



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Human Rights Commission

Regular Meeting | October 21, 2024 | 3:30 – 4:30 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Drew France, Marlon Hall, Larissa McNeil, Anthony Meadows, Katie Eller Murray, Parisa Pilehvar, Josiah Robinson, Tamecca Rogers, Joshua Starks, Andrea Walker, Dave Walker

Commissioners Absent: Casey Bakhsh, Amanda Peregrina, Kimberly Teehee

I. **Call to Order and Introductions**

a. Chairwoman Andrea Walker called the meeting to order at 3:32 pm.

II. **Approval of Meeting Minutes**

a. Chairwoman Walker made a motion to approve the September meeting minutes, Commissioner Starks seconded.

i. Aye: 11, No: 0, Abstain: 0

b. Motion passes, September meeting minutes are approved.

III. **Guest Speaker: Dr. Rebecca Hubbard, Chief Mental Health Officer at City of Tulsa**

a. Chairwoman Walker introduced Dr. Hubbard for her presentation on ways mental health can present barriers to civic engagement and how commissioners can get involved.

b. Dr. Hubbard distributed and reviewed a handout that provides an overview of mental health work at City of Tulsa. See Appendix 1.

c. If you represent a particular role or have lived experience with substance use disorder, the children's mental health system, or housing, reach out to Dr. Hubbard to be part of a governance committee.

d. Another way to support this work is to be on the lookout for funding opportunities.

e. Destigmatization campaigns rolling out for substance use disorder and suicide.

f. Commission Q&A:

f. Commissioner France: What is the City's role in the mental health space, staffing or convenor?

1. Dr. Hubbard: Act as a convenor and glue. Help people flex their perspective to better work together and collaborate. Have grant coordinators to help implement funded programming. Will soon be hiring two new positions for new grants the City has received:



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Community Resilience Youth Coordinator and Opioid Abatement Response Coordinator.

- f. Vice Chair Robinson: Are you looking for individuals to serve in an advisory capacity?
 - 1. Dr. Hubbard: The genealogy grant work doesn't have an advisory committee and children's mental health has a governance committee. Always looking for folks who bring different identities, experiences, and ties to geography.
- f. Chairwoman Walker: There are several different initiatives, is there one particular area where there are biggest barriers to civic engagement?
 - 1. Dr. Hubbard: Activating people who don't feel that they have representation already in civic engagement, whether that's geography, education level, or identity. Often see people who aren't confident to engage and need help connecting the dots of how civic engagement will impact things in their lives.
 - 2. Chairwoman Walker: We need to look out for groups who are least represented because they're least likely to engage.
 - 3. Dr. Hubbard: Many of the groups we work with in the City's mental health efforts are highly stigmatized, so they need that.
 - 4. Chairwoman Walker: Appreciate bullet points on opportunities for civic engagement in the handout (Appendix 1) as it gives HRC starting points for discussion.
 - a. Handout can be shared with committees of the HRC, but not distributed publicly.
- f. Commissioner Dave Walker: What is the response from public schools?
 - 1. Dr. Hubbard: TPS has created a multi-tiered systems of support, three levels of identification and three levels of support for kids who are identified as needing mental health support. Will be working with TPS through the opioid abatement grant.
 - 2. Commissioner Dave Walker: At the grassroots level, we can engage with students and can often motivate them to make positive choices. Often, students going through the system are disengaged.
 - 3. Commissioner Pilehvar offered to connect students to serve as youth voice on committees. Dr. Hubbard shared she and her team are actively looking for more family and youth voice.
- f. Commissioner France: What do you see happening across the city or state that is working well?
 - 1. Dr. Hubbard: Shared collaboration across other cities in the nation to learn from each other, as well as collaboration happening across state.



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IV. Quarterly Human Rights Complaint Report

- a. LaKendra Carter passed out Human Rights Complaints from January – December 2023 and January – September 2024.
- b. In 2023, there were 13 filed complaints. A filed complaint means citizen has retrieved a discrimination complaint, filled it out, signed it, and submitted it to the city clerk, who stamped it, then MORE receives and stamps it. If it doesn't go all the way through this process, it is not an official filed complaint. Many inquiries come in, but not many don't go all the way through the process. Working on addressing barriers to individuals officially filing a complaint, such as filling out paperwork or naming themselves on the complaint.
- c. Looking for help from HRC on addressing barriers and building trust with the complaint process.
 - i. Get out the word that this process can help with ADA compliance, City of Tulsa employment/contracts, small business complaints, housing, and other issues (ie: hate crimes, discrimination).
- d. Reach out to LaKendra if you have any questions: lcarter@cityoftulsa.org.
- e. Commission Q&A:
 - i. Commissioner Eller Murray: Is there a reason why there are so many steps to file a complaint?
 1. LaKendra: Have to file documents with the City Clerk in a particular way so it goes on record with the City.
 2. Krystal: This process is outlined in ordinance and can be changed but need folks to work on it and consultation with legal department. Can't remove the step of official filing with City Clerk but there are some pieces that can be tweaked.
 3. Chairwoman Walker: Printing and hand delivering a form is challenging.
 4. Commissioner Eller Murray: Transportation barriers and mail (ie cost of postage) are barriers as well.
 - ii. Vice Chair Robinson: What was the number of inquiries for 2023?
 1. LaKendra: Can get the number, don't have data for all of 2023 because she began tracking inquiries partway through year.
 - iii. Chairwoman Walker: Would there be more filed complaints if barriers were removed?
 1. LaKendra: Yes. Printing can be tricky too, but folks will go to neighbors or the library. Biggest barrier is signing it and getting it to the city clerk. Unsure if it's mostly transportation, hassle of coming downtown, or other factors. The City can't accept electronic signature, per legal.
- f. Chairwoman Walker wonders if it would be good to get a special working group together to look at the complaint process.



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- i. Commissioner France: consistent with goal of civic engagement, need to come up with an actionable change. Would be valuable work.
- ii. Commissioner Eller Murray: Request for Lexi or Krystal to send the link to the ordinance.

V. Chair's/Vice Chair's Report

- a. Chairwoman Walker reminded the commission that there is a significant election coming up soon, can be divisive and emotional. Remain mindful of context of everything we do publicly to promote peaceful dialogue regardless of where the election goes. Commissioners can exemplify a peaceful transition. There is a lot going on with local elections, too. Go vote!
- b. Reminder of operational processes document. Rather than have every committee listed in the agenda, notify Lexi or Chairwoman Walker a week in advance if you didn't meet or don't have an update.
- c. Entire November HRC meeting is for the Humanitarian of the Year Award Ceremony, then HRC doesn't meet in December. Let Chairwoman Walker know if you have ideas for speakers or an area of interest. Working towards actionable items in 2025 to put learning into practice and affect civic engagement.
 - i. Commissioner Starks: Can we put in a request with new Mayor's transition team to see if they have a direction for the HRC?
 - ii. Commissioner France: Include city council as well.

VI. Humanitarian of the Year Award update

- a. Commissioner France shared a brief update on the HOTY Award Ceremony. Reminder that it will be November 18 at 3:30, City Council Chambers, honoring Amairani Perez Chamu.
- b. MORE team is working on award plaque, run of show, and other items to make it a great event.
- c. Please attend, the HLAC will be bringing out community leaders.
- d. Passing around a sign up sheet to bring refreshments for reception.

VII. Standing Committee Reports

- a. **Fair Housing Committee** - no report
- b. **Compassionate Tulsa Committee**
 - i. Candlelight Vigil (11/4, 6pm at Boston Avenue United Methodist Church). Last one in 2020 was very meaningful. Promoting a peaceful election.
 - ii. Discussion and selection of lifetime of compassion award, will be presented in January meeting. Recipient will be Mike Brose, former CEO of Mental Health Association of Oklahoma.
- c. **2SLGBTQ+ Committee**
 - i. Vice Chair Robinson shared that committee is continuing to develop bylaws. Krystal presented at last meeting on ABCs process.
 - ii. Know Your Rights Summit for LGBTQ housing policy (11/15).

VIII. Liaison Reports



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- a. Disabilities Advocate**
 - i. Flu and COVID Vaccine Clinic at The Center for Individuals with Physical Challenges (10/23 11:30 – 1:30), flu shots are free and COVID vaccine cost depends on insurance.
 - ii. Circle Cinema Power of Sports for Amputees documentary and Q&A (10/23)
 - b. Veterans Advocate**
 - i. Veteran's Day Parade (11/11 at 11am). Notify Commissioner Starks if you'd like to participate.
- IX. Title 5 Commission Reports**
- a. The Greater Tulsa Area Indian Affairs Commission** – no report
 - b. Tulsa Women's Commission** – no report
 - c. The Greater Tulsa Area African American Affairs Commission**
 - i. Commissioner McNeil shared the Black Educator Excellence Award Ceremony will be honoring several north Tulsa educators, hosted next Tuesday at 6pm in the City Council Chambers.
 - d. The Greater Tulsa Area Hispanic/Latinx Affairs Commission** – no report
 - e. Asian Affairs Commission**
 - i. Commissioner Pilehvar shared first award ceremony for the commission, Asian Affairs Luminary Awards, is on November 5 at 12 – 1pm.
 - ii. Voting drives at Pan Asia and religious institutions.
- X. Old Business** – no old business
- XI. New Business** – no new business
- XII. Announcements / Public Comments** – none
- XIII. Adjournment**
- a. Meeting adjourned at 4:38 pm.



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Appendix 1

Human Rights Commission Civic Engagement in Mental Health Rebecca L Hubbard, PhD, LPC, CFLE October 21st, 2024

****FOR DISCUSSION ONLY, DO NOT DISTRIBUTE****

Overview

Dr. Hubbard is responsible for applying a mental health lens to the City's work and increasing collaboration among mental health programs, crisis response systems, and related services. Her work focuses on improving the way these programs, systems, and services respond to individuals with mental health challenges and how they interact with each other so that individuals and their families get what they need when they need it.

Mental health is a vital part of individual health and resilient communities. By addressing mental health proactively, we're creating a city that is not only prepared for challenges but one that prioritizes the well-being of all its residents. With our Chief Mental Health Officer leading the way, Tulsa is ensuring that everyone has access to the support and resources they need to thrive. Together, we're fostering a healthier, more connected, and more resilient Tulsa.

Children's Mental Health Initiative

The Children's Mental Health Initiative is a Systems of Care (SOC) effort to adapt the way we approach children's mental health in Tulsa. The philosophy of SOC is to provide care in an effective, compassionate, youth and family-driven manner. The intent is to increase capacity in Tulsa to serve children in need, increase coordination among different providers and organizations, and gain a better understanding of gaps in the system of care for children and families. CMHI is funded by a Substance Abuse and Mental Health Services Administration grant.

- Overview of potential civic engagement
 - Consider serving on the governance or recommend someone to serve
 - Support any destigmatization communications campaign
 - Support community-based and policy change efforts
 - Recommend service providers and resources for children's mental health

Community Engaged Genealogy Program

The Community Engagement Genealogy Project (CEGP) is intended to help facilitate identification of descendants of the Tulsa Race Massacre, connect them with their history and ancestry, and facilitate community education about the Tulsa Race Massacre (TRM). CEGP is funded by the Department of Justice through an Emmett Till Cold Case grant.

Tulsa Opioid Abatement Response



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Initiated by the Oklahoma Attorney General's Opioid Abatement funding, the Tulsa Opioid Abatement Response (OAR) is intended to be the first step in a comprehensive city-wide approach to addressing opioid use and substance use disorder (SUD/OD) in Tulsa. The hope is that our community members struggling with OUD/SUD and their families are able to find and sustain recovery with the supports we build through this effort.

- Overview of potential civic engagement
 - Consider serving on the governance or recommend someone to serve
 - Support the destigmatization communications campaign
 - Support community-based and policy change efforts
 - Consider additional avenues to raise funds to support the basic needs for individuals and families in OUD/SUD crisis
 - Recommend service providers and resources for the SUD/OD database

Community Violence Intervention Initiative

The City of Tulsa is partnering with ImpactTulsa and other community-based resources to build and implement a violence interruption initiative with the intent of reducing violent crimes by, between, and against youth of color in Tulsa. The Community Violence Intervention initiative (CVI) leverages the successful, nationally-recognized *CURE Violence* model, which integrates law enforcement, outreach workers, credible messengers, and behavioral and social service providers to reduce violence. This work is funded by a grant from the Department of Justice.

Unhoused Individualized Care Plans

Coordinating housing, social services, medical, spiritual/wellness, finance, and mental health partners to identify chronically unhoused Tulsa community members, create a multidisciplinary individualized care plan (ICP), and engage with the individual or family with the ICP to move from surviving to thriving.

- Consider serving on an advisory if you have lived or family lived experience
- Consider avenues to raise funds to support ICP for unhoused individuals and families
- Recommend service providers and resources for the effort
- Support positive policy changes for unhoused members of our community

Mental Health Crisis Response

Supporting community partners and first responders to amend and adapt mental health crisis response protocol. Currently working on the adult system, the children's mental health crisis response is scheduled for addressing after the adult system is functional.

Suicide Prevention and Intervention Initiative

Convening a strategic planning committee and establishing a governance for a city-wide Suicide Prevention and Intervention initiative. Using the Zero Suicide framework as a potential framework for the initiative. Currently, coordinating mental health leaders in the community to



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discuss strategic planning and determine funding sources. This effort presents the opportunity to build on the Mayor's Challenge to Prevent Veteran Suicide and Mayor's Commission on Youth Mental Health and Family Resilience

- o Consider serving on an advisory or the governance
- o Consider additional avenues to raise funds to support suicide prevention and intervention
- o Recommend service providers and resources for the effort
- o Support positive policy changes for suicide prevention and intervention

Developmental Disabilities, Domestic Violence, and Veteran and Services Members

Networking and supporting integrated efforts to meet the needs of individuals with dual diagnosis of intellectual and developmental disabilities and mental health disorder, experiencing domestic violence, and/or military and service members. These are future areas for which I hope to support positive changes in Tulsa.

- o Consider serving on an advisory
- o Consider additional avenues to raise funds to support efforts
- o Recommend service providers and resources for the efforts
- o Support positive policy changes