

City of Tampa  
Human Rights Board  
Meeting Minutes  
October 5, 2021

The City of Tampa Human Rights Board held its seventh meeting of the year on October 5th, 2021, at 9:00 a.m. at City Council Chambers, 315 E. Kennedy Blvd., Tampa, Florida 33609.

**MEMBERS IN ATTENDANCE**

Anthony Carswell	John Perry
Ashley Roberts	Trevor Rosine

**CITY OF TAMPA REPRESENTATIVES IN ATTENDANCE**

Carl Brody	Chris Calder	Naomi Candelaria	Rodneycia Cooper
Maurice Foster	Mindi Rainey		

**MEMBERS OF THE PUBLIC**

**CALL TO ORDER AND ROLL CALL**

A. Carswell, Chairman, called the meeting to order at 9:00 a.m. Roll Call was conducted, with all board members in attendance, except for Tomika Cole and Brian Frey.

**APPROVAL OF MINUTES**

The Chairman invited the Board members to review the October 5, 2021, board meeting minutes. J. Perry **moved** to accept the meeting minutes. The motion was **seconded** and **passed** unanimously.

**New Business**

**T. Rosine** began by stating the Crime-Free housing program needs to be addressed as it applies to Fair Housing. **T. Rosine** feels it has a disproportionate effect on the Black community. **T. Rosine** stated a certain coalition has sent letters to the Mayor regarding its fairness. **T. Rosine** stated Tampa Housing Authority (THA) has clients using the lease addendum, which is a violation of Fair Housing. He stated the training slides given out to landlords have unfair comments regarding how landlords should view tenants and is dehumanizing. **A. Carswell** stated the training slides may be a bit harsh, but the focus should be on the violation of the Fair Housing Act. **J. Perry** stated one effect may not necessarily influence the other effect. **J. Perry** continued by stating that the Crime-Free housing program is counterproductive, as it largely affects citizens without many housing options. He stated this program is a good example of systemic racism. The result is extra scrutiny on minority citizens, and it shows how many systems work together to adversely affect the minorities.

**C. Brody** re-iterated that the Human Rights Board is a quasi-judicial body, whose purpose is to hear discrimination cases brought before the board.

To remain impartial as a body, Board must ensure they do not get caught up in policy.

**A. Roberts** stated complexes must uphold their end as well by complying with other conditions.

**A. Carswell** appreciated the discussion, and commented that if it is a draconian policy, it should be addressed.

## **REGULAR REPORTS**

### **Supervisor's Report**

**M. Foster**, Human Rights Investigator Supervisor, began by informing the Board that the Office of Human Rights is closing out its EEOC contract, and is in the process of reconciling the cases now. **M. Foster** further stated that the City of Tampa received a \$125,000 Education and Outreach grant from HUD. One FHAP case was settled since the last Board meeting, in the amount of \$30,000, and one Public Accommodations case was settled for \$12,000. **M. Foster** continued by informing the Board that FY21 was a productive year, cleaning up aged cases. **A. Carswell** asked what the numbers look like for FY22; **M. Foster** replied that although the numbers are expected to increase, he wants to focus on getting the cases completed correctly rather than focusing on numbers. **A. Carswell** stated that there are many concerns related to returning to the physical workplace, and thinks the number of EEOC complaints will rise, to include COVID-19 related cases. **M. Foster** stated that the EEOC council has met to ensure that employees can legally mandate vaccines. **C. Brody** interjected that this is new territory. **M. Foster** concluded by stating that the Office of Human Rights is still limited on staff and hopes to hire an investigator soon.

## **OLD BUSINESS**

### **Letter of Appreciation for Investigator Baron**

**A. Carswell** emphasized wanting to present Betina Baron with a letter of appreciation for her efforts while working with the Office of Human Rights.

## **NEW BUSINESS**

**M. Rainey** stated that many times, people are afraid to move forward with claims regarding Fair Housing, and we need to get out and train housing providers on the basics of fair housing. **R. Cooper** agreed that business owners as well as landlords do not know the basics of Fair Housing, EEOC, or Public Accommodations. **M. Foster** stated TOHR may need to beef up PSAs to address service animals and ESAs. **A. Carswell** suggested starting a service animal campaign, attending realtor's conferences, etc. **M. Rainey** stated that the Office of Human Rights is not too well known to citizens.

## **GOOD OF THE ORDER**

**N. Candelaria** informed all that the Tampa Pride on the River was a great event, and she spoke with several citizens about the TOHR.

## **NEXT MEETING**

The next board meeting will be on **Tuesday, November 2, 9:00 AM, at City Council Chambers.**

#### **ADJOURNMENT**

**J. Perry moved** to adjourn; the motion was **seconded** and passed unanimously.

Board adjourned at 9:55.

Respectfully Submitted,

C. Calder  
Secretary