



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Human Rights Commission

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

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

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

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

I. Call to Order and Introductions

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

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

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



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2. Commissioner Eller Murray: What is the ask of organizations?
3. Will collaborate on events and initiatives, no financial component.
- iv. Commissioner Bakhsh: What do you hope this work will look like?
 1. Gary: When making decisions around the city (ie: budget, resident engagement), folks ask themselves "What is the compassionate thing to do?" and compassion leads decision making.
 2. Commissioner Pilehvar: Could be powerful to have commissions to sign on before taking to City Council. Presenting it with history, definitions, other cities work, and what it looks like in Title V Commissions' work makes it more than a box to check.
- v. Commissioner Edwards: Why look for reaffirmation now?
 1. Gary: Idea hadn't occurred to the committee, change of mayoral administration, time marker of one decade of Compassionate Tulsa.
 2. Commissioner Edwards: Concerned about the potential target it could put on the City's back on a national stage.
 3. Vice Chair Robinson shares those concerns while naming this is an incredible initiative and should be invested in.
- vi. Discussed ensued of ways this could be approached. Educating Mayor and City Council of what the Charter for Compassion is, having the mayor and city councilors sign on to the Charter individually, putting it forward as another vote, or an executive order from the mayor.
 1. Compassionate Tulsa committee believes we are in a time when compassion is controversial.
 2. Commissioner France: Not sure there is a problem here that needs to be solved. Very appreciative of what Compassionate Tulsa is doing, hope more folks can get involved, no need to put a target on something that doesn't need it.
- f. Gary thanked commissioners for the discussion and their insights.

III. Approve Meeting Minutes

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

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

- a. Commissioner France convened a Nominating Committee, and they presented the slate of current Chairwoman Walker and current Vice Chair Robinson to be reelected for a second term. This will be their last term in these roles, as they will be term limited according to the bylaws.
- b. Chairwoman Walker entertained a motion to approve the slate of 2025 HRC Chair and Vice Chair as put forward by the Nominating Committee.
 - i. Commissioner Eller Murray made a motion, Commissioner Pilehvar seconded.
 1. Aye: 8, Nay: 0, Abstain: 0



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- ii. Motion carried, Chairwoman Walker is elected as the 2025 HRC Chair and Vice Chair Robinson is elected as the 2025 HRC Vice Chair.
- c. Commissioner France called on other commissioners to think about their plans for stepping up next year.

V. Chair / Vice Chair Report

- a. Chairwoman Walker shared results from the HRC perception survey. Presented data from first delivery of the survey vs. January 2025 data. (Excerpt included in Appendix 1.)
- b. Chairwoman Walker presented a review of information gathered on civic engagement. (Excerpt included in Appendix 2.)
 - i. HRC's starting point was addressing Tulsa Equality Indicators 49 and 50.
 - ii. Reviewed guest speakers from last year and summary of main points.
 - iii. How does civic engagement relate to Human Rights work?
 - 1. Involve: work with the public to understand the issues and problems.
 - 2. Collaborate: partner with the public, seeking advice and innovations.
 - iv. Chairwoman Walker invited commissioners to recommend future guest speakers who will aid the commission in learning more about civic engagement and what role HRC can play.
 - v. Chairwoman Walker presented possible actions that she brainstormed, there was brief opportunity for Commissioners to provide feedback or highlight items that stand out to them. Will need a collaborative meeting to dive deeper into next steps and develop an action plan.
 - vi. Commissioner Bakhsh elevated the need for collaboration and discussion time.
 - 1. Vice Chair Robinson recommended revisiting the standard agenda and considering having committee, liaison, and Title V Commission reports sent ahead of time
 - 2. Commissioner Edwards raised a question about what is under HRC's jurisdiction and what isn't.
 - 3. Commissioner Bakhsh would like to hear a human rights complaints update more regularly. Suggested not discussing committees, liaisons, and Title V Commissions unless there is an ask for resources or collaboration from HRC.

VI. Committee Reports

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

VII. Liaison Reports

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

VIII. Title V Commission Reports

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



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

IX. Old Business – no old business

X. New Business – no new business

XI. Announcements / Public Comments

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

XII. Adjournment

- a. Meeting adjourned at 4:49 pm.

Human Rights Commission

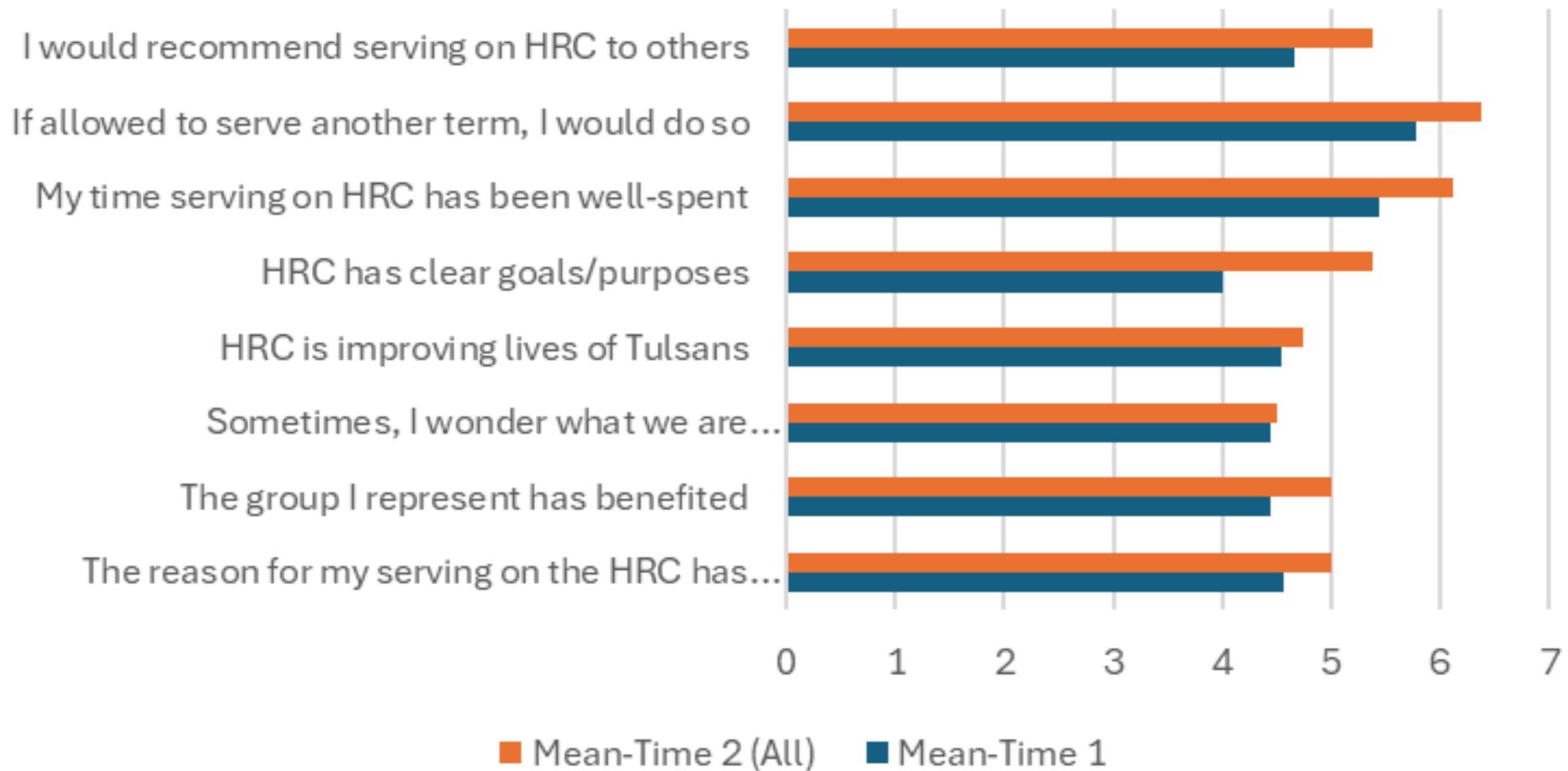


Report on
Commissioners' General Perceptions of
Effectiveness and
Perceptions of Fulfilling the Powers, Duties, &
Responsibilities of the Human Rights
Commission, per the Tulsa Code of Ordinances
From Time 1 – April, 2024
To Time 2 – January 2025

Raw Data

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

Perceptions of Effectiveness at Times 1 and 2



Overall Perceptions of Effectiveness Score Slightly Improved Over Time

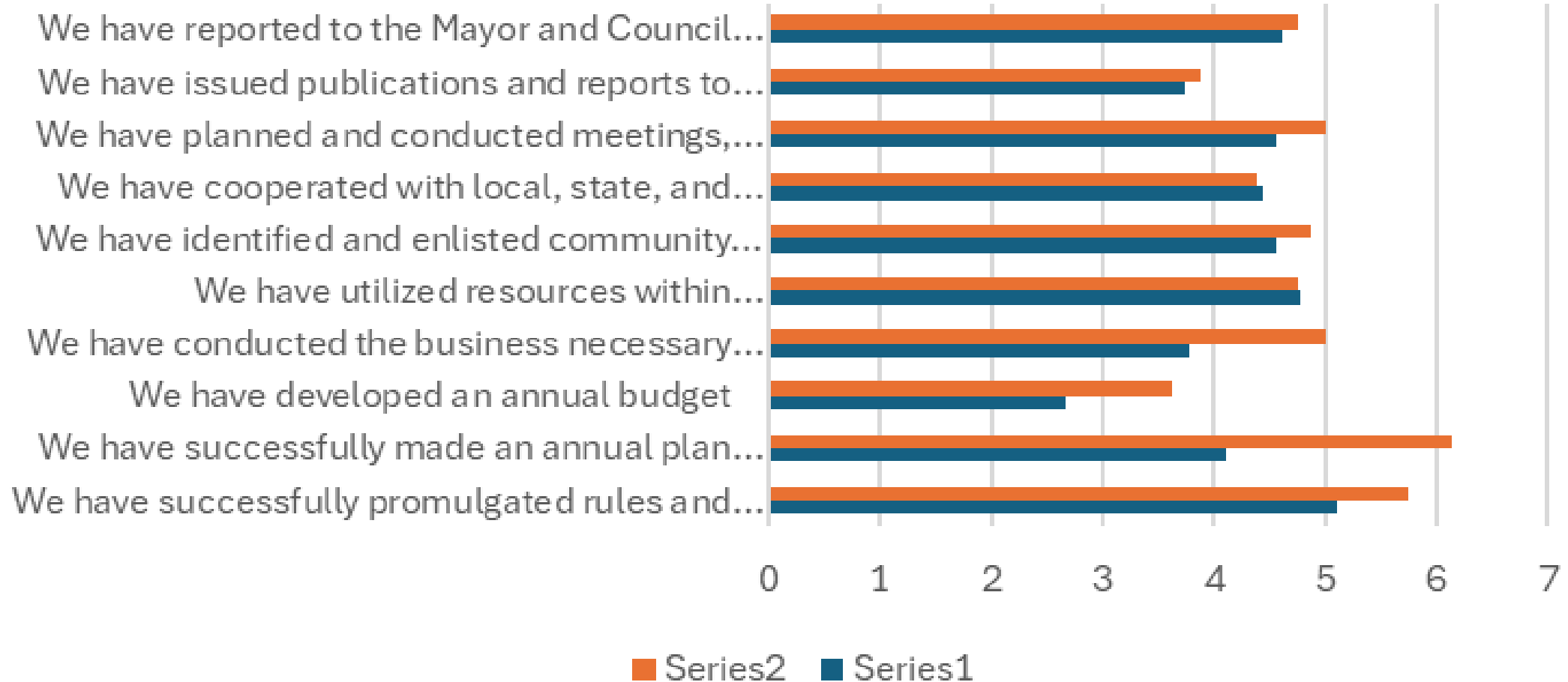
- Reverse coded the item, “Sometimes I wonder what we are accomplishing...”

Time 1	Time 2
4.5	5.1

Raw Data

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

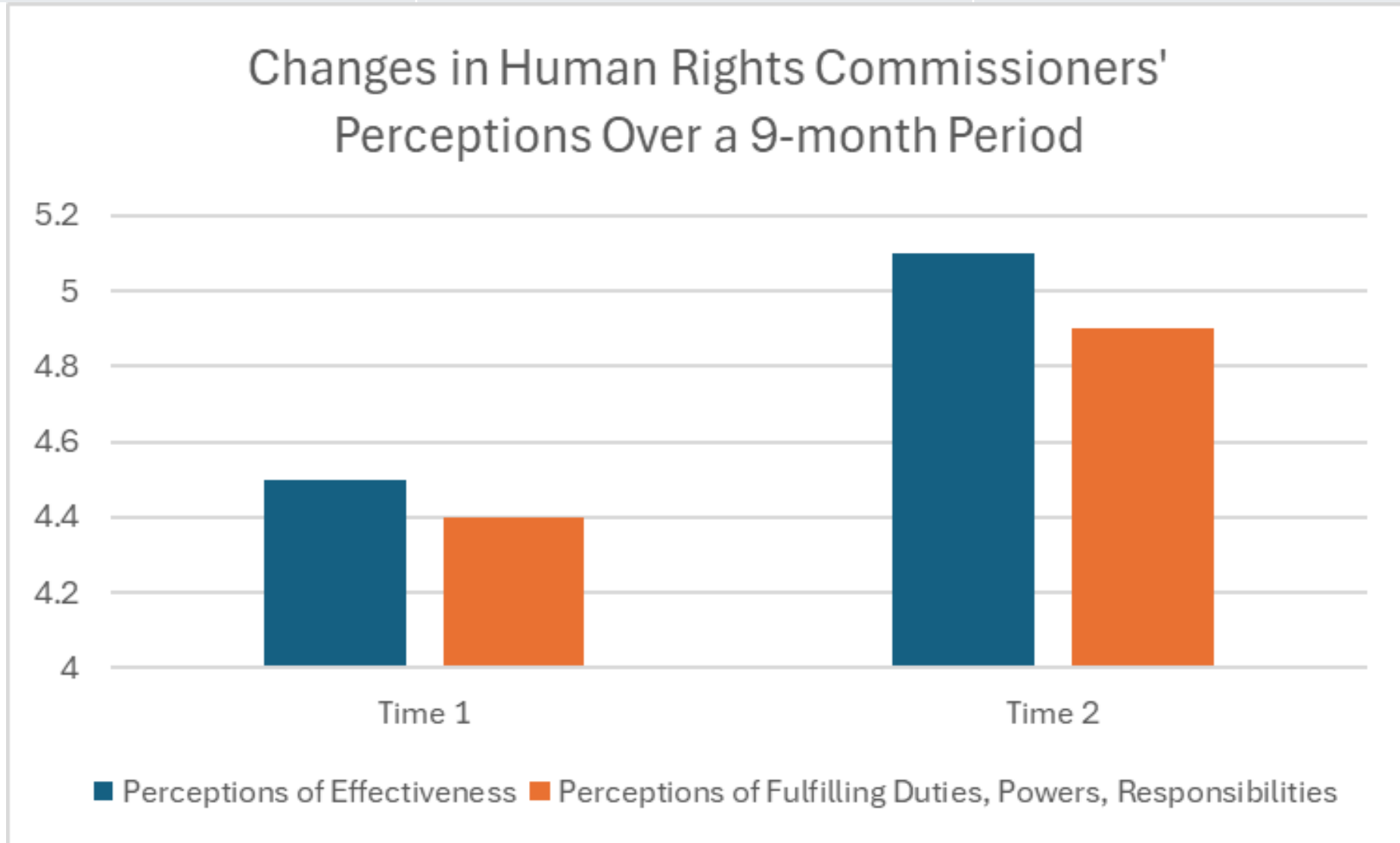
Perceptions of Fulfilling Duties, Powers, Responsibilities at Times 1 and 2



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

Time 1	Time 2
4.355	4.924

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



Review of Information Gathered on Civic Engagement

Human Rights Commission

Starting Point: Tulsa Equality Indicators 49 and 50

New data for 2024 should be available soon

Exploration of Civic Engagement in Tulsa

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

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

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

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

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

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

Research

- Plan and conduct meetings, surveys, educational, and other programs
- Issue publications to promote goodwill and reduce discrimination

Advocacy

- Utilize resources to improve intergroup relations
- Utilize resources to encourage community support for HR programs
- Cooperate with local, state, & federal agencies to affect equal opportunity in social and economic life

Recommending Policies

Report to the Mayor and Council annually on the disposition of all complaints ... including recommendations necessary or desirable to carry out the purposes of this chapter.

Commission Operations

- Promulgate rules/regulations for meetings
- Conduct activities necessary to implement provisions
- Develop annual plan
- Develop annual budget (??)

Civic Engagement in Tulsa

How does civic engagement relate to Human rights work?

DEGREE OF DIFFICULTY AND PUBLIC IMPACT



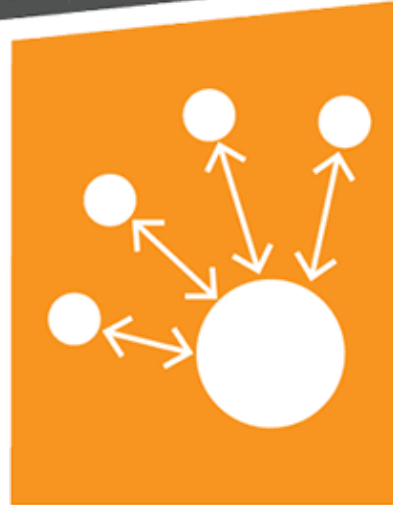
INFORM

provide balanced, objective info that the public should know and act on



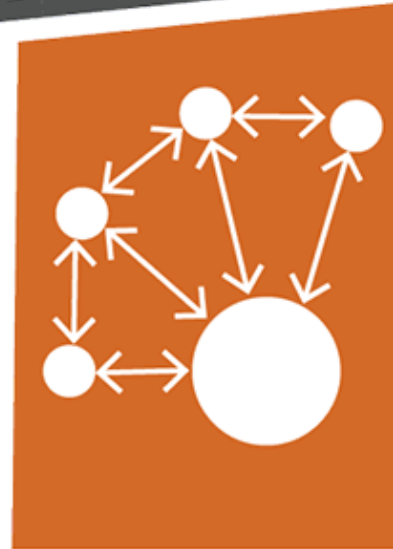
CONSULT

obtain and consider feedback or input on issues, ideas, and decisions



INVOLVE

work with the public to understand the issues and problems and include in



COLLABORATE

partner with the public, seeking advice and innovations that become embedded



EMPOWER

final decisions are made by the public and are one of the players implementing them

Community Engagement Continuum

Future HRC Speakers on Civic Engagement

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

Summary of what we know so far

Guest Speaker	Main Takeaways
Krystal Reyes, Chief Resilience Officer, CoT	<ul style="list-style-type: none">-Definition of civic engagement-Reminder that it is in the HRC Duties and Responsibilities;-Suggestion that we focus on involvement and collaboration on the community engagement continuum.
Kathryn Aung & Matthew Fransein, Tulsa Voter Coalition	Need for services to support voting behaviors for Tulsans with language challenges, disabilities, and youth.
David Blatt, Oklahoma Appleseed Center for Law and Justice	Importance of several possible policy changes that could positively affect voter participation and civic engagement in Tulsa.
Rebecca Hubbard, Chief Mental Health Officer, CoT	Need to support positive policy changes and Support any destigmatization communications and campaign
Parisa Pilehvar	Need for advocacy and services to support literacy of young Oklahomans
Gary Peluso	Reminder that one of the purposes of Compassionate Tulsa, which is part of the HRC, is to value the contributions of all groups to civic engagement.

Possible Actionable Steps for the HRC

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

Possible Actionable Steps for the HRC

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

Conclusion

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