



Human Rights Commission

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

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

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

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

I. Call to Order and Introductions

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

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

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

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

III. Approve Meeting Minutes

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

IV. Chair / Vice Chair Report

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

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

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

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

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

VII. Old Business

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



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2. Increase diverse representation and equitable recruitment practices across all City of Tulsa authorities, boards, and commissions.
 - ii. Noted that work will need to happen outside of HRC meetings.
 - iii. Discussed expanding meeting times or meet in smaller groups outside of HRC meeting days.
 - iv. Chairwoman Walker opened the floor for commissioners to select which working group they would like to be on. Also selected a chair of each working group.
 1. Improve access to the Department of Resilience and Equity's resources:
 - a. Vice Chair France (Working Group Chair)
 - b. Commissioner Eller Murray
 - c. Commissioner Starks
 - d. Commissioner Barros
 - e. Commissioner Peregrina
 - f. Commissioner David Walker
 - g. Commissioner Rogers
 2. Improve representation on authorities, board, and commissions:
 - a. Commissioner Pilehvar (Working Group Chair)
 - b. Commissioner Bakhsh
 - c. Commissioner McNeil
 - d. Commissioner Edwards
 - e. Commissioner Meadows

VIII. New Business

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

IX. Announcements / Public Comments

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

X. Adjournment

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

How To File A Discrimination Complaint

La Kendra Carter – Compliance Officer

Mayor's Office of Resilience and Equity (MORE)

MORE Can Assist With The Following Complaints:

+ **Contract Discrimination**

No employer shall engage in any unlawful employment practices while doing business with the City of Tulsa.

+ **Housing Discrimination**

It shall be unlawful to fail or refuse to sell, rent, or lease real property; or fail or refuse to lend, guarantee loans, accept mortgages or otherwise make available funds for housing.

+ **Public Accommodation**

It shall be unlawful to deny or refuse goods, services, merchandise, commodity or accommodation; or segregate or require the placing of any person in any separate section or area of the premises or facility of a place of public accommodation.

+ **ADA Grievance**

Ways To File A Complaint With The City of Tulsa

Option 1	Option 2	Option 3
Download the complaint form on the MORE webpage	Call 311 and representative will complete a short intake form over the phone	Complete the short intake form on 311 online
Sign and drop off at City Clerk	Intake form goes to MORE and resident will be contacted or directed to appropriate dept. or resource	Form goes to MORE and resident will be contacted or directed to appropriate dept or resource
https://www.cityoftulsa.org/government/departments/resilience-and-equity/	<ul style="list-style-type: none">• Contact Customer Care is open M-F 8 a.m. - 5 p.m.• Call 311 or (918) 596-2100	https://tulsa311.com/site/wss/home
See investigation process on next page	See investigation process on next page	See investigation process on next page

Internal Procedure: Complaint Intake Process

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

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

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

MORE Contact Information:

Resilient@cityoftulsa.org

**Mayor's Office Receptionist:
918-596-7411**