



Human Rights Commission

Regular Meeting | April 20, 2026 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Casey Bakhsh, Ana Barros, Whitney Cipolla, Dezeray Edwards, Drew France, Larissa McNeil, Anthony Meadows, Amanda Peregrina, Parisa Pilehvar, Joyce Roberts, Joshua Starks, Andrea Walker, Dave Walker

Commissioners Absent: Katie Eller Murray, Parisa Pilehvar

I. **Call to Order**

a. Chairman France called the meeting to order at 3:31 pm.

II. **Approve Meeting Minutes**

a. Chairman France entertained a motion to approve the March meeting minutes.

i. Commissioner Peregrina made a motion, Commissioner Meadows seconded.

1. Aye: 12, Nay: 0

a. Commissioner Edwards was not yet present in the meeting.

ii. Motion carried, March meeting minutes approved.

III. **Compassionate Tulsa Award Presented to Heather Linville and Wildflower Café Staff**

a. Compassionate Tulsa presented the Compassionate Tulsan Award to Heather Linville and the Wildflower Café staff.

IV. **Commissioner Peregrina Presents the Greater Tulsa Area Hispanic/Latinx Affairs Commission's 4th Amendment Worksites Playbook**

a. Commissioner Peregrina introduced the 4th Amendment Worksites Playbook (4WAP), a resource for businesses to support their staff and patrons in a legal way and help protect against unconstitutional search and seizure.

b. 4WAP includes management questions for discussion, a management checklist for creating a safe business environment, and what to do if federal agenda enter your place of work.

c. Main goals of 4WAP:

i. Supporting a demonstrated need

ii. Helping businesses build smart protocols

iii. Low-effort, high-impact—this is a way to engage the community right now

d. Next steps include distribution, resource tracking, and evaluation.

e. Commission Discussion:

i. Vice Chair Rogers and Commissioner Peregrina discussed current distribution methods and how HRC can support.

ii. Commissioner Barros: Is this resource for businesses only with Latinx employees or for everyone? Commissioner Peregrina: It will help all immigrants.



- iii. Chairman France suggested commissioners share 4WAP with their employer. This is an incredible example of what commissions can do.

V. Chair / Vice Chair Report

- a. Chairman France congratulated Commissioner Meadows for being featured in a Tulsa World article.
- b. Chairman France wants to organize an HRC tour at The Center for Individuals with Physical Challenges. Lexi will help organize.
- c. The Evaluate the 918 survey from the Office of the City Auditor is an opportunity for Tulsans to provide input on City services. The City Auditor is looking for more geographically representative survey respondents. It's also available in Spanish and they have not received many Spanish language responses.
- d. Commissioner Barros asked if there is an opportunity for staff from the auditor's office to go to community events to help administer the survey. Lexi encouraged her to email Auditor Pickard of Deputy Auditor Stout inviting them to upcoming events.
- e. Chairman France reminded commissioners about the opportunity to meet with him and/or Vice Chair Rogers. Six commissioners have met so far, and he appreciates the candor and perspectives brought. Will report more next month to allow more time to meet with everyone. Vice Chair Rogers thanked everyone for meeting with them, the quick meetings have been powerful and useful.
- f. Chairman France attended this month's 2SLGBTQIA+ Committee meeting. He appreciated hearing the conversation, learning, and thinking about what's possible. Encouraged commissioners to learn about this work and the work of other communities represented on HRC.

VI. Chairman France: Updates Aligned with HRC Goals

- a. Goal 1 – Improve access to the City of Tulsa Department of Resilience and Equity's resources
 - i. Chairman France shared an update from La Kendra Carter.
 - ii. The City of Tulsa's Chief Information Officer has agreed to meet with several members of the Department Resilience and Equity team to discuss the system we hope to develop.
 - iii. La Kendra will also schedule a few tracking system demonstrations over the next couple of weeks. She invites any HRC Commissioners to join the demos if their schedules allow.
 - iv. Connected with Black Tech Street and meeting later this week to learn more about their work and discuss possible support.
 - v. Commissioner Roberts reminded HRC that the ordinance is also a barrier.
 - vi. Commissioner Bakhsh encouraged commissioners to test completing the complaints form themselves so they have experience with the current baseline. Can include a message to La Kendra that it is a test and not a real complaint.
 - vii. Lexi shared additional updates on auxiliary ways to expand access, such the 2SLGBTQIA+ Committee's idea to identify community organizations that could carry physical copies of the complaint forms.
 - 1. Commissioner Bakhsh shared folks might need additional supports to know how to properly fill out the form.



2. Commissioner Barros raised the usefulness of a referral system that could trigger someone reach out to folks and assisting, even if they didn't already know they had a discrimination complaint.
- b. Goal 2 – Increase diverse representation and equitable recruitment practices across all City of Tulsa ABCs
- i. Previously sent a memo to City Council and Mayor's Office. Received an invitation from Councilor Archie to present at a future City Council Committee Meeting and meeting with the Mayor's Office next week.
 - ii. Commissioner Pilehvar has drafted a document and shared with the committee working on this goal. HRC will receive final draft before next meeting. Will share final draft of presentation at the May HRC meeting before it shared with City Council.
 - iii. HRC aims to use data as a flashlight to drive conversation.
 - iv. What might be recommendations offered to Mayor's Office and City Council to recruit more Tulsans to apply to be on an ABC?
 1. Commissioner France noted Commissioner Barros's suggestion last month of connecting with Neighborhood Associations.
 2. Vice Chair Rogers suggested working with schools in different areas of the city, and Chairman France added that PTAs are another resource.
 3. Commissioner Edwards added not to discount HOAs, many have meetings and Facebook groups.
 4. Commissioner Roberts asked who is best positioned to speak at these various meetings. Chairman France shared he thinks City Councilors are best as they represent their districts.

VII. Action: Approve Recommendations Aligned with Goal 2

- a. This action item is moved to the May 18 meeting.

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

- a. Commissioner Roberts: 10th Annual Native American Day on October 12 at Dream Keepers Park
- b. Commissioner Peregrina: Tomas Rivera Latinx Excellence in Education Awards Ceremony on May 14 at Central Library
- c. Commissioner Bakhsh: April is Fair Housing Month

IX. Old Business – no old business

X. New Business – no new business

XI. Announcements / Public Comments

XII. Adjournment

- a. Chairman France entertained a motion to adjourn the meeting.
 - i. Commissioner Barros made a motion, Commissioner Peregrina seconded.
 1. Aye: 13, Nay: 0
 - ii. Motion carried, meeting adjourned at 4:29 pm.