

## U.S. COMMISSION ON CIVIL RIGHTS

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MEETING **EDITED**

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FRIDAY, JANUARY 24, 2014

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The Commission convened in Suite 1150 at  
1331 Pennsylvania Avenue, Northwest, Washington, D.C.  
at 9:31 a.m., Martin R. Castro, Chairman, presiding.

PRESENT:

MARTIN R. CASTRO, Chairman

ROBERTA ACHTENBERG, Commissioner

GAIL L. HERIOT, Commissioner

PETER KIRSANOW, Commissioner

DAVID KLADNEY, Commissioner

MICHAEL YAKI, Commissioner\*

MARLENE SALLO, Staff Director

JENNIFER CRON HEPLER

\* *Present via telephone*

\*\* *Present via Video teleconference*

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STAFF PRESENT:

MARGARET BUTLER, EEO Director

PAMELA DUNSTON, Chief, ASCD

YASMIN ELHADY

ALFREDA GREENE

TINALOUISE MARTIN

DAVID MUSSATT, Acting Director, RPCU\*\*

HOPE LOVETT

EILEEN RUDERT

ROREY SMITH, General Counsel

MICHELE YORKMAN

COMMISSIONER ASSISTANTS PRESENT:

KENESHIA GRANT

ALEC DEULL

CLARISSA MULDER

JUANA SILVERIO

ALISON SOMIN

KIMBERLY TOLHURST

OGC INTERNS PRESENT:

EDUARDO GONZALES

JACOB SIMS

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## P R O C E E D I N G S

9:31 a.m.

CHAIRMAN CASTRO: Okay. This meeting will come to order. This is a meeting of the U.S. Commission on Civil Rights. It is January 24<sup>th</sup>, 2014 at 9:31 a.m. The meeting is taking place at the Commission's headquarters located at 1331 Pennsylvania Avenue, N.W., in Washington, D.C.

I'm Chairman Marty Castro. The Commissioners who are present at this meeting are myself, Commissioner Kirsanow, Commissioner Heriot, Commissioner Achtenberg, and Commissioner Kladney. Commissioner Yaki joins us by phone. Are you there, Commissioner Yaki?

COMMISSIONER YAKI: I am.

CHAIRMAN CASTRO: Okay. A quorum of the Commission is present. Is the court reporter present? There he is. And is our Staff Director present?

STAFF DIRECTOR SALLO: Present.

CHAIRMAN CASTRO: Okay. First item on the agenda is the Approval of the Agenda.

**I. APPROVAL OF AGENDA**

CHAIRMAN CASTRO: Do I have a motion, or I'll move. Do I have a second?

COMMISSIONER KLADNEY: Second.

1 CHAIRMAN CASTRO: Okay. Are there any  
2 amendments? Hearing none, let's vote to approve the  
3 agenda. All those in favor say aye.

4 (Chorus of ayes.)

5 CHAIRMAN CASTRO: Any opposed? Any  
6 abstentions? The motion passes.

7 Before we proceed on to the next formal  
8 agenda item, I just want to note that you may recall that  
9 in December we issued a bipartisan letter to the  
10 Department of Defense inquiring about our concerns as  
11 a Commission regarding some of their regulations as they  
12 relate to grooming, and the uniform, and the potential  
13 effect on the ability of Sikh Americans and other  
14 religious communities, Muslim communities, Jewish  
15 communities serving in the Armed Forces as a result of  
16 those rules. And this week the Department of Defense did  
17 issue some new rules, and made some changes. And so, we  
18 want to acknowledge the fact that we were -- it was nice  
19 to be part of something that has actually had an impact.  
20 I think we want to wait and see what the real impact of  
21 these changes are, and just insure that the concerns  
22 that we raised are addressed, but I think it's a positive  
23 step in the right direction.

24 The press release itself did receive a lot  
25 of -- our press release did receive a lot of coverage

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1 not only in the U.S., but internationally. And I guess  
2 some articles did come out noting our involvement  
3 including in Stars and Stripes, so the story is still  
4 evolving but it's a positive result, so I appreciate the  
5 bipartisan nature in which we approached that and  
6 actually have had some impact.

7 Also, obviously, this week we observed the  
8 anniversary of MLK Day, and you can't help but recall  
9 that the work that we do today is directly related to  
10 the work that Dr. King and others began a generation ago.  
11 So, we issued a press release on that in recognition of  
12 it, but I think we ought to stop and reflect as we do  
13 our work today and the next few meetings going on in the  
14 next year just how important it is for us to remember  
15 that legacy not just on January 20<sup>th</sup> of every year, but  
16 really every time we sit on this great seal that there's  
17 a lot of work that remains undone. And, hopefully, this  
18 year and in the years to come we'll be able to address  
19 more of that.

20 And, finally, I actually, I guess, want to  
21 welcome or I don't know if you want to do this, but I'd  
22 like to welcome our new General Counsel, Rorey. Would  
23 you like to say a few words? This is your first official  
24 meeting.

25 MR. SMITH: It is.

1 CHAIRMAN CASTRO: So, welcome to the gallery  
2 back here of supporters.

3 MR. SMITH: Well, thank you.

4 CHAIRMAN CASTRO: You'll need to come to a  
5 mic, so feel free to use mine. Or you want him to go up  
6 there? Yes, you can go sit up there. We're not going to  
7 grill you or anything; at least I don't think we will.

8 MR. SMITH: Good morning to you all.

9 CHAIRMAN CASTRO: Good morning. Welcome.

10 MR. SMITH: I feel so important here.

11 (Laughter.)

12 CHAIRMAN CASTRO: That will soon dissipate.

13 MR. SMITH: Right. I just wanted to say thank  
14 you to all of you and that I really look forward to  
15 working with each of you, the Commissioners, your  
16 assistants, as well as all the Commission staff to move  
17 forward the Agency's agenda and to do the important work  
18 for the American people.

19 I promise to you, each of you, as well as  
20 the American people that I will do my very best as the  
21 General Counsel to move the agenda forward.

22 CHAIRMAN CASTRO: Great. Well, we're glad to  
23 have you on board and look forward to working with you.

24 MR. SMITH: Thank you very much.

25 CHAIRMAN CASTRO: Thank you.

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1           So, now we move on to the first formal item  
2           on our agenda which is a discussion by our, well, I'll  
3           turn it over to our Staff Director to talk about the  
4           process that we want to use to submit concept papers for  
5           consideration for 2014 briefings. So, Madam Staff  
6           Director, the floor is yours.

7                           **II. PROGRAM PLANNING UPDATE AND**  
8                           **DISCUSSION OF PROJECTS**

9           STAFF DIRECTOR SALLO: So, I wanted to  
10          address the process that we should be following as it  
11          applies to submission of concept papers and voting on  
12          topics for the end of Fiscal Year 2014 and Fiscal Year  
13          2015. Under our AI, normally what occurs is that we get  
14          a budget towards the end of December, January we have  
15          the budget. I bring it forth to the attention of the  
16          Commissioners, and then based on that we can kind of  
17          figure out how many briefings we can hold based on our  
18          budget. But, of course, because of the furlough and  
19          everything else we still haven't received our final  
20          budget, even though a vote just went through, so we were  
21          given \$9 million for Fiscal Year 2014. But that said,  
22          I believe that it would be a Best Practice for any  
23          topics, concept papers to be submitted in March of this  
24          year which would allow us an opportunity, us meaning the  
25          Office of General Counsel, to review the topics to make

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1 sure that it fits within our statute, and that we have  
2 everything that we need to move forward. And then by May  
3 of this year, I'm sorry, yes, by May, by May of this year  
4 we can set it for a vote whether we choose to rank it  
5 or whichever process you choose to have, but we need to  
6 vote on the topics in May.

7 At the very latest in June so that we can  
8 not only identify our statutory enforcement report  
9 topic for 2015 no later than June of this year, but we  
10 can also identify any other topics for the end of Fiscal  
11 Year 2014, and Fiscal Year 2015, because by then we would  
12 also have a general idea of what we may be provided by  
13 OMB.

14 So, I just wanted to lay that out there, so  
15 if everyone could possibly submit either a concept paper  
16 or a blurb by the end of March, that would give us all  
17 of April to analyze the papers and come back to the  
18 Commissioner and/or Special Assistant if we have any  
19 questions or any concerns, and then put forth a final  
20 draft for the May meeting for consideration for a vote.

21 CHAIRMAN CASTRO: Are there any questions  
22 for the Staff Director on that? It sounds like a good  
23 plan to me. Do we need to vote on this, or is this  
24 something we can --

25 STAFF DIRECTOR SALLO: It's already in the

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1 AI. I'm just --

2 CHAIRMAN CASTRO: Oh, it's in the AI.

3 STAFF DIRECTOR SALLO: -- reminding us.

4 CHAIRMAN CASTRO: Okay. So, then we don't  
5 need to vote on it. Alright. No questions on that? Okay,  
6 then we'll move on to the next item on our agenda under  
7 Management and Operations. So, Staff Director's report.  
8 You still have the floor, Madam Staff Director.

9 **III. MANAGEMENT AND OPERATIONS**

10 **STAFF DIRECTOR'S REPORT**

11 STAFF DIRECTOR SALLO: So, as I noted we did  
12 receive the budget for 2014, so that's great. They gave  
13 us \$9 million. The IG will remain with us until they can  
14 complete their outstanding report and they're being  
15 provided a small sum of money, \$70,000, so that they can  
16 complete that report.

17 I was happy to see that the GAO will not be  
18 instructed now to come in and do further studies, so that  
19 was a good thing, so there won't be an IG or a GAO.

20 The President announced that he's  
21 releasing his budget on March 3<sup>rd</sup> for Fiscal Year 2015  
22 so we will have to wait until all of that occurs before  
23 we start discussing potential numbers for us. So, I  
24 wanted everyone to be aware of that.

25 Thirdly, the OCR Director position, we've

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1 been working with OPM to get that job posted. As soon  
2 as we have the green light that they've posted the  
3 position on the website, we'll do what we normally do  
4 which is send out an email to the entire agency letting  
5 you know that the job has been posted, so that folks can  
6 apply if they're interested.

7 Before I go into actually reviewing the  
8 work that we've been doing, I just wanted to acknowledge  
9 that we have two interns now in our Office of General  
10 Counsel, Eduardo Gonzales and Jacob Sims, and they're  
11 with us this semester. So, I just want to acknowledge  
12 them.

13 So, I will continue following the process  
14 that I started back in December, which is to look through  
15 the, go through each goal of the Strategic Action Plan  
16 and give you updates on where we're at. So, I'll start  
17 with Goal A, which indicates that we're going to  
18 function as an effective civil rights watchdog and  
19 conduct studies. So, this brings us to discussion about  
20 our reports.

21 So, at this point in time the Arab Muslim  
22 report and the Human Trafficking report, we've  
23 completed the final edits, and I will be circulating the  
24 reports to the Commissioners by Monday of next week so  
25 that I can receive comments from each of you.

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1           In reference to the report on Reconciling  
2 Non-Discrimination Principles with Civil Liberties,  
3 I've read it. I made some edits, and I indicated some  
4 comments in the report. It will now go back to staff so  
5 that they can incorporate that, and then it'll be ready  
6 to be circulated. So, I want to stagger it, so I would  
7 probably circulate that one towards the end of February.

8           (Off microphone comment.)

9           STAFF DIRECTOR SALLO: So, then we have the  
10 Section 7 NVRA report. The first draft was submitted to  
11 me for review but I'm still, I still haven't gotten to  
12 it, so that's the next report that I'll be reviewing.  
13 So, that'll probably be circulated in March. And then  
14 we also have the Protecting the Civil Rights of Our  
15 Veterans. That's still in the drafting stage, so once  
16 that's completed I will also move forward and review  
17 that.

18           And the EEOC report, Lenore reviewed the  
19 copy, the hard copy of the report. She made a couple of  
20 edits and now that's gone back to GPO for printing. So,  
21 it will go out for printing probably by the end of the  
22 first week of February for the EEOC report.

23           So, that brings us to Goal B, which had to  
24 do with objective information and analysis. So, as you  
25 know, we have the Stand Your Ground paper that is still

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1 in effect. We have compiled a list of potential speakers  
2 for the briefing in April, and we are continuing to  
3 gather research materials. So, once we have a final  
4 draft of both we will circulate that to the  
5 Commissioners.

6 In addition, we have our Statutory  
7 Enforcement Report coming up on February 14<sup>th</sup>, which is  
8 our Patient Dumping topic.

9 (Off microphone comment.)

10 STAFF DIRECTOR SALLO: Yes, and to be honest  
11 it's caused a little problem with some of the speakers  
12 because they're like well, we have festivities that day,  
13 so we're trying to work with them. But at this point in  
14 time, I will be circulating the names of the speakers  
15 by next week on Monday, and I did circulate the annotated  
16 bibliography, but the actual binder should be ready for  
17 circulation by the end of next week, as well. But we  
18 continue, we're still trying to shore up one more  
19 speaker. It's been a little difficult getting enough  
20 speakers for three panels, simply because of the time  
21 frame, but we're doing the best we can. We've met with  
22 Health and Human Services, both their Civil Rights  
23 Division, as well as their Inspector General Division,  
24 and their CMS Division, and we've gotten information  
25 from them, so we will be putting all that into the

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1 binder. So, I wanted everyone to be aware of that.

2 So, now we go into Goal C, which deals with  
3 cooperating with other federal agencies and apprizing  
4 individuals of civil rights. So, I've got a lot of  
5 feedback on this section.

6 So, our Uncle Sam publication, it is now  
7 ready to go in the sense that it's been updated. It's  
8 been formatted in both Spanish and in English, so I'm  
9 going to do one more cross through, and then it'll be  
10 ready to be submitted for printing. So, that's a great  
11 thing because it had not been updated in a while. I still  
12 need to follow up with a couple of the federal agencies  
13 and their civil rights divisions because I want to make  
14 sure that the information captured is accurate. But I  
15 have met with both the Department of Justice, the  
16 Department of Education, and Health and Human Services  
17 Civil Rights Divisions to speak to them about their  
18 complaint process. So, they've now put me in touch with  
19 their enforcement folks, so I'm going to check with them  
20 to make sure that the information we're providing is  
21 accurate before we send it for print. So, those were  
22 three very good meetings.

23 In addition, I wanted to let everyone know  
24 that the translation, well, we submitted five reports  
25 to be translated into Spanish. Yes, ma'am? I'm sorry.

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1 (Off microphone comment.)

2 STAFF DIRECTOR SALLO: We already had  
3 updated information from them, but I can circle back if  
4 you want to give me a name just to make sure, because  
5 Teresa works on that. But thank you.

6 So, then we also have these five reports  
7 that we wanted to translate into Spanish as per our  
8 Strategic Plan, so now the translations are completed.  
9 So, the Peer-to-Peer Violence and Bullying report has  
10 been translated into Spanish. Health Facilities in  
11 Illinois and Patient Access to Quality Language  
12 Interpreters has also been translated. Human  
13 Trafficking in Texas has been translated, the  
14 Connecticut SAC report on Closing the Attainment Gap in  
15 Schools, as well as Migrant Education in Florida. And  
16 we targeted those reports because it actually affected  
17 the Latino community specifically. And I was very happy  
18 to hear when we did meet with HHS OCR that one of their  
19 topics on their radar is patient access to quality  
20 language interpreters. So, when I told them that our  
21 Illinois SAC had issued a report they were very excited,  
22 and they said that they wanted a copy so that they could  
23 review it, so that was a plus for us.

24 So, the goal will be to post the reports on  
25 our website, but when you translate the formatting is

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1 not captured the way that the original report was  
2 captured, so we'll need to format the reports before  
3 they're ready to be uploaded electronically onto our  
4 website.

5 And we're continuing to track the  
6 complaints from the correctional facilities. I  
7 indicated that that was one of the things that I did want  
8 to take a look at, and DOJ in their complaint process  
9 said that that would be beneficial if we were able to  
10 identify any specific problems in a specific  
11 correctional facility, or in a specific state.

12 So, our goal as we move forward for Fiscal  
13 Year 2015 is with all of these discussions that we'll  
14 continue to have with civil rights divisions and the  
15 federal agencies is to ultimately update our  
16 clearinghouse web page and provide direct links to the  
17 OCR divisions in each of the federal agencies that we  
18 discuss. But on our strategic action plan that'll be for  
19 Fiscal Year 2015, but no reason why not to get the ball  
20 rolling.

21 So, now we move on to Goal D, which is  
22 improving the Commission's profile and communicating  
23 with the general public. So, I'm happy to announce that  
24 I've been working with a PR firm to come up with  
25 templates for press releases as they apply to our

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1 announcement of SAC appointments, our announcement of  
2 SAC briefings or meetings, and our announcement of  
3 Commission briefings. You know, they're the experts,  
4 they know how to capture the audience's attention. They  
5 know what the headings should be like. They know how to  
6 format it, so here's an example. Until now, whenever we  
7 announce appointments of SAC members, we embed their  
8 names in a paragraph format but, you know, the reader  
9 doesn't want to have to read through all of this, so one  
10 of their suggestions was bullet, bullet all the names  
11 so that you're just constant -- all you do is look and  
12 you see the names, and you see the states highlighted.  
13 There's no need to put a disclaimer in the press release  
14 about this, that, or the other because it takes away from  
15 the essence of the press release. So, as we have these  
16 discussions the goal is to raise our, I guess, stature  
17 in the community by making sure that when we issue our  
18 information it's being issued in an appropriate  
19 fashion, and it's conforming with media requirements.  
20 So, that's what we're working on right now.

21 COMMISSIONER HERIOT: Madam Staff Director?

22 STAFF DIRECTOR SALLO: Yes?

23 COMMISSIONER HERIOT: What kind of  
24 disclaimers were you talking about, they're not in need  
25 of them?

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(Laughter.)

COMMISSIONER YAKI: Why didn't you experiment on me today?

STAFF DIRECTOR SALLO: You know, Michael, this was planned like a month and a half ago, so my apologies, but if you let me know ahead of time we can do the next experiment with you.

(Off microphone comment and laughter.)

STAFF DIRECTOR SALLO: But the goal for the region offices is to actually use this Ready Talk Web Conferencing service so that they can actually do training with their SAC members and hold their webinars. So, where the Commission Seal is at, that is where we could be able, we would be able to upload our information to do the webinar trainings.

Another thing that I can use is from here from my office, I can actually meet with my regional folks and provide training with the regional folks using the web cam in my office, so I'm very excited about that.

CHAIRMAN CASTRO: This is great. Can I ask a question? At some point will this allow us to stream our meetings to the public where they could log onto our website and watch in real time?

STAFF DIRECTOR SALLO: In the future we will be working towards that, yes.

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1 CHAIRMAN CASTRO: Okay.

2 STAFF DIRECTOR SALLO: Most definitely.

3 CHAIRMAN CASTRO: Recent future?

4 STAFF DIRECTOR SALLO: Maybe Fiscal Year  
5 2015.

6 CHAIRMAN CASTRO: Okay.

7 STAFF DIRECTOR SALLO: But yes, that will be  
8 the ultimate goal because that is part of our Strategic  
9 Plan, but there's a lot of layers.

10 CHAIRMAN CASTRO: So, if we wanted to speak  
11 to David right now, he hears us, and could we hear him?

12 STAFF DIRECTOR SALLO: So, the one thing  
13 that I need to bring to everyone's attention is under  
14 the FACA we must talk into the 1-800 number because our  
15 meetings have to be recorded so that the public can have  
16 access to it. So, you won't hear him through your  
17 computer but he will be on the phone through a 1-800  
18 number.

19 CHAIRMAN CASTRO: Okay.

20 STAFF DIRECTOR SALLO: That everybody would  
21 dial in, and then they could speak to one another.

22 CHAIRMAN CASTRO: Okay.

23 STAFF DIRECTOR SALLO: But FACA requires  
24 that everything be recorded when it comes to the State  
25 Advisory Committees, so they have to use the 1-800

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1 number to speak.

2 CHAIRMAN CASTRO: Okay.

3 COMMISSIONER HERIOT: So, what is David  
4 seeing right now?

5 STAFF DIRECTOR SALLO: David is seeing, go  
6 ahead, David.

7 MR. MUSSATT: I'm seeing just the logo for  
8 the Commission of Civil Rights on the screen. And then  
9 there is a video of just a wall where it says  
10 Chairperson. I'm not sure that must be those offices or  
11 something.

12 CHAIRMAN CASTRO: Maybe because I moved my  
13 -- no, that's not me.

14 STAFF DIRECTOR SALLO: So, what would occur  
15 is, let's say for instance if Commissioner Kladney was  
16 on a video call, he would see -- and David Mussatt was  
17 there, and the --

18 (Whereupon, the above-entitled matter  
19 briefly went off the record due to technical  
20 difficulties.)

21 STAFF DIRECTOR SALLO: Okay, we're back.

22 CHAIRMAN CASTRO: We're back?

23 STAFF DIRECTOR SALLO: Yes. So, just to  
24 circle back, what we were indicating was that as we move  
25 forward with being able to stream our meetings that'll

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1 probably go into Fiscal Year 2015, but the question had  
2 been at any point in time would anyone, as David Mussatt  
3 is on right now, would he be able to see the room in  
4 general? And we indicated that that would be in May of  
5 this year, so that's a good thing. So, I want to  
6 acknowledge the fact that Michele and Pam have been  
7 working diligently on this and implementing our  
8 Strategic Action Plan, so I'm very grateful to both of  
9 them for that.

10 In addition, I don't know if everyone is  
11 aware but we have to comply with Section 508, and a  
12 Section 508 plan has to be in place to insure that we  
13 provide increased transparency, and that we also  
14 provide equal access to any Commission information to  
15 persons with disabilities on our website. So, as a  
16 result of that, we have so far, we've installed a Read  
17 Speaker for voice playback on the main pages of our  
18 website. In addition, by the end of this fiscal year we  
19 will also be installing a Doc Reader for voice playback  
20 of all publications, and as well as any other PDF  
21 documents which would include proposals for agency  
22 solicitations and procurement. So, that will bring us  
23 up to speed on that requirement.

24 We also hope to install a custom  
25 508-compliant computer system in the library so that the

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1 general public may have access to that, and that'll  
2 happen also in Fiscal Year 2014. And as we move forward,  
3 we'll just continue to make sure that we remain up to  
4 speed in updating our Section 508 plan.

5 Now, we move on to Goal E, which is to  
6 strengthen our financial and operational controls. So,  
7 I wanted to advise everyone that we continue to work  
8 towards aligning our Capital Plan with our Strategic  
9 Action Plan. We did have someone to come in and take a  
10 look at our Capital Plan, and I'm very happy to report  
11 that he thought it was an excellent plan, so I thank Tina  
12 for helping to put that together. And he's going --  
13 there's really no recommendation to change our Capital  
14 Plan, but he is trying to align everything.

15 As I previously indicated, we are also  
16 looking to update our Performance Plans to make sure  
17 that they truly capture the essence of the jobs that  
18 everyone is doing, instead of having four plans that are  
19 shared by all the employees. There are many nuances to  
20 everyone's position, and so we want to make sure that  
21 our Performance Plans actually capture the requirements  
22 for each of the positions, so we will be moving forward  
23 and redrafting those by the end of this fiscal year to  
24 implement them by the beginning of Fiscal Year 2015.

25 We're also working towards complying with

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1 our OMB Cloud Computing Initiative, so once we comply  
2 with that everyone will be able to access their files  
3 off site, so we move forward with that, as well. And our  
4 General Counsel will be working with our IT Department  
5 to prepare for the audit and submission of the annual  
6 FISMA Report. So, that's due at the end of this fiscal  
7 year, so he will be working with them for that.

8 Now I move forward to the last goal, which  
9 is Goal F, which is increasing the participation of our  
10 SACs. And I continue to hold regular conference calls  
11 with our regional staff to discuss any upcoming SAC  
12 meetings, and to provide updates. I'm currently working  
13 on setting up a bimonthly newsletter that I will be  
14 issuing to the Regional Directors, so then they can  
15 disseminate to the SAC members, because I believe it's  
16 important for all the regions and all the SAC members  
17 to be aware of what everyone is doing. So, if ERO is  
18 holding a briefing in New Hampshire on a certain topic,  
19 perhaps someone out in California is also interested in  
20 that topic, and they'll see in the newsletter "hey,  
21 they're doing this." They're free to reach out to the  
22 regional director; they're free to reach out to one  
23 another. We're setting up emails so that our SAC members  
24 can communicate with one another, and there can be an  
25 open line of communication. We're setting up also a

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1 resource folder so any reports that come across my desk  
2 issued by any agency, by any non-profit organization  
3 that touches on any civil rights issue will be uploaded  
4 onto that folder so that it can be used as a resource  
5 and background information.

6           Once we have the webinar in place at the  
7 regional offices we'll start doing our regular  
8 trainings from headquarters. We're also going to do  
9 training in headquarters with staff, as well. And we  
10 continue to push forward on the reappointment packages,  
11 so there's going to be uptick for SAC reappointment  
12 packages. I just wanted to advise every one of that. And  
13 you'll start seeing an uptick most likely by March. And  
14 at the present time, I know I have my number somewhere,  
15 give me a second, please. We only have three State  
16 Advisory Committees that will need -- that will come up  
17 for reappointment this year, which is DC, Hawaii, and  
18 Nevada. But we still have 22 that remain unappointed,  
19 so we're going to move forward to completing all of this  
20 as soon as we can, as soon as we can gather the names.  
21 But please take a look at the list that was circulated  
22 on the status of reappointment, and you will see that  
23 there are 22 that have expired that need to be  
24 reappointed, and the three upcoming ones are DC, which  
25 is due by March of this year. And we have Hawaii, which

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1 is due this month, or it's expired already, and Nevada  
2 which is due in March. So, just keep that in mind.

3 CHAIRMAN CASTRO: And you feel we can  
4 accomplish all of this in this fiscal year?

5 STAFF DIRECTOR SALLO: We're going to try  
6 our very best to accomplish this this fiscal year, but  
7 definitely this calendar year.

8 CHAIRMAN CASTRO: Okay.

9 STAFF DIRECTOR SALLO: So, we'll do our very  
10 best. But at least we know that within this calendar year  
11 we only have three states that are going to come up. Next  
12 year it's going to get really busy again, because then  
13 the expirations start again in 2015, so I really want  
14 to get all of this out of the way to prepare us for next  
15 year.

16 CHAIRMAN CASTRO: Commissioner Kladney, did  
17 you have something?

18 COMMISSIONER KLADNEY: I just wanted to say  
19 it's not Nevada. Nevada.

20 STAFF DIRECTOR SALLO: Nevada, okay.

21 CHAIRMAN CASTRO: In Spanish it's Nevada.

22 (Laughter.)

23 STAFF DIRECTOR SALLO: And that, I believe,  
24 is the end of my report.

25 CHAIRMAN CASTRO: Okay. Any questions for

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1 the Staff Director? I just want to say this is excellent.  
2 You know, I serve as probably many of us do on a number  
3 of Boards either non-profit or for profit, and everyone  
4 has Strategic Plans, and they put them on the shelf, and  
5 you never hear the line by line, day by day report on  
6 where we are, so this is excellent. I just want to  
7 commend you for doing that, and you and your staff for  
8 actually --

9 STAFF DIRECTOR SALLO: Well, yes, I can't do  
10 it without the staff.

11 CHAIRMAN CASTRO: Yes.

12 STAFF DIRECTOR SALLO: And I also wanted to  
13 commend OGC for all the work they've done in putting  
14 together the Statutory Enforcement Report. They've done  
15 an excellent job. Rorey came in; he jumped in right away  
16 into the fire. He's gone with me to the meetings at the  
17 different federal agencies. Jennifer did a lot of the  
18 background research, and Yasmin has been putting  
19 together the binder and calling the speakers to get them  
20 to attend, so it's been a complete team effort, and I  
21 appreciate it.

22 CHAIRMAN CASTRO: Great. Well, thank you  
23 everybody, appreciate it.

24 Now, we turn to our State Advisory  
25 Committees, so we actually have one on the agenda this

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1 month, that's Mississippi.

2 **IV. STATE ADVISORY COMMITTEE**

3 **(SAC) APPOINTMENT**

4 CHAIRMAN CASTRO: So, I'm now going to make  
5 a motion that the Commission appoint the following  
6 individuals to the Mississippi State Advisory Committee  
7 based upon the recommendation of our Staff Director;  
8 Susan Glisson, Michele Alexandre, Robert Crutcher, John  
9 Czarnetzky, Christopher R. Green, Tomeka Harbin,  
10 Sanford Johnson, Nicholas Lott, Elizabeth Powers,  
11 Jennifer Riley-Collins, Ronald Rychlak, Renick Taylor,  
12 Alfonzo White, Shadrack White, and Claudia Williamson.

13 Pursuant to this motion, the Commission  
14 appoints Susan Glisson as Chair of the Mississippi State  
15 Advisory Committee. These members will serve as  
16 uncompensated government employees. Under this motion,  
17 the Commission authorizes the Staff Director to execute  
18 the appropriate paperwork for the appointments. That's  
19 the motion, do I have a second?

20 COMMISSIONER KLADNEY: Second.

21 CHAIRMAN CASTRO: Okay. Any discussion?  
22 Hearing none, seeing none, we'll have a vote.  
23 Commissioner Heriot, how do you vote?

24 COMMISSIONER HERIOT: I vote yes.

25 CHAIRMAN CASTRO: Commissioner Kirsanow,

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1 how do you vote?

2 COMMISSIONER KIRSANOW: Yes.

3 CHAIRMAN CASTRO: Commissioner Achtenberg,  
4 how do you vote?

5 COMMISSIONER ACHTENBERG: Yes.

6 CHAIRMAN CASTRO: Commissioner Kladney, how  
7 do you vote?

8 COMMISSIONER KLADNEY: Yes.

9 CHAIRMAN CASTRO: Commissioner Yaki, how do  
10 you vote?

11 COMMISSIONER YAKI: Aye.

12 CHAIRMAN CASTRO: And I vote yes, so we have  
13 a unanimous passage of the motion. Thank you.

14 Now we have another important motion, and  
15 that's a --

16 STAFF DIRECTOR SALLO: Oh, wait.

17 CHAIRMAN CASTRO: Oh, wait. Do we have  
18 something else?

19 STAFF DIRECTOR SALLO: Yes, please, I'm  
20 sorry.

21 CHAIRMAN CASTRO: Okay.

22 STAFF DIRECTOR SALLO: I failed to  
23 acknowledge, David, since David Mussatt is on here  
24 right now; I circulated last night the Minnesota SAC  
25 report.

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1 CHAIRMAN CASTRO: Oh, yes.

2 STAFF DIRECTOR SALLO: So, that did get a lot  
3 of press coverage last week, so I wanted to acknowledge  
4 the hard work of the Minnesota SAC. And I also wanted  
5 to acknowledge OCRE for all the work they've done on the  
6 Stand Your Ground. They've been extremely helpful in  
7 that respect, so I wanted to also bring that to  
8 everyone's attention.

9 CHAIRMAN CASTRO: Yes. I actually attended  
10 the hearing on that Minnesota SAC report, and it was a  
11 great job by the staff there, and by the members of the  
12 SAC, so I'm actually looking forward to reading that.  
13 As you all know, the largest gap in income between whites  
14 and blacks exists in Minnesota of all places, and that  
15 was the focus of that report. So, I would commend all  
16 of us to take a close look at the SAC report. It's  
17 fascinating.

18 STAFF DIRECTOR SALLO: And the Nevada  
19 Bullying Report is also very good. Although the date on  
20 the cover says September of 2013, it was actually not  
21 issued until December.

22 CHAIRMAN CASTRO: Okay.

23 STAFF DIRECTOR SALLO: Just so that everyone  
24 knows.

25 **V. ADJOURN MEETING**

1 CHAIRMAN CASTRO: Okay. So, now we'll move  
2 on to the other motion, which is a motion to adjourn.  
3 Is there a second?

4 COMMISSIONER KLADNEY: Second.

5 CHAIRMAN CASTRO: Okay. All in favor say  
6 aye?

7 (Chorus of ayes.)

8 CHAIRMAN CASTRO: Any opposed, any  
9 abstentions? No, okay.

10 (Laughter.)

11 CHAIRMAN CASTRO: So, it is now --

12 COMMISSIONER YAKI: Stay warm, everyone.

13 CHAIRMAN CASTRO: Yes, 10:07, the meeting is  
14 adjourned at 10:07.

15 STAFF DIRECTOR SALLO: Thank you.

16 (Whereupon, the proceedings went off the  
17 record at 10:07 a.m.)

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