

## U.S. COMMISSION ON CIVIL RIGHTS

+ + + + + **EDITED**

## COMMISSION MEETING

+ + + + +

FRIDAY, NOVEMBER 21, 2014

+ + + + +

The Commission convened in Suite 1150 at  
1331 Pennsylvania Avenue, Northwest, Washington, D.C.  
at 9:30 a.m., Martin R. Castro, Chairman, presiding.

PRESENT:

MARTIN R. CASTRO, Chairman\*

ROBERTA ACHTENBERG, Commissioner\*

GAIL HERIOT, Commissioner

PETER N. KIRSANOW, Commissioner\*

DAVID KLADNEY, Commissioner\*

KAREN NARASAKI, Commissioner

PATRICIA TIMMONS-GOODSON, Commissioner

MICHAEL YAKI, Commissioner\*

MARLENE SALLO, Staff Director

*\* Present via telephone***NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

STAFF PRESENT:

MARGARET BUTLER, EEO Director

PAMELA DUNSTON, Chief, ASCD

DARREN FERNANDEZ

ANGELA FRENCH-BELL, Assistant Staff Director for Civil  
Rights, OCRE

DORIS GILLIAM

SEAN GOLIDAY

ALFREDA GREENE

JENNIFER HEPLER, Parliamentarian

MELISSA TUCKER

MICHELLE YORKMAN, Director, IT

COMMISSIONER ASSISTANTS PRESENT:

SHERYL COZART

ALEC DUELL\*

JASON LAGRIA

CARISSA MULDER

AMY ROYCE

JUANA SILVERIO

ALISON SOMIN

KIMBERLY TOLHURST

*\* Present via telephone*

## A G E N D A

I.	APPROVAL OF AGENDA.....	5
II.	PROGRAM PLANNING	
	• Vote on 2015 Business Meeting Calendar ..	6
	• Schedule FY 2015 briefings .....	7
	• Discussion and Vote on Updating the USCCR Anti-Semitism Report.....	35
	• Discussion on Drafting of Letter on President's Immigration Policy .....	43
III.	MANAGEMENT AND OPERATIONS	
	• CFC Campaign 2015 .....	53
	• Staff Director's Report .....	55
	Discussion on Staff Report re: St Louis County, Missouri	
IV.	STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS	
	• Alaska .....	8
	• Montana .....	10
	• New Mexico .....	12
	• Wyoming .....	14
V.	ADJOURN MEETING .....	66

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
 1323 RHODE ISLAND AVE., N.W.  
 WASHINGTON, D.C. 20005-3701

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

(9:30 a.m.)

CHAIRMAN CASTRO: It is 8:30, and I'm calling the meeting to order. This is a meeting of the U.S. Commission on Civil Rights. It is now 9:30 a.m., I should say, Eastern Time, on November 21, 2014. The meeting is taking place at the Commission's headquarters, located at 1331 Pennsylvania Avenue, N.W., in Washington.

I'm Chairman Marty Castro. The Commissioners that are present at the meeting in the office are Commissioners Heriot, Timmons-Goodman and Narasaki. Commissioners participating by phone are Commissioner Kirsanow, Achtenberg, Kladney, Yaki and myself. A quorum of the Commissioners is present.

Is the court reporter present? I can't hear you. Say yes. I assume that's a yes. Can someone acknowledge that for me?

MS. DUNSTON: Yes, she is.

CHAIRMAN CASTRO: Okay, thank you.

Is the Staff Director present? Madam Staff Director, I thought I heard you earlier.

COMMISSIONER NARASAKI: She's out of the room at the moment.

CHAIRMAN CASTRO: Oh, she is? Okay. I

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 thought she was there. So, now I will wait to continue  
2 until she arrives.

3 COMMISSIONER NARASAKI: Okay.

4 CHAIRMAN CASTRO: If someone could let me  
5 know when she's in the room, I'd appreciate that.

6 COMMISSIONER NARASAKI: She's in the room,  
7 Mr. Chair.

8 CHAIRMAN CASTRO: Okay, thank you.

9 So, now the meeting will come to order.  
10 The first item on the agenda is the approval of the  
11 agenda.

12 **I. APPROVAL OF AGENDA**

13 CHAIRMAN CASTRO: So, I move that we  
14 approve the agenda. Is there a second?

15 COMMISSIONER YAKI: Second.

16 CHAIRMAN CASTRO: Are there any amendments?

17 Well, I would add an amendment that we  
18 consider a draft letter that was circulated; I believe  
19 either last night or this morning, the President's  
20 Executive Action.

21 COMMISSIONER YAKI: Second.

22 CHAIRMAN CASTRO: Thank you.

23 Are there any further amendments?

24 Hearing none, I move that we approve the  
25 agenda as amended.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 All those in favor say aye.

2 (Ayes)

3 CHAIRMAN CASTRO: Any opposed?

4 Any abstentions?

5 Okay, the motion passes.

6 Just for logistics purposes, as some  
7 Commissioners are already aware, the reason I'm not in  
8 the office is that I'm in my personal capacity attending  
9 this morning the President's signing of the Executive  
10 Order on Immigration Accountability.

11 So, as we did when I chaired the last  
12 meeting telephonically, or the one prior to this last  
13 one, in order so that I can call on people, my Special  
14 Assistant, Juana, will be texting me who raises their  
15 hand so I can, as best as possible, fairly call on folks.

16 But, most of our Commissioners, actually,  
17 are on the phone, you'll have to just speak up as well,  
18 okay?

19 The first item on the agenda is the Program  
20 Planning.

21 **II. PROGRAM PLANNING**

22 **VOTE ON 2015 BUSINESS MEETING CALENDAR**

23 CHAIRMAN CASTRO: We have a vote on the 2015  
24 business meeting. Was that circulated to everyone,  
25 Madam Staff Director?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 STAFF DIRECTOR SALLO: It was just given out  
2 to everyone, a hard copy.

3 CHAIRMAN CASTRO: Could you send me an  
4 electronic -- could someone send me an electronic one?

5 COMMISSIONER NARASAKI: Yes, I don't have  
6 one.

7 CHAIRMAN CASTRO: Because there are several  
8 of us on the phone here. I don't know that I've seen  
9 it. It's possible that it was sent, but I don't recall  
10 seeing a final version. I've seen iterations of it, as  
11 we were trying to prepare something for folks to look  
12 at.

13 STAFF DIRECTOR SALLO: Correct, could we  
14 move on to -- we can't move on to the next item, hold  
15 on. Juana is trying to email it.

16 CHAIRMAN CASTRO: Okay. Well, we can go on  
17 to the next one and come back to it, is that what you  
18 are saying?

19 STAFF DIRECTOR SALLO: Yes, sir.

20 CHAIRMAN CASTRO: Let's go to the next one,  
21 and then we'll come back.

22 The next item then is scheduling of the 2015  
23 briefings.

24 **SCHEDULE FY 2015 BRIEFINGS**

25 STAFF DIRECTOR SALLO: Yes. So, we were

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 going to use the dates for the proposed calendar year  
2 for 2015.

3 CHAIRMAN CASTRO: Oh, so they are related.

4 STAFF DIRECTOR SALLO: Yes, sir.

5 CHAIRMAN CASTRO: Okay. All right.

6 Is it going to take a while to get that to  
7 people?

8 STAFF DIRECTOR SALLO: Yes.

9 CHAIRMAN CASTRO: All right.

10 STAFF DIRECTOR SALLO: Juana is sending it  
11 right now.

12 CHAIRMAN CASTRO: All right, then let's move  
13 on to the SACs, we'll come back to this. Bear with me  
14 a second.

15 Actually, before we get to the SACs,  
16 eventually, though, we will have to go to the SACs  
17 because this other one will an Anti-Semitism Report also  
18 deals with that.

19 **IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS**

20 **ALASKA SAC**

21 CHAIRMAN CASTRO: So, the first item up on  
22 SACs is the Alaska SACs. So, I'm going to make a motion  
23 that the Commission appoint the following individuals  
24 to the Alaska State Advisory Committee, based upon the  
25 recommendation of our Staff Director: Elizabeth

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 Medicine Crow, Rhonda Boyles, Robin Bronen, Nelson  
2 Godoy, Paula Haley, Cynthia Henry, John Hoffman, Judith  
3 Kleinfeld, Gerald McBeath, Denise Morris, James  
4 Whitaker, and Melvin Williams.

5 Pursuant to this motion, the Commission  
6 appoints Elizabeth Medicine Crow as chair of the Alaska  
7 State Advisory Committee.

8 These members will serve as uncompensated  
9 government employees. Under this motion, the  
10 Commission authorizes the Staff Director to execute the  
11 appropriate paperwork for the appointments.

12 Okay. That's the motion. Do I have a  
13 second?

14 COMMISSIONER YAKI: Second, Commissioner  
15 Yaki.

16 CHAIRMAN CASTRO: Okay. Any discussion?  
17 If not I'll call the motion.

18 Commissioner Kirsanow, how do you vote?

19 COMMISSIONER KIRSANOW: Yes.

20 CHAIRMAN CASTRO: Commissioner Heriot, how  
21 do you vote?

22 COMMISSIONER HERIOT: Yes.

23 CHAIRMAN CASTRO: Commissioner  
24 Timmons-Goodson, how do you vote?

25 COMMISSIONER TIMMONS-GOODSON: Yes.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: Commissioner Narasaki,  
2 how do you vote?

3 COMMISSIONER NARASAKI: Yes.

4 CHAIRMAN CASTRO: Commissioner Yaki, how do  
5 you vote?

6 COMMISSIONER YAKI: Aye.

7 CHAIRMAN CASTRO: Commission Achtenberg,  
8 how do you vote?

9 COMMISSIONER ACHTENBERG: Aye.

10 CHAIRMAN CASTRO: Commission Kladney, how  
11 do you vote?

12 COMMISSIONER KLADNEY: Yes.

13 CHAIRMAN CASTRO: And, I vote yes, so the  
14 motion passes unanimously. Thank you.

15 **IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS**

16 **MONTANA SAC**

17 Now, moving on to the Montana State  
18 Advisory Committee. Oops, hold on a second. It's not  
19 as easy to do this remotely as I thought it would be.  
20 Here we go.

21 I move now that the Commission appoint the  
22 following individuals to the Montana State Advisory  
23 Committee, based upon the recommendation of our Staff  
24 Director: Norma Bixby, Doug Betters, Linda Frey, Joan  
25 Hoff, Gwendolyn Kircher, Nancy Knauff, Marilyn Kramer,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 David Lopez, David Morales, Denise Rogers, Edward  
2 Stafman, Kiah Abbey, John Baden, Dennis Taylor and Eran  
3 Thompson.

4 Pursuant to this motion, the Commission  
5 appoints Norma Bixby as chair of the Montana State  
6 Advisory Committee. Those members will serve as  
7 uncompensated Government employees.

8 Under this motion, the Commission  
9 authorizes the Staff Director to execute the  
10 appropriate paperwork for the appointments.

11 Do I have a second?

12 COMMISSIONER YAKI: Second, Commissioner  
13 Yaki.

14 CHAIRMAN CASTRO: Commissioner Yaki, thank  
15 you.

16 Any discussion?

17 COMMISSIONER HERIOT: Mr. Chairman?

18 CHAIRMAN CASTRO: Yes, mad'am.

19 COMMISSIONER HERIOT: I'm going to vote  
20 against this one. I think that it's not balanced  
21 properly.

22 CHAIRMAN CASTRO: Okay. Thank you.

23 Any additional comments?

24 Hearing none, we'll take a vote.

25 Commissioner Kirsanow, how do you vote?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 COMMISSIONER KIRSANOW: No.

2 CHAIRMAN CASTRO: Commissioner Heriot?

3 COMMISSIONER HERIOT: No.

4 CHAIRMAN CASTRO: Okay. Commissioner  
5 Timmons-Goodson?

6 COMMISSIONER TIMMONS-GOODSON: Yes.

7 CHAIRMAN CASTRO: Commissioner Narasaki?

8 COMMISSIONER NARASAKI: Yes.

9 CHAIRMAN CASTRO: Commissioner Yaki?

10 COMMISSIONER YAKI: Aye.

11 CHAIRMAN CASTRO: Commissioner Achtenberg?

12 COMMISSIONER ACHTENBERG: Aye.

13 CHAIRMAN CASTRO: Commissioner Kladney?

14 COMMISSIONER KLADNEY: Yes.

15 CHAIRMAN CASTRO: And, I vote yes, so it's  
16 one, two, three, four, five, six yeses, and two nos.  
17 The motion passes.

18 **IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS**

19 **NEW MEXICO SAC**

20 The next item is the New Mexico State  
21 Advisory Committee.

22 I'm now going to make a motion that the  
23 Commission appoint the following individuals to the New  
24 Mexico State Advisory Committee, based upon the  
25 recommendation of our Staff Director: John Agresto,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 George Bach, Jr., Paul Gessing, Valerie Webb Jaramillo,  
2 Robert Martinez, Roger Michener, Sandra Rodriguez,  
3 Harold Stratton, Jr., Damon Tobias, Lillian Apodaca,  
4 Dr. Kenneth Brown, Janet Page-Reeves, Mary Caslin Ross,  
5 Hwasoon (Sue) Thorson, Ronalda Tome-Warito, Maria  
6 Varela, Charles Vigil, Laurie Weahkee, and Frances  
7 Williams.

8 Pursuant to this motion, the Commission  
9 appoints Sandra Rodriguez for chair of the New Mexico  
10 State Advisory Committee. These members will serve as  
11 uncompensated government employees.

12 Under this motion, the Commission  
13 authorizes the Staff Director to execute the  
14 appropriate paperwork for the appointments.

15 Do I have a second?

16 COMMISSIONER NARASAKI: I second.

17 CHAIRMAN CASTRO: Who was that?

18 COMMISSIONER NARASAKI: Karen Narasaki.

19 CHAIRMAN CASTRO: Commissioner Narasaki.

20 Okay, thank you.

21 Any discussion?

22 Hearing none, I'll call for the vote.

23 Commissioner Kirsanow, how do you vote?

24 COMMISSIONER KIRSANOW: Abstain.

25 CHAIRMAN CASTRO: I'm sorry?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 COMMISSIONER KIRSANOW: Abstain.

2 CHAIRMAN CASTRO: Abstain, okay. I thought  
3 you said same.

4 Commissioner Heriot, how do you vote?

5 COMMISSIONER HERIOT: Yes.

6 CHAIRMAN CASTRO: Commissioner  
7 Timmons-Goodson, how do you vote?

8 COMMISSIONER TIMMONS-GOODSON: Yes.

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

11 COMMISSIONER NARASAKI: Yes.

12 CHAIRMAN CASTRO: Commissioner Yaki, how do  
13 you vote?

14 COMMISSIONER YAKI: Aye.

15 CHAIRMAN CASTRO: Commissioner Achtenberg,  
16 how do you vote?

17 COMMISSIONER ACHTENBERG: Yes.

18 CHAIRMAN CASTRO: Commissioner Kladney, how  
19 do you vote?

20 COMMISSIONER KLADNEY: Yes.

21 CHAIRMAN CASTRO: And, I vote yes, that's  
22 seven yeses and one abstention. The motion passes.

23 **IV. STATE ADVISORY COMMITTEE (SAC) APPOINTMENTS**

24 **WYOMING SAC**

25 Now we go on to Wyoming. I'm now going to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 make a motion that the Commission appoint the following  
2 individuals to the Wyoming State Advisory Committee,  
3 based upon the recommendation of our Staff Director:  
4 Sleeter Dover, Jacquelyn Bridgeman, Vicki Law Burger,  
5 Robert Byrd, Melvin Hamilton, Drake Hill, Eric Nye,  
6 Magdaleno Ornelas, Anetra Parks, Gail Ridgely, George  
7 Santini, Julian Vela, Affie Ellis, Sara Robinson, and  
8 Melanie Vigil.

9 Pursuant to this motion, the Commission  
10 appoints Sleeter Dover as chair of the Wyoming State  
11 Advisory Committee.

12 These members will serve as uncompensated  
13 government employees. Under this motion, the  
14 Commission authorizes the Staff Director to execute the  
15 appropriate paperwork for the appointments.

16 Is there a second to my motion?

17 COMMISSIONER ACHTENBERG: Second.

18 CHAIRMAN CASTRO: That's Commissioner  
19 Achtenberg.

20 Any discussion?

21 Hearing none, I'll call for the vote.

22 Commissioner Kirsanow, how do you vote?

23 COMMISSIONER KIRSANOW: Yes.

24 CHAIRMAN CASTRO: Commissioner Heriot, how  
25 do you vote?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 COMMISSIONER HERIOT: Yes.

2 CHAIRMAN CASTRO: Commissioner  
3 Timmons-Goodson, how do you vote?

4 COMMISSIONER TIMMONS-GOODSON: Yes.

5 CHAIRMAN CASTRO: Commissioner Narasaki,  
6 how do you vote?

7 COMMISSIONER NARASAKI: Yes.

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

10 COMMISSIONER YAKI: Aye.

11 CHAIRMAN CASTRO: Commissioner Achtenberg,  
12 how do you vote?

13 COMMISSIONER ACHTENBERG: Aye.

14 CHAIRMAN CASTRO: Commissioner Kladney, how  
15 do you vote?

16 COMMISSIONER KLADNEY: Yes.

17 CHAIRMAN CASTRO: And, I vote yes, it's a  
18 unanimous vote, so the motion passes.

19 Now, we go back to the calendar of 2015  
20 meetings. Has that been circulated?

21 STAFF DIRECTOR SALLO: Yes.

22 CHAIRMAN CASTRO: Okay. Has it been  
23 emailed to Commissioners on the phone?

24 STAFF DIRECTOR SALLO: Yes.

25 CHAIRMAN CASTRO: All right. Let me find

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 mine.

2 COMMISSIONER YAKI: I don't have mine.

3 CHAIRMAN CASTRO: Okay.

4 STAFF DIRECTOR SALLO: Michael, I sent --

5 COMMISSIONER YAKI: I just got it.

6 CHAIRMAN CASTRO: Okay. Let's see, yes, I  
7 don't it.

8 COMMISSIONER YAKI: You have to refresh.

9 CHAIRMAN CASTRO: I still don't have it, but  
10 while I wait for it folks can start taking a look at it.

11 COMMISSIONER ACHTENBERG: Mr. Chairman, I  
12 have a conflict, so do you want me to raise it, or do  
13 you want me to wait?

14 CHAIRMAN CASTRO: Why don't you go ahead and  
15 raise it while I look for my list, and then we can talk  
16 about it.

17 COMMISSIONER ACHTENBERG: The May meeting  
18 is not possible for me, I'm giving a talk that day. And  
19 so, May 15 is not workable.

20 COMMISSIONER YAKI: Mr. Chairman?

21 CHAIRMAN CASTRO: Commissioner Yaki?

22 COMMISSIONER YAKI: I believe that it has  
23 always been -- we've always tried throughout the years  
24 to not have meetings before a holiday weekend. And,  
25 both the January and February meetings are the Friday

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 before the Martin Luther King Jr. Day holiday and the  
2 Presidents Day holiday in February. January 16th is  
3 before the holiday on the 19th on Monday, and we meet  
4 on the 13th, which is before the Presidents Day holiday  
5 on the 16th. And, usually, for a lot of different  
6 reasons, including staff and other reasons, we always  
7 tried not to have it the Friday before a holiday weekend.

8 CHAIRMAN CASTRO: And, that may be the case,  
9 but, you know, those days are actual work days, not  
10 holidays. And, I know we tried -- I know some folks,  
11 I think even you, Commissioner Yaki, have given us some  
12 dates in advance to try to accommodate. I don't know  
13 if they were in these particular months, we are trying  
14 to accommodate as many scheduling concerns that  
15 different folks have.

16 So, I'm just trying to look at this Rubik's  
17 Cube of everyone's schedules, so for some reason those  
18 dates were the dates that worked the best, based on the  
19 information that we had in advance of the meeting, so  
20 that we could circulate something that would at least  
21 be a subject for discussion.

22 COMMISSIONER YAKI: Well, I understand but  
23 one of the reasons we do it is because a lot of times  
24 you will find, especially for academics, and for  
25 academia, that scheduling for Friday before a weekend

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 is not always great for getting witnesses.

2 So, I'm just saying that, not for personal  
3 reasons, but as a caution, because we've encountered  
4 this before.

5 CHAIRMAN CASTRO: Well, I understand what  
6 you are saying. And, if I may ask, you are talking about  
7 briefings as opposed to business meetings, right?

8 COMMISSIONER YAKI: Yes.

9 CHAIRMAN CASTRO: Well, why don't we see if  
10 we end up scheduling briefings on those days, and then  
11 unless it's a major problem for anybody we'll try to --

12 COMMISSIONER YAKI: I thought we were doing  
13 a briefing in January, that's the reason I bring it up.

14 COMMISSIONER ACHTENBERG: We are.

15 CHAIRMAN CASTRO: Oh, yes. When's the  
16 holiday?

17 COMMISSIONER YAKI: The 19th.

18 CHAIRMAN CASTRO: The 19th? Oh, I'm in  
19 March, hold on.

20 COMMISSIONER ACHTENBERG: Mr. Chairman, I  
21 am not available on May 15th, and I believe the ENDA  
22 briefing is tentatively being considered for May.

23 CHAIRMAN CASTRO: All right, why don't we  
24 take this one month at a time then, right now we are  
25 jumping around.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1           Let's deal with January first. I mean,  
2           let's first deal with January. I'm not suggesting we  
3           meet on January 1st. So, right now for January the date  
4           that we have proposed is the 16th, is that right, and  
5           because of the concern with the holiday.

6           I know I cannot do it on the 23rd, so we  
7           could try the 9th or the 30th? The 30th is not ideal  
8           for me, because I've got something that week back in  
9           Chicago.

10           COMMISSIONER ACHTENBERG: Gail, you can't  
11           --

12           COMMISSIONER HERIOT: I can't do the 9th.

13           CHAIRMAN CASTRO: All right. How does the  
14           30th work for folks?

15           COMMISSIONER YAKI: Fine.

16           CHAIRMAN CASTRO: Okay. We'll move it to  
17           the 30th, and I will see if I can't switch my January  
18           meeting in Chicago to another date, because I know I  
19           can't -- so, we'll do that the 30th then.

20           Juana, will you make a note of that, please?

21           Okay, so February, what's February, is  
22           February okay for folks?

23           COMMISSIONER KLADNEY: Actually, I  
24           initially said that -- I think I said that for me I was  
25           requesting that date. However, now it appears that I

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 may have a conflict, and I was wondering if we could do  
2 that on the 20th, especially, if we are going to have  
3 a briefing on the 30th. Turnaround from the West Coast  
4 within two weeks is quite a chore.

5 COMMISSIONER YAKI: And, I have a conflict  
6 on the 13th. I was simply not going to be around.

7 CHAIRMAN CASTRO: So, you are suggesting the  
8 20th instead?

9 COMMISSIONER ACHTENBERG: I can do that.

10 CHAIRMAN CASTRO: That would work for me.

11 COMMISSIONER ACHTENBERG: How about you,  
12 Gail?

13 COMMISSIONER HERIOT: It's fine for me.

14 CHAIRMAN CASTRO: Okay. Any other  
15 objections? The 20th of February then.

16 Okay. Now, let's go on to March. Any  
17 issues with March?

18 COMMISSIONER TIMMONS-GOODSON: The 13th of  
19 March is problematic for me.

20 CHAIRMAN CASTRO: Hold on a second. Okay.  
21 How about March 20th?

22 COMMISSIONER TIMMONS-GOODSON:  
23 Unfortunately, Mr. Chair, I'm not available the 20th or  
24 the 27th, I'm going to be out of the country.

25 CHAIRMAN CASTRO: March 6th?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1                   COMMISSIONER TIMMONS-GOODSON: That's a  
2 quick turnaround.

3                   CHAIRMAN CASTRO: Well, we have to pick a  
4 date that's going to be inconvenient for somebody. I  
5 can't the 27th, because I've got parent/teacher  
6 conferences that day. So, it's got to be the 6th, the  
7 13th or the 20th.

8                   COMMISSIONER ACHTENBERG: Or not on Friday,  
9 but we try not to do that.

10                  CHAIRMAN CASTRO: We try not to. What about  
11 a Monday? Okay, let's see, the 16th. I know the next  
12 day is St. Patrick's Day, Commissioner Yaki, but I think  
13 we could probably work around that.

14                  COMMISSIONER HERIOT: Can I say, I hope we  
15 don't make a habit of meeting on different days, but I  
16 can do -- I will be in the Washington area in March, and  
17 so it will be easy for me. You can put it on Monday.

18                  CHAIRMAN CASTRO: Yes, I prefer not to, but,  
19 obviously, right now we have a multiple conflict, and  
20 if we can accommodate by doing it on another day without  
21 too many problems, then I'm willing to make the  
22 exception.

23                  So, the 16th of May -- I'm sorry, March  
24 works for people?

25                  COMMISSIONER ACHTENBERG: Yes.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: Okay, we'll do that.

2 Now, on to April.

3 COMMISSIONER TIMMONS-GOODSON: The 17th of  
4 April is problematic for me.

5 CHAIRMAN CASTRO: Let's see. April 10th?

6 COMMISSIONER ACHTENBERG: I can't.

7 CHAIRMAN CASTRO: And, and I cannot on the  
8 24th or the 3rd. I'm out of town on the 3rd, and I have  
9 a meeting in Chicago on the 24th of a board that I'm on.

10 I don't want to do another Monday, but --  
11 so who is not available the 17th?

12 COMMISSIONER ACHTENBERG: I am not.

13 CHAIRMAN CASTRO: Oh --

14 COMMISSIONER ACHTENBERG: I am available on  
15 the 17th.

16 CHAIRMAN CASTRO: Judge Timmons, is the  
17 conflict you have one that cannot be changed?

18 COMMISSIONER TIMMONS-GOODSON: It is.

19 CHAIRMAN CASTRO: Would you be able to  
20 participate telephonically?

21 COMMISSIONER TIMMONS-GOODSON: I would not.

22 CHAIRMAN CASTRO: And, who is not available  
23 the 10th, Roberta?

24 COMMISSIONER ACHTENBERG: I am not, yes.

25 CHAIRMAN CASTRO: We may have to do another

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 non Friday.

2 COMMISSIONER KLADNEY: Mr. Chairman?

3 CHAIRMAN CASTRO: Yes, sir?

4 COMMISSIONER KLADNEY: If we knew what date  
5 we were going to have briefings on, I think this might  
6 be easier, many of us might be more amenable to attending  
7 by phone on a Friday, or something like that.

8 CHAIRMAN CASTRO: Yes, but Commissioner  
9 Timmons can't either way.

10 COMMISSIONER KLADNEY: Well, on this  
11 particular Friday I understand that.

12 CHAIRMAN CASTRO: Yes.

13 COMMISSIONER KLADNEY: But, we are in the  
14 fourth month and --

15 CHAIRMAN CASTRO: Yes, no, I understand.  
16 You know, this is chicken and the egg thing, too. We  
17 want to have a calendar in place, so we can go and look  
18 at what works best for briefings. So, I think let's just  
19 get the calendar in place, and then we'll go back and  
20 fit in briefings where we can appropriately.

21 So, shall we look at another Monday then?  
22 It looks like these Fridays are not working for  
23 everybody.

24 COMMISSIONER HERIOT: It is okay with me.  
25 I'll again be in Washington that Monday.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: All right. Yes, I  
2 understand.

3 How does April 13th look? Does that look  
4 okay for folks?

5 COMMISSIONER HERIOT: It's okay with me.

6 COMMISSIONER ACHTENBERG: I will --

7 CHAIRMAN CASTRO: Pardon me?

8 COMMISSIONER ACHTENBERG: I will have try,  
9 it's not impossible.

10 CHAIRMAN CASTRO: Okay, how about the 20th?

11 COMMISSIONER ACHTENBERG: That's much  
12 better.

13 CHAIRMAN CASTRO: Does April 20th work for  
14 folks?

15 COMMISSIONER ACHTENBERG: That's  
16 agreeable, that works for me.

17 CHAIRMAN CASTRO: Anybody else have a  
18 problem with that? Okay. We'll do April 20th, which  
19 is a Monday.

20 Now we go on to May, May 15th is the proposed  
21 date. I hear no objection? Okay.

22 COMMISSIONER ACHTENBERG: May 15th I cannot  
23 -- that's what I was telling you, Mr. Chairman.

24 CHAIRMAN CASTRO: Oh, is that what you were  
25 saying earlier?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 COMMISSIONER ACHTENBERG: Yes, right, I  
2 cannot do May 15th.

3 COMMISSIONER HERIOT: It's, actually, a bad  
4 day for me, too, although not impossible.

5 CHAIRMAN CASTRO: Okay. Well, I know I  
6 can't on the 8th or the 22nd, so how does May 1 look for  
7 folks?

8 COMMISSIONER ACHTENBERG: I can do it.

9 COMMISSIONER HERIOT: I've got a flight, I  
10 cannot do May 1.

11 COMMISSIONER YAKI: Isn't that a really  
12 tight turnaround from the 20th?

13 CHAIRMAN CASTRO: It is, but, you know, I'm  
14 trying to accommodate people here.

15 COMMISSIONER ACHTENBERG: I cannot.

16 CHAIRMAN CASTRO: How about the 22nd, that's  
17 not ideal for me, but, you know, if I have to I can do  
18 it.

19 COMMISSIONER ACHTENBERG: I can do the 22nd.

20 CHAIRMAN CASTRO: Any objections? All  
21 right, May 22.

22 June. Hold on a second; let's go back to  
23 May for a second.

24 Can folks to the 29th of May?

25 COMMISSIONER HERIOT: I can.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: You can?

2 COMMISSIONER HERIOT: Yes.

3 CHAIRMAN CASTRO: Does that work for  
4 everybody?

5 COMMISSIONER ACHTENBERG: I can.

6 CHAIRMAN CASTRO: Okay, let's do the 29th  
7 instead. That makes it easier for me.

8 Thank you.

9 Now back to June. Any problems with the  
10 June date?

11 COMMISSIONER KIRSANOW: Well, May 29th, and  
12 then we are meeting on June 5th, is the Commission going  
13 to keep us in D.C. for a week?

14 CHAIRMAN CASTRO: Yes, sure.

15 COMMISSIONER ACHTENBERG: No.

16 CHAIRMAN CASTRO: How is June 19th?

17 COMMISSIONER ACHTENBERG: No.

18 CHAIRMAN CASTRO: June 12th?

19 COMMISSIONER ACHTENBERG: No.

20 CHAIRMAN CASTRO: I can't do the 26th, so  
21 it's either 5, 12 or 19. And, I prefer not to do another  
22 Monday.

23 COMMISSIONER ACHTENBERG: I can't do the  
24 12th or the 19th.

25 COMMISSIONER YAKI: Mr. Chairman, the 15th

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 or the 22nd, the two Mondays?

2 COMMISSIONER ACHTENBERG: I couldn't do the  
3 15th, but I could do the 22nd.

4 CHAIRMAN CASTRO: I can't do the 22nd. How  
5 about the 29th?

6 COMMISSIONER ACHTENBERG: I could do the  
7 29th.

8 CHAIRMAN CASTRO: All right. I don't hear  
9 any objection to the 29th of June?

10 COMMISSIONER YAKI: The 29th is good.

11 CHAIRMAN CASTRO: All right. Anybody else?  
12 No problems there? We are slowly slipping into a Monday  
13 Commission folks.

14 July, July is the 17th. No problems?  
15 Okay.

16 COMMISSIONER HERIOT: That's our first one  
17 that we managed to go with the date.

18 CHAIRMAN CASTRO: Yes, we got to almost the  
19 middle of the year there.

20 August, August 14th? No problems there?  
21 Okay.

22 I'm moving on to September. Any issues  
23 with September 18th?

24 COMMISSIONER TIMMONS-GOODSON: The 18th is  
25 problematic for me, Mr. Chair.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: Okay. I knew it was too  
2 good to be true.

3 How about, let's see, the 11th or the 25th?

4 COMMISSIONER ACHTENBERG: Somebody should  
5 probably check the Jewish holidays, just --

6 CHAIRMAN CASTRO: Oh, yes.

7 COMMISSIONER YAKI: I'm looking at it right  
8 now. Yom Kippur is the 23rd. Rosh Hashanah is the 14th  
9 of September.

10 COMMISSIONER ACHTENBERG: Perfect.

11 COMMISSIONER YAKI: Yom Kippur is the 23rd.  
12 Well, okay, that's great, 11 works for me then, if it  
13 works for other people.

14 CHAIRMAN CASTRO: Okay. September 11th?  
15 All right. It will be September 11th.

16 October.

17 COMMISSIONER HERIOT: Is that a -- that's  
18 not a Federal holiday, is it?

19 CHAIRMAN CASTRO: No, no, it's not.  
20 October 16. October 16? Going once. Going twice.  
21 Sold.

22 November, November 13th. Does that work  
23 for folks? All right.

24 December.

25 COMMISSIONER HERIOT: Wait, let's go back to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 November.

2 CHAIRMAN CASTRO: Go back to November?

3 COMMISSIONER HERIOT: I believe that's not  
4 going to work for me.

5 CHAIRMAN CASTRO: Okay. November 13 will  
6 not work for you. Let's see, November 6th?

7 COMMISSIONER HERIOT: I can do that, or I can  
8 do the 20th.

9 CHAIRMAN CASTRO: I prefer the 6th over the  
10 20th. November 6th. All right, November 6th it will  
11 be.

12 December? We have December 11th going  
13 once, going twice, going twice? All right, December  
14 11th it is.

15 And, I think that concludes the 2015  
16 calendar. Yes.

17 All right. So, based on these changes, I  
18 make a motion that we accept the calendar as amended.

19 Is there a second?

20 COMMISSIONER ACHTENBERG: Second.

21 CHAIRMAN CASTRO: Commissioner Achtenberg.  
22 Okay.

23 All those in favor say aye.

24 (Ayes)

25 CHAIRMAN CASTRO: Any opposed?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 Any abstention?

2 COMMISSIONER YAKI: Mr. Chairman, I just  
3 would ask, can the Staff Director send out the revised  
4 calendar after the meeting?

5 CHAIRMAN CASTRO: Absolutely.

6 STAFF DIRECTOR SALLO: I will.

7 CHAIRMAN CASTRO: I think we all will need  
8 that. Okay.

9 So, now we move on to the scheduling of the  
10 2015 briefing.

11 Madam Staff Director, can you lead us  
12 through that?

13 STAFF DIRECTOR SALLO: At the present time,  
14 there are three proposals that are on the table for  
15 Fiscal Year 2015.

16 We have the Immigration Detention paper,  
17 which was approved for the statutory enforcement  
18 report. We have the ENDA paper, and we also have the  
19 Higher Ed paper, that although it's being tweaked it  
20 still was approved and will be moving forward for the  
21 next -- for this fiscal year.

22 So, we would need to schedule those three.  
23 I would propose that we hold the statutory enforcement  
24 report briefing in January, simply because of the time  
25 constraints, in order to get it completed, all the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 drafts approved, and then issued by the September 30th  
2 statutory deadline.

3 CHAIRMAN CASTRO: Okay.

4 STAFF DIRECTOR SALLO: I would also request  
5 that the Commission consider scheduling briefings with  
6 a month between each briefing, just to allow staff to  
7 make the appropriate preparations.

8 CHAIRMAN CASTRO: Okay. So, the two other  
9 briefings then are the education briefing, higher ed  
10 briefing I should say. No, is that the one you said?

11 STAFF DIRECTOR SALLO: The higher ed, as  
12 well as the ENDA.

13 CHAIRMAN CASTRO: ENDA. So, Commissioner  
14 Achtenberg, you indicated that you wanted to do one of  
15 those in May?

16 COMMISSIONER ACHTENBERG: In May, yes --  
17 well, that isn't -- which is -- now I'm confused about  
18 the date. So, let's --

19 STAFF DIRECTOR SALLO: We currently have --

20 COMMISSIONER ACHTENBERG: You wanted to do  
21 something -- I thought you wanted to do something in  
22 March, is that correct, Madam Staff Director?

23 STAFF DIRECTOR SALLO: Yes, ma'am.

24 COMMISSIONER ACHTENBERG: You wanted to  
25 ENDA in March, is that the preference?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 STAFF DIRECTOR SALLO: Yes, it was.

2 CHAIRMAN CASTRO: Okay.

3 COMMISSIONER ACHTENBERG: And, the date for  
4 the March meeting is now --

5 STAFF DIRECTOR SALLO: March 16th.

6 COMMISSIONER ACHTENBERG: -- the 16th of  
7 March.

8 CHAIRMAN CASTRO: Correct.

9 COMMISSIONER ACHTENBERG: Okay, that's all  
10 fine with me, as long as it's agreeable to others.

11 CHAIRMAN CASTRO: We'll try to do this as a  
12 package, if we can.

13 COMMISSIONER ACHTENBERG: Sure.

14 CHAIRMAN CASTRO: So January Immigration,  
15 March ENDA, and then the Higher Ed, is that the one we  
16 were talking about doing in May?

17 STAFF DIRECTOR SALLO: Yes.

18 COMMISSIONER ACHTENBERG: That's fine with  
19 me.

20 CHAIRMAN CASTRO: Okay.

21 COMMISSIONER ACHTENBERG: The date in May is  
22 now?

23 STAFF DIRECTOR SALLO: May 29th.

24 COMMISSIONER ACHTENBERG: May 29th,  
25 perfect.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: Okay. So, that's the  
2 proposed schedule.

3 Do we have a motion on that, and then we can  
4 discuss it?

5 COMMISSIONER TIMMONS-GOODSON: I so move.

6 CHAIRMAN CASTRO: Okay, is there a second?

7 COMMISSIONER ACHTENBERG: Second.

8 CHAIRMAN CASTRO: Okay. Do those dates  
9 work for folks?

10 Hearing no objection, I'll call for a vote.  
11 I'll just do a voice vote, I don't think we need to do  
12 a roll call on this, do we, Madam Staff Director?

13 STAFF DIRECTOR SALLO: No.

14 CHAIRMAN CASTRO: Okay. All in favor say  
15 aye.

16 (Ayes)

17 CHAIRMAN CASTRO: Any opposed?

18 Any abstentions?

19 **DISCUSSION AND VOTE ON UPDATING THE USCCR**

20 **ANTI-SEMITISM REPORT**

21 Okay. Next up there's a motion regarding  
22 a request from Chairman Wolf that we consider updating  
23 our USCCR Anti-Semitism report, which was done several  
24 years ago, based on some incidents that have recently  
25 occurred on college campuses.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 Chairman Wolf sent us a letter about two  
2 months ago on this topic and I circulated that to the  
3 Commissioners, and indicated that we would bring this  
4 up for consideration to the Commission. And so, I  
5 wanted to open it up for discussion.

6 COMMISSIONER NARASAKI: So, Mr. Chair, I  
7 think this is an important issue, but I'm a little  
8 concerned about what our budget capacity will be, given  
9 that Congress has not yet acted on the budget for 2015.

10 So, my suggestion would be that we hold this  
11 over for discussion in December, when, hopefully, we  
12 would have a better idea of what our budget will be.

13 CHAIRMAN CASTRO: Okay.

14 COMMISSIONER HERIOT: Mr. Chairman?

15 CHAIRMAN CASTRO: Yes, Commissioner Heriot?

16 COMMISSIONER HERIOT: I support Congressman  
17 Wolf's request, I think it's a good idea. I'm confident  
18 that they can find the funds for this.

19 There have been a lot of disturbing  
20 incidents on campuses recently, and I think this is the  
21 sort of thing that the Commission should be looking  
22 into.

23 CHAIRMAN CASTRO: Any other thoughts,  
24 comments?

25 COMMISSIONER KIRSANOW: Mr. Chair, Kirsanow

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 here.

2 CHAIRMAN CASTRO: Yes.

3 COMMISSIONER KIRSANOW: I echo Commissioner  
4 Heriot's statements. Just in casual review of the  
5 media, it seems as if its use of anti-Semitism on campus  
6 and elsewhere has been mushrooming over the last, well,  
7 several years, but, more particularly and more simply,  
8 in the last six months.

9 So, I will heartily support having a  
10 hearing briefing on this matter.

11 CHAIRMAN CASTRO: Any other Commissioners  
12 have comments?

13 COMMISSIONER TIMMONS-GOODSON: I support  
14 the notion as long as the money is there.

15 CHAIRMAN CASTRO: Yes, Commission Kladney,  
16 you were going to say something?

17 COMMISSIONER KLADNEY: Yes, I couldn't hear  
18 Commission Timmons.

19 CHAIRMAN CASTRO: Could you repeat your  
20 comment, Commissioner Timmons-Goodson?

21 COMMISSIONER TIMMONS-GOODSON: Sure. I am  
22 in complete support of what has been proposed, as long  
23 as the money is there.

24 CHAIRMAN CASTRO: Commissioner Kladney, any  
25 comment?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 COMMISSIONER KLADNEY: No.

2 CHAIRMAN CASTRO: Madam Staff Director, do  
3 you have any idea when we are going to know what are 2015  
4 budget is? I'm sorry -- yes, 2015, right, because we  
5 are still in CR.

6 STAFF DIRECTOR SALLO: Correct. No, sir,  
7 at the present time the CR is scheduled to expire on  
8 December 11th. I checked the website again today.  
9 They are currently in talks for an omnibus, but  
10 contingent upon decisions that will probably made next  
11 week. Based on the announcement last night, there may  
12 or may not be an omnibus going forward.

13 What I can say is, from the House side, we  
14 were -- the number from the House side is \$9.0 million  
15 for the Commission on Civil Rights, which is \$400,000  
16 less than what we asked for.

17 On the Senate side, the proposal is \$9.4  
18 million, which is exactly what we asked for, and  
19 \$400,000 more than what we received for Fiscal Year  
20 2014.

21 However, how that will reconcile with one  
22 another is yet to be seen.

23 CHAIRMAN CASTRO: So, our meeting is  
24 December 12th, right?

25 STAFF DIRECTOR SALLO: Yes.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: Our next meeting?

2 STAFF DIRECTOR SALLO: Yes, sir.

3 CHAIRMAN CASTRO: So, theoretically, we  
4 will know by then, hopefully, one way or the other where  
5 we are going to be.

6 STAFF DIRECTOR SALLO: We either get that,  
7 or we'll be shut down.

8 CHAIRMAN CASTRO: True.

9 I really support this. I think, not only  
10 because it's being raised to us by someone who is, you  
11 know, a leader in Congress, because, obviously, we have  
12 a lot of folks in Congress who have interest in issues  
13 like this, but I think that, as was said by the other  
14 Commissioners, this is a topic which, unfortunately, is  
15 rearing its ugly head again, not only domestically, but  
16 we are seeing it internationally as well. Although I  
17 know that's not in our jurisdiction, it does, certainly,  
18 present a disturbing pattern.

19 But, I also want to make sure we've got the  
20 money to do this, do it right.

21 I don't know if we ever updated the report,  
22 I know we haven't done that under my chairmanship, but  
23 I would imagine -- it would mean, you know, taking a good  
24 close look at it, not just merely updating stats.

25 There may be some other reports we also

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 might want to look at updating as well that are out  
2 there. So --

3 STAFF DIRECTOR SALLO: There are?

4 CHAIRMAN CASTRO: I'm thinking there may be.

5 STAFF DIRECTOR SALLO: No, I've identified  
6 some thus far, and I --

7 CHAIRMAN CASTRO: Oh, I thought you were --  
8 I thought you were questioning me.

9 STAFF DIRECTOR SALLO: No.

10 CHAIRMAN CASTRO: I'm like, yes, yes there  
11 are.

12 STAFF DIRECTOR SALLO: I wouldn't do that on  
13 the record.

14 I can circulate something before the next  
15 meeting, as to the reports that I believe may warrant  
16 another look at, especially, series reports, we have an  
17 educational opportunity series report that is five  
18 volumes long. The first volume was issued in 1996, then  
19 1997, then 1999 and 2000. In 1996 they issued two  
20 separate volumes, and that's one of the ones that I've  
21 identified, that if we had the bandwidth, not so much,  
22 I believe, expenses budget, but bandwidth as to staff,  
23 and we are slowly getting there, it's something that we  
24 could really take a look at, because at least some of  
25 the reports that were not based on briefings, but actual

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 research projects.

2 CHAIRMAN CASTRO: Yes, I understand that.  
3 I also want us to be mindful of the bandwidth, so I don't  
4 want to, necessarily, put my kids in a candy store and  
5 say, we want to update these dozen reports, even though  
6 we may want to, I think we should probably think about  
7 those that are maybe the most pressing or germane.

8 But, Commissioner Narasaki, you have  
9 something you want to say?

10 COMMISSIONER NARASAKI: Yes. I just wanted  
11 to add, because I agree with the Staff Director, that  
12 there are several reports that we should look at. And  
13 so, to see all in the context of what we need to do, and  
14 what our capacity is. For example, I've been asked by  
15 leaders from the Native American Committee to look at  
16 updating reports that were done over decades ago, to see  
17 what the federal government has done with the  
18 recommendations that the Commission made.

19 CHAIRMAN CASTRO: Yes.

20 COMMISSIONER NARASAKI: So, I believe all  
21 these things are important. Hate crimes is, actually,  
22 where I started my career, but I just want to make sure  
23 we are really looking at what all these things are that  
24 need to get done, and match that up with our capacity  
25 to do it well.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 CHAIRMAN CASTRO: Okay. Commissioner  
2 Timmons-Goodson?

3 COMMISSIONER TIMMONS-GOODSON: And, I  
4 wanted to ask about our capacity. You know, we already  
5 have three briefings set. What's the maximum number  
6 that we can do in our fiscal year?

7 CHAIRMAN CASTRO: I'll defer that to the  
8 Staff Director, who also wants to say a few words.

9 STAFF DIRECTOR SALLO: We normally budget  
10 for five briefings a year. We've already used one this  
11 year, because of the stand your ground fields briefing.  
12 And then, we have three that are scheduled. So, we  
13 could tentatively have an additional briefing, and that  
14 would give the five that we normally budget for.

15 In addition, I just wanted to add that in  
16 reviewing some old publications, in the past we also  
17 used to -- we have issued reports a decade later, looking  
18 at Federal agencies that may or may not have implemented  
19 whatever findings and recommendations we issued, based  
20 on a prior briefing or hearing. So, we have done a  
21 decade later type of reports as well.

22 So, I will circulate the Title 3 to those  
23 reports, with a little blurb before the next meeting,  
24 so that everyone has an opportunity to review it.

25 CHAIRMAN CASTRO: All right. So, why don't

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 we do this then. We'll take that to the December  
2 meeting, and look at it, both in terms of totality of  
3 the reports we may want to reasonably explore, but also,  
4 hopefully, have a better idea of our budget, and work  
5 into that what we have in terms of scheduled briefings  
6 and, potentially, other kinds of data that folks have  
7 indicated an interest in looking at some point. That  
8 also factors into this.

9 So, what we'll do is, we'll defer this  
10 discussion to December, and I'll put on the agenda that.  
11 Okay?

12 Next we have a discussion of the staff  
13 report on St. Louis County, Missouri. Madam Staff  
14 Director?

15 STAFF DIRECTOR SALLO: Mr. Chair, perhaps,  
16 we could address the letter that you added to the agenda,  
17 and maybe I can fold that discussion in there.

18 **DISCUSSION ON DRAFTING OF LETTER ON**  
19 **PRESIDENT'S IMMIGRATION POLICY**

20 CHAIRMAN CASTRO: Okay, all right, even  
21 better.

22 So, everyone, hopefully, received a copy of  
23 a draft letter that was circulated in advance of the  
24 President's announcement later this morning on the  
25 Immigration Accountability Executive Order.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 I think given both the Commission's  
2 historic interest in the topic of immigration, as well  
3 as some of the work we have done, and will be doing, I  
4 thought it would be appropriate for us to issue a letter  
5 on the topic as a Commission.

6 So, with that in mind, a draft has been  
7 circulated, and I'd be happy to entertain any comments,  
8 questions, or a motion to approve.

9 COMMISSIONER ACHTENBERG: I am going to  
10 approve, Mr. Chairman, but my only issues are minor and  
11 grammatical, and so those can be dealt with off line.  
12 If Martin is willing to indulge with that understanding,  
13 I move the adoption of the letter.

14 CHAIRMAN CASTRO: Is there a second?

15 COMMISSIONER TIMMONS-GOODSON: Second.

16 CHAIRMAN CASTRO: Who seconded,  
17 Commissioner Timmons-Goodson?

18 COMMISSIONER TIMMONS-GOODSON: Yes.

19 CHAIRMAN CASTRO: Okay. And, I understand  
20 Commissioner Narasaki, you may have to abstain?

21 COMMISSIONER NARASAKI: Yes, Mr. Chair.

22 CHAIRMAN CASTRO: Okay. So, any  
23 discussion?

24 COMMISSIONER KIRSANOW: Mr. Chair, this is  
25 Kirsanow. Are we discussing the letter related to the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 President's proposed Executive Order?

2 CHAIRMAN CASTRO: Yes.

3 COMMISSIONER KIRSANOW: I do have a  
4 statement to make, that the letter does not take into  
5 consideration the U.S. Commission on Civil Rights  
6 report that shows the impact of illegal immigration on  
7 the wage and employment levels of Black employees, which  
8 impact is quantifiable and profound, regardless of  
9 where the witnesses that we had present at the hearing  
10 stood on the ideological spectrum. Every single one  
11 of them agreed that wage and employment levels for all  
12 those skilled Americans, but, particularly, Black  
13 Americans, because Black Americans are concentrated in  
14 those industries in which there is greater competition  
15 from illegal immigrants, and suppressed the indicator  
16 fairly dramatically.

17 And, the employment rate of Blacks has been  
18 reduced by up to 40 percent of the 18 percentage point  
19 decline in Black employment rates, which if you do the  
20 quick math on that, it comes to nearly a million jobs  
21 that's due to illegal immigration.

22 In addition to that, we adduce evidence  
23 that the wages for Blacks have been reduced by over  
24 \$1,500, specifically, related to illegal immigration.  
25 The Federal Reserve Bank of Atlanta commissioned a study

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 that showed nearly \$1,000 of the reduction in wage rates  
2 for documented workers is attributable to the  
3 competition from undocumented workers.

4 If there's going to be a proclamation  
5 related to the President's statement from last night or  
6 what he purports to do today, that should at least be  
7 included in a statement from the U.S. Commission on  
8 Civil Rights, that it recognizes its own report. This  
9 report has gone to the President, in addition to which,  
10 regardless of where you stand on the merits of what he  
11 did, I can't support even a letter that has profound  
12 constitutional implications.

13 CHAIRMAN CASTRO: Thank you, Commissioner  
14 Kirsanow. I don't think we need to say every report of  
15 this Commission, and, actually, that's probably one of  
16 the reports that I'm going to put on the agenda that we  
17 revise, because I think -- I wasn't on the Commission  
18 when that was promulgated, but I think since then  
19 there's been very comprehensive and non-partisan  
20 research that's been done that takes actual  
21 comprehensive analysis of Census data, and finds that,  
22 in fact, Latino immigration increases African American  
23 economic opportunities.

24 There's been a cross section analysis by  
25 the American Immigration Council of 907 metropolitan

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 statistical areas in 2010, 455 metro areas in 25, which  
2 makes it the largest economic examination of  
3 immigrations effect on African Americans and their  
4 wages and employment, and finds that for every 1 percent  
5 increase there's been a share of Latinos, African  
6 American men, and minimum wage has increased by 3  
7 percent.

8 So, I think there's enough questions as to  
9 the validity of that report, that I don't feel  
10 comfortable placing that in the letter. And, I can give  
11 you more statistics, but this is not a debate on that  
12 topic right now, but I'm sure if you're going to write  
13 a letter on the topic, regardless of what we do today.

14 COMMISSIONER KIRSANOW: I welcome an  
15 additional hearing on that matter. I'm well aware of the  
16 statistics that you cited, I've seen those, I've looked  
17 at it very closely to a large extent, they are completely  
18 bogus. They currently have labor participation  
19 lacking in the Black community at historic lows of 61.4  
20 percent; 32.6 percent of Black teens are out of work.  
21 Only one out of ten Black adults has a job.

22 And, the minority contractors that I  
23 represent have a completely different viewpoint on the  
24 statistics that you just cited.

25 CHAIRMAN CASTRO: Well then, I think that

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 does dictate that we revisit this issue, because,  
2 clearly, there's a lack of agreement on what the  
3 statistics say. So, we'll reserve that for a  
4 discussion in December.

5 Thank you, Commissioner Kirsanow.

6 Anybody else?

7 COMMISSIONER YAKI: Mr. Chairman?

8 CHAIRMAN CASTRO: I know there was some  
9 noise earlier. If you could mute your phones when you  
10 are not talking, that would be great. I apologize for  
11 that, Commissioner Kirsanow; it was not me making the  
12 noise.

13 Any other -- Mr. Yaki, and then  
14 Commissioner Heriot.

15 COMMISSIONER YAKI: I was just going to say,  
16 I was present during the briefing that Commissioner  
17 Kirsanow talked about, and my objections to how that  
18 briefing was handled are in my statement on that report.

19 But, I would just like to say that  
20 regardless of what the facts may have been, or how it  
21 was presented, in some ways we are talking apples and  
22 oranges, because the entire purpose of the Executive  
23 Order is to allow individuals who previously had had --  
24 were working under no color law whatsoever, to have  
25 access to work permits and be free from the prospect of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 immediate and sudden deportation if they caused any  
2 trouble to an employer, who would call Immigration.

3 And, I believe that there is information  
4 out there that upon the ability to be a legal worker,  
5 and be free from that threat from employers, you will  
6 find that workers are better able to organize, and work  
7 together, and deal with issues such as wages and working  
8 conditions that some employers have exploited to the  
9 disadvantage of others, in terms of a race to the bottom  
10 in terms of income.

11 So, I think that part of the misperception  
12 is not the problem that Commissioner Kirsanow talked  
13 about, it is in part in many ways remedied by the action  
14 that the President took last night in taking workers who  
15 are the most vulnerable and the most exploited, and  
16 giving them the ability to work legally and be free from  
17 those levers that can be used to exploit and intimidate  
18 them.

19 CHAIRMAN CASTRO: Okay. We have  
20 Commissioner Heriot next, followed by Commissioner  
21 Narasaki.

22 COMMISSIONER HERIOT: I oppose the letter  
23 for many of the reasons that Commissioner Kirsanow has  
24 stated.

25 CHAIRMAN CASTRO: Okay, thank you.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 Commissioner Narasaki?

2 COMMISSIONER NARASAKI: Thank you, Mr.  
3 Chair.

4 So, I am abstaining from the vote, because  
5 I am a recent addition to the Commission, and before I  
6 joined the Commission I worked for an organization that  
7 was working on this issue. So, under the ethical  
8 standards, I think there's an argument that I could  
9 participate, but out of an abundance of caution I'm not.

10 So, I'm not commenting on this issue, but,  
11 Commissioner Kirsanow am I to understand that you  
12 represent minority contractors on this issue, because  
13 that's why I am recusing myself. I don't currently  
14 represent them, and haven't represented my clients  
15 since last spring.

16 COMMISSIONER KIRSANOW: Thank you,  
17 Commissioner Narasaki.

18 If I may respond, Chairman.

19 I don't represent them on this issue, but  
20 over the years I represented a number of minority  
21 contractors. And, it's only anecdotal evidence, but  
22 they tell us of being devastated by competition from low  
23 wage, illegal immigrant workers. Some of them have  
24 been thrown out completely.

25 And, their workers, some of whom are Black,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 some aren't, they are also being thrown out of work.

2 In addition, with respect to --  
3 Commissioner Yaki makes a good point, however, the  
4 President's actions yesterday operate as a green light  
5 for even more illegal immigration, as we saw over the  
6 summer.

7 Moreover, simply legalizing illegal  
8 immigrants is not going to mean that those individuals  
9 are now going to receive a significant boost in pay that  
10 then reduces competition; it's still going to be a low  
11 wage. And by regularizing 5 million workers they are  
12 adding 5 million, and they've only added since the  
13 beginning of the recovery 6 million total jobs.

14 Doing this is economic lunacy, but more  
15 important, we have evidence by the U.S. Commission on  
16 Civil Rights that we shouldn't be doing this.

17 CHAIRMAN CASTRO: As I indicated, I think  
18 that we'll revisit the substance of that report, but  
19 clearly the President's statement last night, and the  
20 Executive Order which he'll sign in a short time this  
21 morning, makes it clear that no one who has come  
22 recently, or who will come in the future, will benefit  
23 from this. It's only people who have been for a certain  
24 period of time. Therefore, it does not encourage folks  
25 to come in and take advantage of this.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 Any other comments?

2 Hearing none, I am going to call the  
3 question on the letter. I'm going to take a roll call  
4 vote.

5 Commissioner Kirsanow, how do you vote?

6 COMMISSIONER KIRSANOW: Absolutely not.

7 CHAIRMAN CASTRO: Commissioner Heriot, how  
8 do you vote?

9 COMMISSIONER HERIOT: No.

10 CHAIRMAN CASTRO: Commissioner Achtenberg,  
11 how do you vote?

12 COMMISSIONER ACHTENBERG: Yes.

13 CHAIRMAN CASTRO: Commissioner Kladney, how  
14 do you vote?

15 COMMISSIONER KLADNEY: Yes.

16 CHAIRMAN CASTRO: Commissioner Narasaki,  
17 how do you vote?

18 COMMISSIONER NARASAKI: I abstain.

19 CHAIRMAN CASTRO: Okay. Commissioner  
20 Timmons-Goodson, how do you vote?

21 COMMISSIONER TIMMONS-GOODSON: Yes.

22 CHAIRMAN CASTRO: Commissioner Yaki, how do  
23 you vote? Commissioner Yaki?

24 COMMISSIONER YAKI: I couldn't hear. Aye.

25 CHAIRMAN CASTRO: Okay. And, I vote aye,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 that's one, two, three, four, five, six yeses and two  
2 nos. The letter passes.

3 COMMISSIONER ACHTENBERG: It is five yeses,  
4 one abstention, and two nos.

5 CHAIRMAN CASTRO: I'm sorry, I apologize,  
6 there's one abstention, five yeses, one abstention, two  
7 nos. My abstention looked like a yes, I apologize.

8 Okay. So now we move on. What's the next  
9 item on the agenda here?

10 STAFF DIRECTOR SALLO: The CFC Campaign  
11 2015.

12 CHAIRMAN CASTRO: I thought we were going to  
13 talk about Missouri first.

14 STAFF DIRECTOR SALLO: I wanted to fold it  
15 in with the Staff Director's report, if that's okay.

16 CHAIRMAN CASTRO: Okay, that's fine.

17 **III. MANAGEMENT AND OPERATIONS CFC CAMPAIGN 2015**

18 Then let's go on to the CFC Campaign. Who  
19 has that? Juana?

20 STAFF DIRECTOR SALLO: Angela.

21 CHAIRMAN CASTRO: Angela, okay.

22 MS. FRENCH-BELL: Good morning, my name is  
23 Angela French-Bell. On behalf of Juana Silverio and  
24 myself, the 2014 CFC Campaign Chairpersons, we would  
25 like to say thank you.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1                   Thank you for helping us and your support  
2 thus far. We've had individuals come to us and ask us  
3 how they could help us in the CFC Campaign. We've had  
4 generous donations from the Commissioners, staff, and  
5 managers, and we deeply appreciate that.

6                   For those of you who have not yet had an  
7 opportunity to give, we just wanted to talk briefly  
8 about the generosity of the U.S. Commission on Civil  
9 Rights.

10                  The U.S. Commission on Civil Rights is a  
11 generous group. We can tell that by how you welcome new  
12 employees with open arms and smiles. We can tell that  
13 by how you focus on the work of the Commission, how you  
14 work long hours, and send emails early in the morning  
15 and late at night, sometimes on weekends and sometimes  
16 even when you are supposed to be on sick leave. We can  
17 also tell that by the way that 88 percent of you last  
18 year donated to the CFC Campaign.

19                  We are asking for your help to make it 89  
20 percent this year, and to exceed our previous goal. We  
21 encourage you to visit [cfcnca.org](http://cfcnca.org) to check out more  
22 information on the CFC Campaign, to find out which  
23 charities that you can donate to, and to find out any  
24 additional information that you may need.

25                  Whether you choose to donate as a one-time

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 donation, or as a payroll deduction, your donations are  
2 generously appreciated.

3 So, we hope to see you after this business  
4 meeting, at our snack break, we would love to have you  
5 there, and thank you for this time to be able to talk  
6 about the CFC Campaign.

7 CHAIRMAN CASTRO: Great, thank you.

8 Any questions for Angela?

9 COMMISSIONER NARASAKI: Yes. It's not a  
10 question, but as a new Commissioner I was very excited  
11 to be able to participate in the Combined Federal  
12 Campaign this year, as I hope that all of our  
13 Commissioners will be participating.

14 MS. FRENCH-BELL: Thank you so much.

15 STAFF DIRECTOR SALLO: And, last year we did  
16 get the President's Award, so I would love to be able  
17 to replicate that outcome again this year.

18 MS. FRENCH-BELL: Yes, thank you.

19 CHAIRMAN CASTRO: Yes.

20 Okay, thank you.

21 **III. MANAGEMENT AND OPERATIONS STAFF DIRECTOR'S REPORT**

22 Now we'll move on -- so, we'll go on to the  
23 Staff Director's report, which will include a  
24 discussion of Ferguson.

25 Madam Staff Director.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1                   STAFF DIRECTOR SALLO: Thank you, Mr. Chair,  
2                   Chairman Castro.

3                   I just -- I circulated some information  
4                   that has been gathered by staff. So, I think it was  
5                   three months ago a letter was issued to DOJ after the  
6                   events at Ferguson, and since that time staff has been  
7                   gathering information as to what has been going on in  
8                   St. Louis County, and the City of St. Louis, in general  
9                   as well.

10                  And, I did circulate that background  
11                  information to Commissioners. This serves as  
12                  background information. Obviously, the Commission  
13                  would decide as a whole what, if anything, they would  
14                  like to do with that information.

15                  I also circulated a proposal that has been  
16                  approved for Missouri -- the Missouri SAC, which I  
17                  believe is an excellent example of the type of work that  
18                  we will be doing during Fiscal Year 2015. And so, they  
19                  will be conducting two briefings on the grounds in  
20                  Missouri, both in St. Louis as well as Kansas City, to  
21                  address the issues.

22                  The topic will be the impact of  
23                  community-police infractions on individual civil  
24                  rights.

25                  So, I just wanted to present that

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 information for use by the Commission as they deem  
2 necessary.

3 As I move on to the general Staff Director's  
4 report, I wanted to first say that I'm very happy to know  
5 that we now have a wonderful staff on board to assist  
6 us moving forward, and being able to complete all of the  
7 projects that are in the pipeline.

8 As you know, during the past two months, we  
9 welcomed Melissa Tucker, who is a new addition to the  
10 Office of the General Counsel, a phenomenal addition.  
11 And, Melissa will be working closely with our State  
12 Advisory Committee.

13 We've also welcomed Melissa, and I know I'm  
14 going to kill her name, Wojnaroski, and she is a civil  
15 rights analyst in our Chicago office. And, she has been  
16 a complete asset to the Chicago office and to the  
17 Regional staff as a whole. She is the one that,  
18 actually, drafted the Missouri State Advisory  
19 Committee's proposal, and Melissa is working closely  
20 with David Mussatt, who is our Regional Director -- I  
21 mean, our RPCU Chief and the Regional Director for the  
22 Chicago office, to assist with our Central office items,  
23 as well as any work coming out of the Central office,  
24 since we don't have a civil rights analyst in the Central  
25 office.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1           We also have Jeffrey Hinton, who started in  
2 August, and he is now our Regional Director for our  
3 Southern Regional office in Atlanta. And so, he's  
4 working closely with our staff in the Southern office.

5           And, last but not least we have Darren  
6 Fernandez, who is in the audience today, and he just  
7 started this week. And, Darren is in our Office of  
8 Civil Rights Evaluation, and he is also a phenomenal  
9 addition to our staff, and he came in and he jumped right  
10 in, as he's already working on the revision for the NVRA  
11 report. So, I welcome him as well.

12           So, it's extremely exciting that we now  
13 have managers in every single department, permanent  
14 managers. When I started as the Staff Director we  
15 didn't have any managers, but for an acting manager as  
16 it applied for the policy section of our Agency, and that  
17 was David Mussatt. So, all of our Region offices now  
18 have managers, but for the Central office, and we hope  
19 to be able to address that during Fiscal Year 2015.

20           I also wanted to provide some updates, IT  
21 updates to be exact. So, as you know, for folks that  
22 telework, we do have the ability for everyone now to use  
23 GoToMyPC. However, we are slowly moving towards Cloud.  
24 So, once we move towards the Cloud everyone will be able  
25 to access a shared drive using the Cloud, the GSA spot

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 for government services. So, that's an exciting move  
2 that we have going on with the IT Department.

3 We have also set up a mapping service now,  
4 so in the next few months we will be working towards  
5 putting in place a map on our website, where folks will  
6 be able to click on each individual state, and pull up  
7 the types of complaints that we receive through our  
8 complaint line.

9 So, the infrastructure has been set up, and  
10 now it requires data input, manual input to catch up to  
11 the prior -- with prior information, as well as moving  
12 forward to also be able to input daily information, so  
13 that will be live and updated on a regular basis.

14 So, that is also a positive for us, as we  
15 are moving into this century, but I think the most  
16 exciting thing that I'd like to announce as it applies  
17 to IT is that we have procured live streaming services,  
18 and so far the procurement, to see how it plays out, will  
19 be to live stream two to four meetings or briefings next  
20 year. And, the goal is to; actually, live stream the  
21 Immigration briefing in January.

22 So, I think that that will be a very well  
23 received movement on our part, and will expose us  
24 nationally. So, we will try to get the word out once  
25 everything is set up, so that folks know that we will

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 be live streaming. So, I just wanted you to be aware  
2 of that.

3 CHAIRMAN CASTRO: Great, welcome news.

4 STAFF DIRECTOR SALLO: As we move forward,  
5 as always, I would like to just go over the goals that  
6 are pending with -- the goals within our Strategic  
7 Action Plan, and give you some additional updates.

8 CHAIRMAN CASTRO: All right.

9 STAFF DIRECTOR SALLO: As it applies to Goal  
10 A, which refers to our research and our reports, our  
11 statutory enforcement report is live on the website.  
12 We have the Arab-Muslim report that's live on the  
13 website. We have the Sex Trafficking report that's  
14 live, the EEOC report is live, and the Eminent Domain  
15 report is live.

16 The reports that were in the pipeline,  
17 where the reports had been written but the Commissioners  
18 requested that we retool the reports, so that they could  
19 be a bit more comprehensive. We hope to get new drafts  
20 out to the Commissioners within the next six weeks, so  
21 that you can start reviewing them, and, hopefully, we  
22 can get them finally approved.

23 As it applies to Goal B, which has to do with  
24 our investigative analysis, OCRE continues to work on  
25 the Stand Your Ground briefing, and the data collection,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 and working through that so that we can have a really  
2 substantive investigative project come out of the Stand  
3 Your Ground briefing.

4 My vision is to, ultimately, be able to use  
5 the information that we've gathered from the Stand Your  
6 Ground briefing, to update our Clearinghouse website.  
7 That is one of the goals for Fiscal Year 2015, is to  
8 update the Clearinghouse website, and I think it would  
9 be a great addition to that web page to include the Stand  
10 Your Ground briefing outcomes that we come up with.

11 So, as we move forward with Goal C, as it  
12 applies to the internal process, we do have an updated,  
13 revised Uncle Sam publication up on our website. It had  
14 been at least five years since that had been updated.  
15 So, it's now been updated. The Spanish version has also  
16 been updated. We are waiting for the cover from GPO.  
17 Once that cover is approved, we'll be able to also have  
18 the Spanish version of the Uncle Sam publication  
19 uploaded onto our website, and that will be the first  
20 time that we have ever issued the Uncle Sam in Spanish  
21 for the community, so I am very excited about that as  
22 well.

23 Our phone lines continue to be updated. As  
24 you know, we got the new phone system, and we'll be  
25 re-recording the Spanish portion of the phone line.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1                   And, our complaint process is also being  
2 updated. Angela came in and immediately jumped on that  
3 task. We have created new referral letters in English,  
4 and now we will be translating them into Spanish, and  
5 contingent upon any other languages that need to be  
6 translated into, we will do so as well within this fiscal  
7 year.

8                   I'm sorry, Commissioner Yaki, did you have  
9 a question? Okay.

10                   CHAIRMAN CASTRO: I think he was just  
11 clearing his throat.

12                   STAFF DIRECTOR SALLO: Oh, okay.

13                   In addition, as you know, one of the  
14 restrictions, unfortunately, because it is what it is,  
15 is our budget, and the ability for our State Advisory  
16 Committees to meet on a regular basis. So, our Region  
17 offices have access to the ReadyTalk, and so they are  
18 now able to hold meetings with their members, without  
19 having to travel to a central location, and they can use  
20 the ReadyTalk to, actually, use the web cam on their  
21 computers, and speak to one another, which also allows  
22 folks to call in and listen within that particular state  
23 to whatever is occurring.

24                   And here, in the Office of the Staff  
25 Director, we now have a huge screen TV that also has a

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 web cam, so if we wish to use that to speak or hold  
2 meetings with folks that are not in house, and then we  
3 can, actually, see them.

4 We can use that equipment, and it can,  
5 actually, be rolled into here, to the conference room,  
6 so that we can use that as well. And, we've used that  
7 to hold meetings with Region Staff and we've also used  
8 it when we had applicants apply for jobs, and they were  
9 unable to come in person. So, that's where we stand  
10 with that.

11 As we move forward, I don't have anyone here  
12 -- so anyway, as it applies to Goal E, which is the  
13 internal operations, we continue, you know, waiting on  
14 the budget to determine how we are going to move forward  
15 this year, but our Human Capital plan is in the process  
16 of being revised completely, so then it can be approved.

17 As I indicated a few months ago, we had  
18 brought someone in to align our Human Capital plan with  
19 our Strategic Action plan, which was a recommendation  
20 that we had received, and it's now aligned.

21 We completed the revisions of all of the  
22 position descriptions, and we now have created new --  
23 not new, but revised appraisal documents to coincide  
24 with the position descriptions, so I believe that that  
25 is a great feat for us as a Commission.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1           We did receive our employee satisfaction  
2 survey scores. They are now up on the website, and the  
3 Executive Team will be meeting on Monday to discuss  
4 those scores, with a goal of, hopefully, moving towards  
5 increasing the response rate from employees for the next  
6 coming year.

7           And finally, with Goal F, as it applies to  
8 the State Advisory Committees, I am very happy to note  
9 that today, the four SACs were passed. That is an  
10 excellent -- coming in to today's meeting, 84 percent  
11 of our State Advisory Committees were up and running.  
12 So, now we add these four today, and it will bring us  
13 closer to the final goal, because we will now have 46  
14 up and running, which means we have five more that are  
15 pending, and then we will be at 100 percent  
16 reappointment rate, which was the goal that I had set  
17 out to, hopefully, meet by the end of the fiscal year,  
18 but it's better late than never. So, we will try to get  
19 as many of those five turned around to you as soon as  
20 possible.

21                           Yes, Commissioner?

22                           COMMISSIONER HERIOT: Are we having a  
23 discovery plan for the Immigration Detention report?

24                           STAFF DIRECTOR SALLO: Yes, ma'am.

25                           COMMISSIONER HERIOT: When are we going to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 be seeing that? I notice that in the past sometimes we  
2 have that already by November.

3 STAFF DIRECTOR SALLO: Yes.

4 COMMISSIONER HERIOT: Not always.

5 STAFF DIRECTOR SALLO: I will try to get it  
6 out by the first week of December.

7 COMMISSIONER HERIOT: Great.

8 STAFF DIRECTOR SALLO: Because now we have  
9 until January 30th, so we can get that done.

10 COMMISSIONER KLADNEY: I have a question.

11 CHAIRMAN CASTRO: Go ahead.

12 COMMISSIONER KLADNEY: I was wondering,  
13 since we've been able to -- you've been able to  
14 accomplish so much with the video, are we going to be  
15 able to take witness testimony during briefings, from  
16 witnesses who can't make it in to D.C.?

17 STAFF DIRECTOR SALLO: Can I research that?

18 COMMISSIONER KLADNEY: Do you envision  
19 that?

20 STAFF DIRECTOR SALLO: At the present time,  
21 no, I was not envisioning that. I'd like to research  
22 that a little more and I would be more than happy to get  
23 back to everyone on that. Is that okay?

24 COMMISSIONER KLADNEY: Thank you.

25 CHAIRMAN CASTRO: Yes.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 STAFF DIRECTOR SALLO: Thank you.

2 I don't know of any other things.

3 CHAIRMAN CASTRO: Any other questions for  
4 the Staff Director on her report?

5 COMMISSIONER NARASAKI: This is  
6 Commissioner Narasaki, Mr. Chair.

7 CHAIRMAN CASTRO: Go ahead.

8 COMMISSIONER NARASAKI: I just wanted to  
9 commend the Staff Director, because she's been really  
10 adept at dealing with very limited funds. And, the work  
11 that she's done to get our capacity, our staffing, back  
12 up to a level so that we can get those high-quality  
13 reports out that we want to get out, and the work that  
14 she's done to try to keep us on top with our strategic  
15 plan I think has been outstanding.

16 I just wanted to acknowledge that.

17 CHAIRMAN CASTRO: I second that motion.

18 COMMISSIONER ACHTENBERG: I would like to  
19 associate myself with those remarks as well.

20 CHAIRMAN CASTRO: Thank you.

21 Anything else?

22 **V. ADJOURN MEETING**

23 If not, I believe the next item on the  
24 agenda is a motion to adjourn. So, I will hereby  
25 adjourn the meeting.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

1 COMMISSIONER YAKI: Have fun in Vegas.

2 CHAIRMAN CASTRO: Thank you.

3 All right, everybody, then we will see you  
4 all in December.

5 STAFF DIRECTOR SALLO: Thank you.

6 CHAIRMAN CASTRO: I'm sure we'll be in touch  
7 before then.

8 Thank you, everybody. Bye.

9 (Whereupon, the above-entitled matter was  
10 concluded at 10:43 a.m.)

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1  
2  
3  
4  
5  
6