's intake process. CC will email the Mayor's Office of Resilience and Equity (MORE) receipt of the complaint form.**
- **CC will deliver the original stamped complaint form and a copy of the stamped complaint form to the MORE designee – the MORE designee will use the MORE date stamp to stamp both copies of the complaint forms presented. The original copy CC will keep and retain in their office, the 2nd copy will be retained on file in the MORE office.**

Please mail or drop off complaint forms to:
Office of the City Clerk
175 E. 2nd St., Suite 260
Tulsa, OK 74103-3223

MORE Contact Information:

Resilient@cityoftulsa.org

Mayor's Office Receptionist:
918-596-7411

Human Rights Commission

Regular Meeting | August 16, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Anna Barros, Dezeray Edwards, Drew France, Larissa McNeil, Anthony Meadows, Katie Eller Murray, Amanda Peregrina, Parisa Pilehvar, Joyce Roberts, Tamecca Rogers, Andrea Walker

Commissioners Absent: Joshua Starks, Dave Walker

I. Call to Order and Introductions

a. Chairwoman Walker called the meeting to order at 3:32 pm.

II. Approve Meeting Minutes

a. Chairwoman Walker entertained a motion to approve the June meeting minutes.
    i. Commissioner Eller Murray made a motion, Commissioner Meadows seconded.
        1. Aye: 9, Nay: 0, Abstain: 1 (Commissioner Roberts)
            a. Commissioners Pilehvar and Edwards were not yet present in the meeting.
    ii. Motion carried, June meeting minutes approved.

III. Chair / Vice Chair Report

a. Chairwoman Walker talked about Safe Move Tulsa, a City Council initiative to address homelessness. If City Council votes to fund the initiative, it will house 150 people currently living on the streets and another 150 currently in shelters. The program will pay rent for a year and provide assistance with employment, addiction services, financial literacy, and more. with the goal that in 12 months individuals can self-sustain. It is a $6 million package.
b. Chairwoman Walker also elevated mental health statistics from Health Minds Policy Initiative.
    i. Statistics:
        1. 1 in 4 mental illness in Oklahoma (53% don't receive treatment).
        2. 1 in 5 substance use disorder (74% don't receive treatment).
        3. Suicide is the 10th leading cause of death in Oklahoma.
    ii. City Council went on a tour to look at mental health crisis response in Tulsa. The key needs are having someone to call, someone to respond, and somewhere to go.
        1. COPES is embedded in the 911 call center24/7, diverting 560 calls since March.
        2. COPES mobile crisis response teams responded to 4,500+ calls in 2024.

3. The sobering center integrated with GRAND Mental Health in 2024 and Tulsa will open a psychiatric care center in 2026.

iii. Enhanced focus on children and families: The Mayor's Office of Children, Youth, and Families (MOCYF) and the Children's Cabinet have a goal of putting 15,000 additional youth on the path to economic mobility.

1. Chairwoman Walker represents HRC on the Children's Cabinet.
2. Commissioner Barros offered to answer any questions about MOCYF since she works at Impact Tulsa.

IV. Committee, Liaison, and Title V Commissions Calls for Action

a. Discussion and Vote: Letter to City Council supporting Human Rights Ordinance that Unifies the Nondiscrimination Protections in Public Accommodations and Housing

i. The letter presented to commissioners (sent via email in advance of the meeting and printed copies) was drafted by Vice Chair France.

ii. Chairwoman Walker entertained a motion to approve the letter and distribute to City Council.

1. Commissioner Bakhsh made a motion, Commissioner Peregrina seconded.
2. Commission Discussion:

a. Vice Chair France shared the letter is an opportunity to inform City Council's decision. Noted the council's timeline of revisiting the ordinance discussion later in August and voting on September 10. Vice Chair France and Chairwoman Walker worked with a 2SLGBTQIA+ Committee working group.

i. HRC also sent a letter in 2023 when this issue previously came up.

ii. Working to unify anti-discrimination language across city code, creating equity for all Tulsans to live without fear of discrimination.

b. Commissioner Eller Murray thanked Vice Chair France for taking this on. Important for HRC to write something. Are there statistics that can be included to demonstrate the need for consistency in language?

i. Vice Chair France noted the urgency of this matter, so if statistics were to be added it would need to be done quickly.

c. Commissioner Rogers: The letter is great, and protection only as strong as peoples' accessibility to file a complaint.

i. Vice Chair France agrees it's not a silver bullet, but an important milestone.

d. Commissioner Barros: How would a letter like this be presented in the past? Lexi explained it's delivered directly to City Council.

e. Commissioner Barros: Are points in the letter based on hesitations from councilors who are on the fence?

    i. Vice Chair France: Primary talking points previously was about having more time to gather information and deliberate. There has been concern about drawing attention to Tulsa based on the federal environment.

f. Commissioner Pilehvar offered that the ordinance change is not revolutionary, other cities are doing it, simply updating for consistency. Appreciates the “right thing to do” language.
g. Commissioner Barros suggested adding a more concrete example of what it means to have this ordinance in practice. Vice Chair France noted that this is in concert with other strategies that will humanize the issue with personal stories. Not sure if this letter is the best place to include those stories.
h. Commissioner Eller Murray: Does it make sense to offer support and guidance to City Council so they don’t feel this is only on them?
i. Chairwoman Walker noted that no commissioners are voicing that HRC should not send a letter, so the conversation shifts to possible amendments.
j. Commissioner Eller Murray proposed including statistics that show the impact on the community.
    i. Commissioner Bakhsh proposed brainstorming what stats might be compelling.
    ii. Commissioner Barros: Size of the community.
    iii. Commissioner Bakhsh: Demonstrate the need for under-protected classes to be added to the ordinance.
    iv. Commissioner Pilehvar: There is risk in making letter too long, also risk in having inaccurate data. Could simply name that at this time, if someone faces discrimination based on these identities, they have no recourse at the city level.
k. Vice Chair France reiterated the power in HRC having a unified voice and representing a variety of different groups.
    i. Commissioner Bakhsh appreciates the opening paragraph listing HRC representation for this reason.
l. Commissioner Pilehvar offered an addition of one sentence describing HRC’s focus on the human rights complaints process.
m. Commissioner Barros reminded the group that the letter may feel symbolic, but there are concrete actions that can or can’t be taken as a result of the policy.
n. Commissioner Bakhsh reminded commissioners that they can speak to councilors.
o. Commissioner Eller Murray emphasized the importance of councilors seeing HRC as a resource.
p. Commissioners identified three amendments:

i. Offer HRC as a resource to City Council in the first paragraph.
ii. Position HRC as the body that oversees human rights in Tulsa in the last paragraph.
iii. Specify that these updates will enable Tulsans to file complaints of discrimination based on sexual orientation, gender identity, and veteran status in the last paragraph.

iii. Chairwoman Walker entertained a motion to approve the letter with three amendments and distribute to City Council.
1. Commissioner Pilehvar made a motion, Commissioner Barros seconded.
a. Aye: 12, Nay: 0, Abstain: 0
2. Motion carries, the letter is approved with three amendments and will be distributed to City Council.

iv. Commissioner Barros asked about the working group's media strategy so community knows HRC has taken this action.
1. Chairwoman Walker shared that's a possibility, the working group wanted to start soft with public strategies.

V. Humanitarian of the Year Award 2025

a. Update from Vice Chair France
i. Received four nominees from other Title V Commissions.

b. Commissioners Volunteer for Community Relations Committee, Tasked with HOTY Award Selection
i. The Community Relations Committee, chaired by Vice Chair France, will review nominations and select honoree(s) and prepare for event in December.
ii. Commissioners Rogers and Eller Murray volunteered.
iii. Vice Chair France will send two committee members the nominations and set up a time to meet.
iv. Commissioner Rogers asked if HRC can honor youth.
1. Vice Chair France said the award is open regardless of age.
2. Commissioner Rogers clarified she's interested in discussing adding a youth-specific award.

VI. Discussion and Possible Action: HRC Setting Up Tulsa Community Foundation Account

a. Vice Chair France shared that one of the topics that came out of the Title V Commission Retreat is the idea of commissions setting up a Tulsa Community Foundation (TCF) account. This has been an effective vehicle to hold donations to pay for programming for the Indian Affairs (GTAIAC) and Asian Affairs Commissions (AAC).
i. A fund would allow HRC to see what's possible with more resources.
ii. HRC can't build additional resources if there is no repository.

b. Commissioner Rogers asked if we can receive grants with an account, Vice Chair France confirmed that is the case.

c. Commissioner Roberts shared that GTAIAC uses the funds in their account to pay for Native American Day and Dream Keepers Awards.

d. Vice Chair France noted we'll need seed money to get it started.

e. Commissioner Eller Murray: Don't want to take away from other commissions.
    i. Vice Chair France shared he doesn't think HRC would take away from established donors to GTAIAC and AAC.
    ii. Commissioner Meadows: We won't be double-dipping.
    iii. Commissioner Eller Murray: We'll need to coordinate with other commissions.
f. Chairwoman Walker noted Compassionate Tulsa has a TCF account as a funds holder when folks want to donate.
g. Chairwoman Walker and Vice Chair France both noted we need more information to bring back to HRC.
h. Commissioner Pilehvar asked who is taking the lead, and Vice Chair noted he's already had an informal conversation with TCF and is willing to continue.
    i. Commissioner Pilehvar noted capacity and focus can be a challenge for HRC, especially if we don't have funding needs currently.
    ii. Vice Chair France: Hope it can be pretty turn-key. Agree this isn't the the top thing.
i. Commissioner Peregrina: HRC has talked about entering parades/festivals but can't pay the entrance fees. Would be nice to have that available.
j. Chairwoman Walker entertained a motion to start the process to look into potentially opening a TCF account for HRC.
    i. Vice Chair France made a motion, Commissioner Edwards seconded.
        1. Aye: 12, Nay: 0, Abstain: 0
    ii. Motion carried, Vice Chair France will look into potentially opening at TCF account for HRC.

VII. Old Business

a. Updates from Committee Chairs Aligned with 2025 HRC Goals
    i. Chairwoman Walker reminded commissioners of two goal-focused working groups.
    ii. Commissioner Pilehvar has asked about obtaining demographic data for ABCs. Will set a meeting with the working group with enough time to receive the data. Lexi affirmed she is working on getting the data.
    iii. Vice Chair France: Lexi researched and created a list of cities that have more modern options available. Will have a small group (including La Kendra) meet with City Legal and City Clerk, want to know what is available to us to make changes.
b. Chairwoman Walker provided an update from Compassionate Tulsa: Coffee chats with HRC members have been delayed but will still happen. Beginning to consider a city-wide event to celebrate our "many-ness" and "one-ness" within the next 12 – 18 months. Distributed the nomination form for Compassionate Tulsa Awards.
    i. Commissioner Peregrina offered to translate the nomination form into Spanish to make it more accessible to the community.
    ii. Commissioner Rogers asked who can nominate, Chairwoman Walker clarified that any Tulsan can submit a nomination.

VIII. New Business

a. Discussion: Possible HRC Response to Denver Ave. Boulder Installation

i. Commissioner Barros submitted the HRC Support Form on this topic and copies were provided to commissioners prior to the meeting.
ii. Commissioner Barros wanted to gauge interest on this topic. A few weeks ago, large boulders were installed near the bus station at Denver Avenue downtown. There has been a large response from community identifying these boulders are precluding people from existing in the shade, has been considered hostile architecture (built environment preventing sitting or laying down to prevent folks from congregating, which mostly affects unhoused individuals). There are very few places left downtown where people can exist in the shade for free.
    1. Gauging interest in meeting outside of commission meetings to consider drafting a letter to City Council and Mayor Nichols.
    2. How can HRC provide guidance or be a voice for those who are harmed by this decision?
iii. Commission Discussion:
    1. Commissioner Rogers: Why were the boulders placed there, were there alternative solutions? There were probably discussions we weren't aware of behind the scenes.
        a. Commissioner Barros: Can ask to meet with Mayor Nichols to ask those questions. From another public meeting, sounds like there are reports of folks being or feeling unsafe at the bus station, identified that people congregating was a cause. The City partners with BeHeard Movement to provide shuttles five days a week to their location for laundry, case management, but this is not an available resource during evenings or weekends.
    2. Commissioner Pilehvar: This is something that affects people of many identities. Does this actually violate the human rights ordinance? Because it affects people of all identities, HRC can still be the right group to call a meeting since we represent a cross section of community groups. Can we take this up under the guise of violating the human rights ordinance? Or should we have more general public engagement?
        a. Commissioner Barros agrees there needs to be more digging into this.
    3. Commissioner Bakhsh: Has the Mayor's Office released a statement to address the process that led to this decision? Would like to be reassured that there are people who Mayor Nichols is going to receive advice related to this issue, community partners. We may not have enough information. Want to be part of the change and progress.
    4. Commissioner Eller Murray: The Last response in the news from Mayor Nichols was a public meeting, during which he shared the boulders will be an art instillation.
    5. Dion'trae Hayes: These are valid questions, happy to go to Mayor's Office to get an update on this issue. Mayor Nichols always makes decisions in community and has a heart to get people into housing. There are

undeniable issues at this bus station. Don't want any part of our community to feel left out. She will provide HRC with an update.

a. Vice Chair France asked if someone from the Mayor's Office could come speak to HRC. Dion'trae will see if this is a possibility.

6. Commissioner Rogers: Do we have crime data for that specific area?
    a. Dion'trae shared the data can be requested from the Tulsa Police Department.
    b. Commissioner Barros asked how we make that request, Dion'trae clarified that HRC can consider the request made.
7. Commissioner Rogers shared a personal story of feeling unsafe in this area.
8. Commissioner Barros questioned whether there is data to back up that installing boulders will enhance safety. Would like to see the documentation supporting that.
9. Vice Chair France encouraged commissioners to look at the Tulsa World's coverage of the public meeting. Would like the Mayor's Office to explain holistically what their strategies are.

IX. Announcements / Public Comments

a. Humanitarian of the Year Award Ceremony: December 11 at 6pm in City Council Chambers with Mayor Nichols as the keynote speaker.

X. Adjournment

a. Chairwoman Walker entertained a motion to adjourn.
    i. Commissioner Barros made a motion, Commissioner Meadows seconded.
        1. Aye: 12
    ii. Motion carried, motion adjourned at 4:41 pm.

Human Rights Commission

Regular Meeting | September 15, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Ana Barros, Whitney Cipolla, Drew France, Larissa McNeil, Parisa Pilehvar, Joyce Roberts, Tamecca Rogers, Andrea Walker, Dave Walker

Commissioners Absent: Casey Bakhsh, Dezeray Edwards, Anthony Meadows, Katie Eller Murray, Amanda Peregrina, Joshua Starks

I. Call to Order and Introductions

a. Chairwoman Walker called the meeting to order at 3:34 pm.
b. Chairwoman Walker welcomed the newest commissioner, Whitney Cipolla.

II. Approve Meeting Minutes

a. Chairwoman Walker entertained a motion to approve the August meeting minutes.
    i. Commissioner Roberts made a motion, Commissioner Barros seconded.
        1. Aye: 8, Nay: 0, Abstain: 1 (Commissioner Cipolla)
    ii. Motion carried, August meeting minutes approved.

III. Guest Speaker: Dion'trae Hayes, Chief Resilience Officer at City of Tulsa

a. This is the Department of Resilience and Equity's (DRE) first year as a standalone department. Being integrated into the City's core function signifies the importance of our work.
b. DRE's work is built on four pillars of resilience and six functional areas
    i. Pillars of resilience:
        1. Create an inclusive future that honors all Tulsans
        2. Equip all Tulsans to overcome barriers and thrive
        3. Advance economic opportunity for all
        4. Transform city and regional systems to improve outcomes for all Tulsans
    ii. Functional areas: Data and policy, financial empowerment, civic and community engagement, immigrant and refugee inclusion, mental health and well-being, justice and human rights
c. Two documents that guide DRE's work: Resilient Tulsa (published 2018), New Tulsans Initiative (immigrant & refugee inclusion).
d. What is a resilient city? Capacity of individuals, communities, institutions, businesses, and systems within a city to survive, adapt, and grow no matter what kinds of chronic stresses and acute shocks they experience.
e. Have to confront the past to work towards the future.

f. City's Language Access Policy: Translate vital documents across departments. Implementation is a work in progress and the City is making strides to be inclusive of major languages spoken by Tulsans.
g. Equity Dialogues: Trained Tulsans facilitate racial equity conversations. Dialogues are hosted primarily in libraries. We may not always understand or agree, but there is magic of shared understanding when discussing in small groups.
h. Some mental health work has been transferred under Dr. Jabraan Pasha and the Office of Mental Health and Well-being.
i. Dion'trae acknowledged HRC's role in the justice & human rights functional area of DRE. HRC's initiative and input is vital.
j. Welcoming Week: Nation-wide week of celebration of immigrant and refugee inclusion.
k. Community violence initiative: Terence Crutcher Foundation, Impact Tulsa, and Youth Services of Tulsa are partnering with the city to help pinpoint violence hotspots.
l. The upcoming Equality Indicators Summit will be an opportunity to be part of discussion of the indicators that are tracked.
m. Commission Discussion
    i. Commissioner Barros asked about the Language Access Policy: Who can use it, is it just for written materials or also for spoken interpretation?
        1. Dion'trae: The policy applies to documents at City that are used by the public, such as forms that the public needs to fill out. Can get more specific information. The City contracts with a company to do the work.
    ii. Chairwoman Walker: As a commission, is there anything in particular HRC can do to support DRE's work?
        1. Dion'trae: HRC has already started with their work supporting the nondiscrimination ordinance. Will keep HRC apprised of future opportunities to advance equity as they arise.

IV. Chair / Vice Chair Report

a. Update: Human Rights Ordinance
    i. Chairwoman Walker thanked the commission for their support to the updated human rights ordinance to protect 2SLGBTQIA+ and veteran communities. Councilor Bellis withdrew the item for a vote due to misinformation being spread. Chairwoman Walker read portion of Councilor Bellis's public statement.
        1. HRC could play a role in educating councilors and the Tulsa community in the future. Chairwoman Walker noted that HRC could add a third goal focused on ordinance or could integrate this effort into an existing goal.
    ii. Commission Discussion
        1. Commissioner Pilehvar: Worth being a separate project, but based on preliminary data related to Goal Two, these items could go together. To increase representation, people need to know what the ordinances are.
        2. Commissioner Barros noted that the ordinance could fit with increasing access to filing human rights complaints, as a big focus of that working group is education.
    iii. Chairwoman Walker will come back to HRC with an action plan.
b. Report: Compassionate Tulsa

i. Chairwoman Walker updated the commission that the Compassionate Tulsan nomination form is now available in Spanish on Compassionate Tulsa's (CT) website, as recommended by the commission.
ii. Governor Stitt initiated Operation SAFE. The stated purpose is to restore order and safety in Tulsa by reducing homeless encampments, picking up trash, and reducing criminal activity on state-owned properties. Unhoused individuals would have the choice to go to a treatment facility, homeless shelter, or jail. Undocumented immigrants would be handed over to ICE. Concerns include lack of consultation with Mayor Nichols, interference with efforts to alleviate homelessness (such as Safe Move Tulsa), and insufficient resources (such as shelter space).
iii. CT issued a statement to Tulsa World responding to Governor Stitt's Operation SAFE. Chairwoman Walker read the statement (Appendix 1).
iv. Chairwoman Walker invited discussion of if HRC would like to issue a similar statement or take a different action.
    1. Commissioner Dave Walker: The state cut funding to mental health services to the point that some will have to close, then they are uprooting those who are most in need of those resources. This operation hasn't done anything to address problems, including addiction and mental health. Over twice as many homeless individuals connect to shelters now due to outreach services. Don't see an end goal with this effort.
    2. Commissioner Barros: Channel 6 reported that only one additional person was connected to a shelter.
    3. Commissioner Rogers: The operation made the problem worse. People are still homeless, not getting help they need, and there is no money for support services such as mental health. It is a disservice to play politics with people's lives. People lost documents and have to figure out how to get ID's now. Wish HRC could do something besides write a strong letter.
    4. Commissioner Barros: Also important that we're staying true to our commitment of a compassionate Tulsa, not just when there is a public stunt. The sidewalk ordinance passed by City Council affects those experiencing homelessness, though hasn't been signed by Mayor Nichols yet. There are opportunities within Tulsa's policies to ensure harm is not perpetuated.
v. Chairwoman Walker proposed starting to draft a statement. Commission agreed that would be an acceptable starting point.

c. Update: Humanitarian of the Year
    i. Vice Chair France: 2025 will be the fourth year of the Humanitarian of the Year Award.
    ii. This year, HRC will honoring two Tulsans. Some themes emerged that tie the two awardees together: using the arts as a vehicle to improve our community and a lifetime of achievement.

iii. Awardees: Maybelle Wallace (Greater Tulsa Area African American Affairs Commissioner) and Winnie Guess Perdue (Greater Tulsa Area Indian Affairs Commissioner)
iv. The ceremony is on December 11 at 6pm, Mayor Nichols will be the keynote speaker.

V. Committee Updates Aligned with 2025 HRC Goals

a. Vice Chair France: Improve access to the City of Tulsa Department of Resilience and Equity's resources
   i. Recently met with the City Clerk and Jack Blair (head of City Legal) to discuss modernizing the complaints process. There was clear agreement about where we are and where we want to be in the near future.
      1. Tulsans can currently mail in complaints and are accepted at City Clerk's office.
   ii. Jack clarified opportunities to modernize by removing "City Clerk" from the ordinance. There is still a role for the City Clerk's office to help with document storage.
   iii. Currently, there aren't clear to-dos in this process that the working group can contribute to.
   iv. Dion'trae added that she, Lexi, and La Kendra will work with IT to determine next steps with electronic options and will keep Vice Chair France updated.
b. Commissioner Pilehvar: Increase diverse representation and equitable recruitment practices across all City of Tulsa ABCs
   i. Commissioner Pilehvar reminded HRC this goal is based on the Equality Indicator #49.
   ii. Received anonymized data for 290+ members of the City's authorities, boards, and commissions (ABCs).
   iii. Since it has been some time since committees were selected, Commissioner Pilehvar reopened the invitation to commissioner who wants to be involved in this project.
   iv. Question to ponder: What does it mean to have diverse and equitable representation?
   v. Commissioner Pilehvar noted some of her preliminary observations, including differences between age demographics in the Tulsa population versus what is represented on ABCs and that residents from City Council dictricts 4 and 9 make up more than half of ABC members.
   vi. Action Items: Finding the right data to compare to, identify which dimension of diversity the group will address first.
   vii. Vice Chair France asked which is the lowest represented district, Commissioner Pilehvar answered that it is districts 5 and 3. Vice Chair France reflected that district is an important way to think about diverse representation.

VI. Committee, Liaison, and Title V Commissions Calls for Action – no calls for action

VII. Update and Possible Action: Tulsa Community Foundation Account

a. Vice Chair France received a draft agreement to open an account soon before the meeting, so the commission will postpone review and possible action until next meeting.

VIII. Old Business

a. Discussion: Possible HRC Response to Denver Ave. Boulder Installation
    i. Chairwoman Walker read an email from Dana Walton, Mayor Nichols's Chief of Staff, with an official response regarding the boulders.
    ii. Commissioner Barros renewed the request for data that demonstrates that this decision addresses safety concerns. Doesn't feel her question of how this is an intervention for safety is resolved.
    iii. Commissioner McNeil shared it feels similar to moving people along or displacing people without long-term solutions.
    iv. Chairwoman Walker committed to responding to Dana.

IX. New Business – no new business

X. Announcements / Public Comments

a. Welcoming Week Events:
    i. Understanding Higher Education: Guide for Immigrant and Refugee Students (Tuesday at 11:30 at TCC's Northeast Campus)
    ii. Internationally Skilled Immigrants Workshop (Thursday at 5:30 at 7 N Cheyenne)
    iii. Connector Program Launch (Friday at noon at City Hall)
    iv. Who is my Neighbor hosted by ACTION Tulsa (Saturday at 10am at St. Mary Church)

b. Public Comments
    i. Councilor Dutton talked about data available through the Neighborhood Conditions Index.

XI. Adjournment

a. Chairwoman Walker entertained a motion to adjourn.
    i. Commissioner Rogers made a motion, Commissioner Cipolla seconded.
        1. Aye: 9
    ii. Motion carried, motion adjourned at 4:38 pm.

Appendix 1

Compassionate Tulsa Statement

In 2014 the Tulsa City Council and Mayor's office signed on to the International Charter for Compassion and pledged to become an even more compassionate city. The essence of that action was a pledge: to "do unto others as you would have them do to you" and to act to relieve suffering and uphold the dignity of all persons. The recent actions, authorized by the Governor, against our neighbors who live on public lands, are cruel in effect and the antithesis of compassionate action. Simply displacing persons, bulldozing and trashing their belongings, are ineffective actions that increase suffering. The causes of living unhoused remain unaddressed. While we sympathize with business owners and fellow citizens who deal daily with the consequences of the dearth of affordable housing, public sanitation stations, and health care, the Governor's program leaves those consequences untouched. Furthermore, this "operation" is inconsistent with Tulsa's better angels, with our commitment to become an even more compassionate city. What we in Tulsa, and around the nation, need is for our elected officials and state and local agencies to act to relieve suffering through compassionate policies and sustainable, effective practices. We commend the Mayor's and City Council's recent initiatives, along with the many non-profits and volunteers who work daily to fulfil the commitment the city made a decade ago to act in ways that relieve rather than increase suffering.

Human Rights Commission

Regular Meeting | October 20, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Whitney Cipolla, Dezeray Edwards, Drew France, Anthony Meadows, Katie Eller Murray, Parisa Pilehvar, Joyce Roberts, Dave Walker

Commissioners Absent: Ana Barros, Larissa McNeil, Amanda Peregrina, Tamecca Rogers, Joshua Starks, Andrea Walker

I. Call to Order

a. Vice Chair France called the meeting to order at 3:32 pm.

II. Compassionate Tulsa Award, Presented to Terry Berg

a. Dr. Gary Peluso presented the Compassionate Tulsa Award to Terry Berg.
b. Commissioners Roberts and Eller Murray arrived at 3:33 pm.
c. Vice Chair France made a pitch for folks to nominate individuals for the Compassionate Tulsa Award. The nomination form is on Compassionate Tulsa's website.

III. Approve Meeting Minutes

a. Vice Chair France entertained a motion to approve the September meeting minutes.
    i. Commissioner Dave Walker made a motion, Commissioner Meadows seconded.
        1. Aye: 9, Nay: 0
    ii. Motion carried, September meeting minutes approved.

IV. Vice Chair Report

a. Update: Tulsa Community Foundation Account
    i. Vice Chair France shared that Tulsa Community Foundation's (TCF) newer policies make it difficult for a small organization like HRC to start and continue holding an account. Makes sense that TCF has implemented this; however, doesn't make sense for HRC with the limited resources the commission plans to oversee.
b. Call for Compassionate Tulsa Nominations – covered previously

V. Committee Updates Aligned with 2025 HRC Goals

a. Vice Chair France: Improve access to the City of Tulsa Department of Resilience and Equity's resources
    i. Reminded commissioners that some of the human rights complaints filing process is outdated, there is an opportunity to modernize and make the process more accessible.
    ii. La Kendra provided an update via email that she and Dion'trae recent met with the City of Tulsa's IT department to discuss building out a secure platform for human rights complaints. The goal is to create a platform that allows users to

submit discrimination complaint forms with an electronic signature, while also providing internal functionality such as reporting and tracking capabilities. Both departments have a clear understanding of objectives, expectations, and approaches available to develop the system. There is momentum within the City to consider updates.

iii. One opportunity is to strike the reference to the City Clerk in the Human Rights Ordinance, as it is not necessary for the Clerk to be the first step of receiving complaints.

iv. Commissioner Eller Murray suggested talking to cities of similar size, Vice Chair France noted that Lexi created such a list. These cities prove that an online complaint filing system can work.

1. Lexi shared that La Kendra plans to connect with those other cities, could be an opportunity for commissioners to support.

v. Commissioner Edwards: How might 311 be utilized, since it is already an avenue to receive complaints?

1. Lexi shared that 311 currently can do an initial intake for Tulsans who call in, and to complete the complaint filing the paper process must be followed.
2. Vice Chair France added that there are many logistical considerations, including confidentiality and security.

b. Commissioner Pilehvar: Increase diverse representation and equitable recruitment practices across all City of Tulsa ABCs

i. Reminded commissioners that she received self-disclosed demographic data for members of all ABCs.

ii. Question about collaborating with City Auditor's office given the current ABC audit, Lexi shared that she can't speak for Nathan or Mike but she's sure they would be open to conversation.

iii. Commissioner Edwards shared that she received positive feedback from City Councilors when she met with them and spoke about these two goals during her re-appointment to HRC.

VI. Committee, Liaison, and Title V Commissions Calls for Action

a. Fair Housing Committee: Veterans Fair Housing Summit

i. Commissioner Bakhsh shared about the upcoming Fair Housing Summit. Reminded HRC that last year the summit was focused on the 2SLGBTQIA+ community, this year it's focused on veterans. Selected the focus community based on La Kendra's fair housing knowledge as well as other sources.

ii. Commissioners received a flyer.

iii. Already have 35 folks registered, registration isn't required but is helpful.

iv. Encourage commissioners to attend and help spread the word.

VII. Old Business – no old business

VIII. New Business – no new business

IX. Announcements / Public Comments

a. Black Educator Excellence Awards Ceremony: October 28 at 6pm in City Council Chambers, hosted by the Greater Tulsa Area African American Affairs Commission

b. Expungement Expo: November 1 from 10 – 2 at 36th Street Event Center
c. Mayor's Community Conversations
    i. October 21 at Tulsa Tech Lemley Memorial Campus: Children, Youth, and Family Outcomes
    ii. October 27 at Herman and Kate Kaiser YMCA: Homelessness and Housing
    iii. October 30 at North Tulsa Dream Center: Neighborhood Conditions/Vitality
    iv. All from 5:30 – 7 pm
d. Humanitarian of the Year Award Ceremony: December 11 at 6pm

X. Adjournment

a. Vice Chair France entertained a motion to adjourn the meeting.
    i. Commissioner Cipolla made a motion, Commissioner Eller Murray seconded.
        1. Aye: 9
    ii. Motion carried, meeting adjourned at 4:01 pm.

Human Rights Commission

Regular Meeting | November 17, 2025 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Ana Barros, Dezeray Edwards, Drew France, Larissa McNeil, Katie Eller Murray, Amanda Peregrina, Parisa Pilehvar, Tamecca Rogers, Andrea Walker, Dave Walker

Commissioners Absent: Whitney Cipolla, Anthony Meadows, Joyce Roberts, Joshua Starks

I. Call to Order

a. Chairwoman Andrea Walker called the meeting to order at 3:31 pm.

II. Presentation and Discussion: Tulsa Public Schools Strategic Plan with Emilee Taylor, Executive Director of Strategy and Data

a. Emilee Taylor introduced herself and shared context for Tulsa Public Schools's (TPS) community engagement conversations.
b. Susan Lamkin, TPS Board President, talked about the strategic plan process and provided an overview of the district. Currently in year four of a five-year strategic plan.
c. Big decisions for TPS:
    i. Develop and pass a new bond package that funds both the critical facility needs and instructional needs of the district
        1. Priority for next bond package: equalizing resources across schools for academics, athletics, and other extracurricular activities.
    ii. Pathways to Opportunity (current strategic plan) ends in 2027. Need to start drafting the next plan.
d. Susan Lamkin led the HRC in discussion with a few guiding questions:
    i. When has TPS been at its best?
    ii. When is a time you've bene most frustrated or worried about TPS?
    iii. When a student graduates from TPS, what should they know and be able to do?
    iv. If nothing else is true in five years, what do you hope we've made progress in?
e. Commissioners and their network can fill out TPS's survey at tulsaschools.org/feedback.

III. Approve Meeting Minutes

a. Chairwoman Walker entertained a motion to approve the October meeting minutes.
    i. Commissioner Eller Murray made a motion, Commissioner Bakhsh seconded.
        1. Aye: 11, Nay: 0
    ii. Motion carried, October meeting minutes approved.

IV. Chair / Vice Chair Report

a. Children's Cabinet Report from Chairwoman Walker:
    i. Met in October, discussed draft charter and bylaws.

ii. Action Alliance launched: Working engine of Children's Cabinet, comprised of individuals who are already working in certain areas that support children, youth, and families and will influence decisions, policies, procedures, etc.

b. Safe Move Tulsa: Allocated $8M+ to rehouse 300 Tulsans in the next nine months.
c. City and County came to agreement to open a low-barrier shelter in an existing building.
d. Inclement Weather Shelter in partnership with BeHeard Movement and CREOKS open today through March.

V. Nominating Committee: Appoint Chair and Elect Two Other Members

a. Chairwoman Walker appointed Commissioner Bakhsh to chair the Nominating Committee
b. Commissioners Eller Murray, Pilehvar, Barros, and Rogers volunteered
c. Chairwoman Walker entertained a motion to elect Commissioners Eller Murray, Pilehvar, Barros, and Rogers to the Nominating Committee.
    i. Commissioner Peregrina made a motion, Commissioner Barros seconded.
        1. Aye: 11, Nay 0
    ii. Motion carried, Commissioners Eller Murray, Pilehvar, Barros, and Rogers elected to the Nominating Committee.

VI. Committee Updates Aligned with 2025 HRC Goals

a. Vice Chair France: Improve access to the City of Tulsa Department of Resilience and Equity's resources
    i. IT Department project leads are in conversation with other City departments to determine what is possible to move this forward.
    ii. Lexi shared that La Kendra welcomes commissioners helping to reach out to other cities who have electronic HR filing options so we can learn from them. If you would like to help, connect with La Kendra after this meeting.
b. Commissioner Pilehvar: Increase diverse representation and equitable recruitment practices across all City of Tulsa ABCs
    i. Shared key findings from reviewing ABC data. (Appendix 1)
    ii. Immediate next steps:
        1. Connecting with City Auditors to explore partnering on ABC recruitment and data entry practices.
        2. Submit a document to the Mayor's Office and City Council highlighting the discrepancy in representation for City Council District and partner with City Councilors to get it on a committee agenda for discussion.
    iii. Invited commissioners to provide input on the document as it is created between now and HRC's January meeting.

VII. Committee, Liaison, and Title V Commissions Calls for Action – no calls to action

VIII. Old Business

a. Commissioner Barros asked for an update on the boulders on 4th and Denver, Chairwoman Walker shared that the Mayor's Office declined HRC's request to send a speaker to address this.

IX. New Business – no new business

X. Announcements / Public Comments

a. Humanitarian of the Year Award Ceremony on Thursday, December 11 at 6pm in the City Council Chambers. Commissioners can contribute to potluck.
b. Equality Indicators Summit on Friday, December 12: Registration is sold out but you can get on the waitlist.
c. New Commissioner Orientation on December 11 from 3:30 – 4:30, rsvp at link in the November Title V Commission Newsletter.
d. Asian Affairs Commission Luminary Awards on November 18 at noon.
e. Multicultural Mental Health Conference on November 17 and 18, register at link in the November Title V Commission Newsletter.
f. Greater Tulsa Area Indian Affairs Commission's Dream Keepers Awards Ceremony on November 18 at 5:30 pm in City Council Chambers.

XI. Adjournment

a. Chairwoman Walker entertained a motion to adjourn the meeting.
    i. Commissioner Pilehvar made a motion, Commissioner Peregrina seconded.
        1. Aye: 11, Nay: 0
    ii. Motion carried, meeting adjourned at 4:37 pm.