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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION



- - -

PUBLIC MEETING OF JULY 22, 2011

ORIGINAL

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana  
Civil Rights Commission, Alpha Blackburn,  
Chairperson, taken before me, Lindy L. Meyer,  
Jr., a Notary Public in and for the State of  
Indiana, County of Shelby, at the Indiana  
Government Center South, Conference Center,  
Room A, 402 West Washington Street, Indianapolis,  
Indiana, on Friday, July 22, 2011 at 11:21  
o'clock a.m.

- - -

William F. Daniels, RPR/CP CM d/b/a  
ACCURATE REPORTING OF INDIANA  
12922 Brighton Avenue  
Carmel, Indiana 46032  
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Alpha Blackburn, Chairperson  
4 David C. Carter  
5 Steven A. Ramos  
6 Barry Baynard  
7 Tehiji G. Crenshaw  
8 Charles D. Gidney

9 INDIANA CIVIL RIGHTS COMMISSION  
10 By Jamal Smith, Director/Secretary  
11 & Joshua Brewster, Dep. Director  
12 Indiana Government Center North  
13 100 North Senate Avenue, Room N103  
14 Indianapolis, Indiana 46204  
15 On behalf of the Commission.

16 OTHER COMMISSION STAFF PRESENT:

17 Robert D. Lange  
18 Pamela Cook  
19 Christina Catalan  
20  
21  
22  
23

1 11:21 o'clock a.m.  
2 July 22, 2011

3 CHAIRPERSON BLACKBURN: The Indiana  
4 Civil Rights Commission is in business session,  
5 public session -- public meeting, and we do have  
6 a quorum. You have an agenda, in fact, a revised  
7 agenda, that calls for approval and adoption of  
8 the meeting minutes. May I have a motion to  
9 approve and adopt the minutes?

10 COMM. CARTER: So moved.

11 COMM. GIDNEY: Second.

12 CHAIRPERSON BLACKBURN: All in favor?

13 COMM. RAMOS: Aye.

14 COMM. CRENSHAW: Aye.

15 COMM. BAYNARD: Aye.

16 COMM. CARTER: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRPERSON BLACKBURN: Aye.

19 Anyone opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: I haven't  
22 seen Pamela Cook, but we have a financial report.  
23 Is there some comment from staff about the

1 report?

2 MR. SMITH: She's actually on the  
3 way, but I think the only thing probably to note  
4 in her absence is we had to submit our financial  
5 fiscal year end to the Governor's Office. All  
6 things were good. We submitted our metrics as  
7 well, which we -- I think the initial metrics  
8 were the timeliness of cases going out.

9 We added some things about outreach and  
10 things of that nature, but that was pretty much  
11 status quo. That will grow in this upcoming  
12 year, but we just carry it on. It was already  
13 set in motion prior to me coming over.

14 So, no hiccups there. Everything was  
15 signed off. As a matter of fact, the Governor's  
16 Office and everybody seemed to be pretty happy  
17 with what we've got going on, so kudos there.

18 CHAIRPERSON BLACKBURN: Do you happen  
19 to know if there have been -- I really should  
20 discuss this with you off-line. Have there been  
21 any increases to the salary of the staff over the  
22 last 19 years, 20 years?

23 MR. SMITH: Increases in salary?

1 Well, I guess I can't speak to the last 19.  
2 Outside of the normal pay increases that we get,  
3 I know since '08 the Governor froze all raises  
4 until here recently. All staff who have achieved  
5 their performance appraisal goals were awarded a  
6 raise.

7 But I think the highest is if you were --  
8 if you exceeded expectations, you got a thousand  
9 bucks raise, 750 for the next level, and I think  
10 500 underneath that, and if you did not meet  
11 expectations, obviously you did not get a raise.  
12 And then -- so, it's been twice, I think, in the  
13 last six months that that raise has been given.  
14 The next one will go into effect if not this pay  
15 period, the next pay period.

16 But prior to this, since I have been  
17 around, there have not been any raises, and  
18 that's not just for this agency. He froze all of  
19 those for all state government, everybody but --  
20 I think the agency heads got those raises. So,  
21 all staff, assuming that they met their  
22 expectations, were awarded a raise.

23 CHAIRPERSON BLACKBURN: While I think

1 this Commission as being essentially volunteer  
2 effort on the part of each one of us, it might be  
3 noted, and you might make mention, there's been  
4 no increase in per diem for Commissioners in 20  
5 years.

6 MR. SMITH: I'll do that. I think  
7 that's --

8 CHAIRPERSON BLACKBURN: And if our  
9 service is valued, it should be expressed.

10 MR. SMITH: Okay. Duly noted. I  
11 think that's statutory, and I think the same --  
12 the per diem that you guys get is kind of across  
13 the board for all state government, but in light  
14 of the fact that it hasn't been changed in 20  
15 years, it should probably be addressed, but I  
16 think that's a legislature issue, not --

17 COMM. CARTER: Fifty bucks isn't the  
18 same fifty bucks it once was.

19 MR. SMITH: I hear what you're  
20 saying. I can only imagine. You've got a kid  
21 going off to college, so we should speak to that.

22 CHAIRPERSON BLACKBURN: And I'm  
23 speaking from the perspective of the person who

1 comes the least distance --

2 MR. SMITH: Uh-huh.

3 CHAIRPERSON BLACKBURN: -- to get  
4 here.

5 COMM. GIDNEY: Uh-huh.

6 CHAIRPERSON BLACKBURN: You know, I  
7 just come from the north side of town --

8 MR. SMITH: Right, right.

9 CHAIRPERSON BLACKBURN: -- from my  
10 office, but most the other Commissioners -- all  
11 of the other Commissioners -- in that it's also  
12 statutory that they represent the whole state,  
13 have to come quite a distance, and while they get  
14 paid for mileage, mileage doesn't compensate for  
15 the time.

16 MR. SMITH: The time. Again, duly  
17 noted, and --

18 CHAIRPERSON BLACKBURN: Okay.

19 MR. SMITH: -- considering it's been  
20 20 years, I'd be inclined to agree with that  
21 assessment.

22 CHAIRPERSON BLACKBURN: Okay.

23 MR. SMITH: I'm just not sure -- I

1 think that's well above my pay grade, though.

2 CHAIRPERSON BLACKBURN: Okay. Thank  
3 you.

4 MR. SMITH: We'll see what happens.

5 CHAIRPERSON BLACKBURN: Is there any  
6 old business?

7 (No response.)

8 CHAIRPERSON BLACKBURN: New business?

9 (No response.)

10 CHAIRPERSON BLACKBURN: Hearing none,  
11 we'll go on to our Consent Agreement, the one  
12 between Lee Swain versus Master Pak, Inc. May I  
13 have a motion to accept that consent agreement?

14 COMM. GIDNEY: So moved.

15 COMM. CARTER: Second.

16 CHAIRPERSON BLACKBURN: All in favor?

17 COMM. RAMOS: Aye.

18 COMM. CRENSHAW: Aye.

19 COMM. BAYNARD: Aye.

20 COMM. CARTER: Aye.

21 COMM. GIDNEY: Aye.

22 CHAIRPERSON BLACKBURN: Aye.

23 Anyone opposed?



1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you.

3 Findings of Fact, Conclusions of Law and  
4 Order, there are two listed in your agenda. It's  
5 Karl Mason versus GG Trucking, Inc. and Dawn Pope  
6 versus Trevis. May I have a motion to accept  
7 both of those findings?

8 COMM. BAYNARD: So moved.

9 COMM. CRENSHAW: So moved.

10 COMM. BAYNARD: I'll second.

11 CHAIRPERSON BLACKBURN: Okay.

12 All in favor?

13 COMM. RAMOS: Aye.

14 COMM. CRENSHAW: Aye.

15 COMM. BAYNARD: Aye.

16 COMM. CARTER: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRPERSON BLACKBURN: Aye.

19 Anyone opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Thank you.

22 Now we'll move to Report by Commissioners  
23 on Complainant Appeals, and I'll start with you,

1 Comm. Baynard.

2 COMM. BAYNARD: Yes, Madam Chair. On  
3 my four cases, I would like to continue those.

4 CHAIRPERSON BLACKBURN: Okay.

5 Comm. Carter?

6 COMM. CARTER: Yes, Madam Chair. In  
7 the two cases, Brenda Bonds versus Hearing  
8 Center, Inc. and LaGrone versus Evansville  
9 Vanderburgh School Corp., I recommend that we  
10 sustain the no probable cause finding.

11 CHAIRPERSON BLACKBURN: May I have a  
12 motion to accept that recommendation?

13 COMM. GIDNEY: So moved.

14 COMM. RAMOS: Second.

15 COMM. CRENSHAW: Second.

16 CHAIRPERSON BLACKBURN: All in favor?

17 COMM. RAMOS: Aye.

18 COMM. CRENSHAW: Aye.

19 COMM. BAYNARD: Aye.

20 COMM. CARTER: Aye.

21 COMM. GIDNEY: Aye.

22 CHAIRPERSON BLACKBURN: Aye.

23 Is there anyone opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you.

3 Comm. Crenshaw?

4 COMM. CRENSHAW: In the case of  
5 Ulysses Long versus Cricket Transportation, Inc.,  
6 I'd like to make a recommendation that we remand  
7 this case for further investigation.

8 CHAIRPERSON BLACKBURN: I'm not sure  
9 if we require any vote on that. We will simply  
10 do so.

11 COMM. CRENSHAW: Okay.

12 CHAIRPERSON BLACKBURN: Okay. And  
13 the case of Susan --

14 COMM. CRENSHAW: The case of Susan  
15 Pramuk versus Housing Opportunities, I make a  
16 motion we uphold the Deputy Director's finding of  
17 no probable cause.

18 CHAIRPERSON BLACKBURN: May I have a  
19 motion to accept that recommendation?

20 COMM. CARTER: So moved.

21 COMM. GIDNEY: Second.

22 CHAIRPERSON BLACKBURN: All in favor?

23 COMM. RAMOS: Aye.

1                   COMM. CRENSHAW: Aye.

2                   COMM. BAYNARD: Aye.

3                   COMM. CARTER: Aye.

4                   COMM. GIDNEY: Aye.

5                   CHAIRPERSON BLACKBURN: Aye.

6                   Anyone opposed?

7                                   (No response.)

8                   CHAIRPERSON BLACKBURN: Thank you.

9                   Comm. Ramos?

10                  COMM. RAMOS: There was some  
11 information that was missing out of my packet, so  
12 I'll continue to investigate that.

13                  CHAIRPERSON BLACKBURN: Thank you.

14                  We will assign then to Commissioners to  
15 review the cases as they are listed, and go  
16 directly to an Adminis --

17                  COMM. BAYNARD: Comm. Garcia --

18                  CHAIRPERSON BLACKBURN: I'm sorry?

19                  COMM. BAYNARD: Comm. Garcia's not  
20 here for his case listed, Madam.

21                  MR. LANGE: Yeah, she's got it. She  
22 has it in here.

23                  MS. CATALAN: I have the list of

1 Garcia's cases in here that were tabled since  
2 May.

3 COMM. BAYNARD: Oh.

4 MS. CATALAN: For the Grubb case, he  
5 upheld it, and for the Tyson Food versus -- Perez  
6 versus Tyson Food, it was remanded.

7 CHAIRPERSON BLACKBURN: Oh, those are  
8 cases that were not listed under those --

9 MS. CATALAN: Yes. I do apologize  
10 for that.

11 CHAIRPERSON BLACKBURN: All right.

12 May I have a motion then to accept those  
13 recommendations?

14 COMM. CARTER: So moved.

15 COMM. RAMOS: Second.

16 CHAIRPERSON BLACKBURN: All in favor?

17 COMM. RAMOS: Aye.

18 COMM. CRENSHAW: Aye.

19 COMM. BAYNARD: Aye.

20 COMM. CARTER: Aye.

21 COMM. GIDNEY: Aye.

22 CHAIRPERSON BLACKBURN: Aye.

23 Is there anyone opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Okay. And  
3 I'll take Garcia's case Judith Brantley versus  
4 Care Ambulance.

5 And now an Administrative Update from our  
6 distinguished Director.

7 MR. SMITH: Well, thank you, Madam  
8 Chair.

9 A couple of things. One is -- and I'll  
10 pass this around, and I apologize for not having  
11 more examples -- rebranding of the agency. So,  
12 we have a new logo. I thought I grabbed some,  
13 and I'll have Brad bring over some more. But we  
14 have brochures and the like that have gone out.

15 In the midst of this whole rebranding  
16 piece, we learned that this is the 50th year that  
17 the agency has been in existence, so it's our  
18 50-year anniversary. Yeah, I know. We kind of  
19 did the same thing, said, "Oh." So, in light of  
20 that, it would make sense to celebrate that in  
21 some regard, so we are in the process of coming  
22 up with some ideas as to how to do that between  
23 now and the end of the year.

1           The legislation went into effect that  
2           created the agency July 1 of -- well, 50 years  
3           ago, so we're within that time frame, and so the  
4           idea would be to celebrate that or have that  
5           event between obviously now and June 30th of the  
6           following year. So, stay tuned.

7                         CHAIRPERSON BLACKBURN: June 30th,  
8           you said?

9                         MR. SMITH: Of 2012, because that  
10          would be within the 50-year framework of when the  
11          agency was actually in existence.

12                        Kind of a recap, obviously last week was  
13          Black Expo week. That's one of the major  
14          organizations that we sponsor. We -- as of last  
15          year, we changed kind of the framework of how the  
16          sponsorship went. I know we had some  
17          conversations about that.

18                        A side note: Josh, do you have your deal  
19          on you? Send an e-mail to Paula. Have her send  
20          over right away some examples of the brochures  
21          and the logo and everything.

22                        MR. BREWSTER: Okay.

23                        MR. SMITH: Thank you.

1           So, as it relates to Black Expo, we are  
2 one of the presenting sponsors of their education  
3 round table. We've adopted obviously education  
4 as the Civil Rights issue of our time. In doing  
5 so, what we've done is kind of restructured that  
6 sponsorship so that it continues past this  
7 previous week.

8           We had a panel discussion. We talked  
9 about parent engagement as it relates to  
10 K-through-12 education, and we brought in some of  
11 the parenting groups from Northwest Indiana and  
12 the South Bend area, and down in New Albany, I  
13 believe, there's another parenting group, and  
14 they talked about parent engagement and how they  
15 are collaborating to help the schools as relates  
16 to the new influx of the changing demographics.

17           And many schools are having a severe  
18 change with regard to the Hispanic population and  
19 community. Fort Wayne deals with obviously the  
20 Burmese community and that change, and just  
21 within the African-American community throughout  
22 the state, moving out to a lot of the suburbs, so  
23 a lot of the schools that have traditionally been



1 majority white are now relatively diverse, and so  
2 the staff and the administration is having to  
3 deal with that, and so that was a part of that  
4 panel discussion.

5           From there, what we'd like to do as part  
6 of the sponsorship is lean on IVE with a lot  
7 of -- they have local chapters throughout the  
8 state. Leverage those in light of our initiative  
9 to get out throughout the state, and what we'd  
10 like to do is have a virtual educational round  
11 table going forward to kind of follow up on what  
12 just happened last week.

13           We've had some conversations with Ivy  
14 Tech, who is on board, and the idea, although  
15 primitive right now, is to leverage all of the  
16 Ivy Tech campuses, have this one here in  
17 Indianapolis be kind of the mother hub of it all,  
18 and then work through the local chapters and  
19 other organizations throughout the state:  
20 NAACP's, the Urban Leagues, a lot of the media  
21 outlets, Lavo, K Viva, Radio 1 here and all  
22 throughout the state, to bring folks in.

23           That way they don't have to travel to

1 Indianapolis, they can go to their local Ivy Tech  
2 campus, everything will be streamed live, and  
3 they can participate in the panel discussion from  
4 where they are locally, and it'll be streamed  
5 just like you would have -- you know, the monitor  
6 will be able to branch off wherever you are and  
7 you can see every site that's participating in  
8 the round table.

9           So, the discussion and what will be  
10 involved in the discussion is still in the  
11 working details, but we would like to carry that  
12 education thing throughout. It will cost us no  
13 more money. Ivy Tech has agreed to incur all of  
14 the -- well, let me rephrase that. We'll  
15 obviously want to provide some refreshments and  
16 things of that nature for those participating,  
17 but it shouldn't cost us any more expense outside  
18 of that.

19           We also have a booth. Traditionally we've  
20 had a booth in the -- I guess you'd say the -- I  
21 don't know if you -- all of you, I'm assuming, at  
22 some point have been to Black Expo, so in the  
23 regular exhibit fair, we have kind of been kind

1 of in an open exhibit space.

2 We changed that, and one of my primary  
3 reasons for that is I wanted to be able to have a  
4 focus on what we do, so we moved from being out  
5 in the general space over to the employment fair.  
6 Employment is obviously one area that we focus  
7 on, and if we garner that traffic that's there  
8 for the employment fair, that will fit a little  
9 better.

10 A lot of good traffic. One of the things,  
11 though, is that we had to contend with the fact  
12 that, you know, we were there talking about equal  
13 employment, not necessarily offering jobs, so  
14 folks were walking up to the booth saying, "Hey,  
15 you know, this is all good and dandy, but are you  
16 hiring? You know, we want a job."

17 So, going forward, what I think we'll do  
18 is, because SPD is there as well, which is kind  
19 of the state's HR requirement, is we'll team with  
20 them and have a booth, still in the career fair,  
21 because that traffic is consistent with what we  
22 do, but be next to them so that in the context of  
23 the "Hey, do you have a job?" conversation, you

1 know, their booth is right next to us, we can  
2 refer them there, but in context of the equal  
3 employment piece. You know, we can provide that  
4 information as well for us.

5 So, that also condensed the number of days  
6 that we were required to be there because the  
7 career fair was only for one full day, which bode  
8 well, and the staff was able to participate and  
9 help out with that.

10 We've had some continuing conversations  
11 with EEOC and have negotiated an agreement with  
12 them as to where they will forward their cases  
13 that they have to us, and which we will get paid  
14 for.

15 Kind of a background to that, Indiana as a  
16 state is doing a lot better than its surrounding  
17 partners, so from where EEOC sits, like Ohio is  
18 not doing so well. They're closing up a lot of  
19 their -- their civil rights equal employment  
20 offices, and so a lot of those cases are being  
21 funneled now to EEOC and they're being flooded  
22 with cases.

23 So, that kind of sparked and opened an

1 opportunity to have a conversation with the  
2 director here, Webster Smith, about the idea of  
3 relieving some of that pressure from them and us  
4 taking on some of that. It's a win-win. For  
5 them it relieves, you know, the number of cases  
6 they have; for us, we take on more, and as a  
7 consequence, we generate some more revenue for  
8 the agency.

9                   COMM. CRENSHAW: And this -- these  
10 are like Ohio --

11                   MR. SMITH: No, these are all --

12                   COMM. CRENSHAW: -- Illinois --

13                   MR. SMITH: We only have jurisdiction  
14 over Indiana cases.

15                   COMM. CRENSHAW: Okay.

16                   MR. SMITH: But because they're EEOC,  
17 they're covering Ohio, Michigan --

18                   COMM. CRENSHAW: Uh-huh.

19                   MR. SMITH: -- Illinois as well, and  
20 because Ohio, for example, is faltering, now  
21 they're having to make up all of those Ohio  
22 cases.

23                   COMM. CRENSHAW: I see.

1                   MR. SMITH: So, their bank is  
2 growing, in addition to the Indiana cases they  
3 have, so my proposition to them was, "Let us take  
4 all of your Indiana cases so at least that drops  
5 your inventory down, so you're just making up for  
6 what Ohio is lacking." And we can hold our own.  
7 We're the state's, you know, Civil Rights  
8 Commission. We can handle all of those.

9                   And there was some initial concern as to  
10 whether we can get them out in a timely manner,  
11 obviously, and we promised them and assured them  
12 that we will be able to do that. One of the  
13 things that we did was I held a position open,  
14 and we've got approved to hire that, assuming  
15 that the inventory grows to the point that we  
16 actually need to fill that and have somebody on  
17 staff so we can do that as well. So, we kind of  
18 thought ahead of that curve ball.

19                   And so, we're sitting in a pretty good  
20 position. Number one, I think it builds good  
21 relations with EEOC. Secondly, like I said, I  
22 think it generates -- well, I know it generates a  
23 little bit more revenue for the agency.

1           One of the things that we'll have to  
2 consider, you know, moving along with that is the  
3 cases that they send us, they want to try to  
4 mediate first, and then after, you know, a failed  
5 mediation, they'll send those to us. So, the  
6 catch to that is we're not starting at ground  
7 zero from a timing standpoint, so, you know,  
8 we'll have to make some of adjustments.

9           We won't be punished. We made sure we  
10 negotiated that as well. We won't be punished  
11 for that timely piece, but we still don't want --  
12 you know, from a customer service standpoint, we  
13 don't want someone's case lagging on too far, so  
14 that, as we sat, was probably the only con. I  
15 know Josh sat in that meeting with me as well.

16           If I'm missing anything, let me know.

17           But that was the only con, I would say,  
18 that came out of it for us, so that was good.

19           We've changed up a little bit of the  
20 intake process. One of the concerns was that we  
21 were getting a lot of inquiries and upwards of  
22 350 inquiries a month from folks calling in, but  
23 that was only resulting in less than five percent

1 drafted into a complaint.

2 And so, my -- you know, after a little bit  
3 of investigation of our own, it seemed as though  
4 the folks who were doing intake at that point  
5 were doing more investigative work versus just  
6 general inquiries about the intake and the like  
7 to draft a complaint.

8 And so, what we did was we transferred  
9 that over to the investigative unit to have them  
10 take the initial call, draft a complaint, sent it  
11 out to have it signed. That way it comes back  
12 and then they can start the investigative process  
13 without going into anything too deep on the front  
14 end. So, as a result, those numbers have  
15 gradually increased. We're hoping to have those  
16 increase a little bit more, but the process is  
17 looking to work a little bit well.

18 One of the counters to that, though, is  
19 that obviously places a little bit more work on  
20 the investigative unit, so we'll have to think of  
21 how to alleviate that as well. But I think with  
22 the opportunity to hire someone else, that should  
23 help out with that. So, that's that part.



1           Speaking of Fort Wayne, the Burmese  
2 community, we have gone there, met with some  
3 folks in the community. We went to -- they have  
4 a Burmese advocacy center there. We met with the  
5 folks. We shot a short video PSA and had it  
6 translated into Burmese, which was extremely  
7 interesting.

8           They have a new immigrants class there  
9 where folks who are fresh into the country are  
10 there, and they try to teach them some of the ins  
11 and outs, the basic dos and don'ts of American  
12 society and civilization. And so, we went to  
13 present, number one, about the Civil Rights  
14 Commission and what services we provide; and then  
15 secondly, just from the state's perspective, what  
16 resources are available to them.

17           They were more than appreciative. In  
18 fact, they said that we were the first and only  
19 state agency to come and present to them in  
20 person. They said, you know, folks send all kind  
21 of information to them, but no one had come to  
22 explain not only the process, but how they get  
23 involved and what they should and shouldn't do.

1           Some of the things that popped up, and lot  
2 of them have some housing issues, obviously.  
3 There's not only a linguistic barrier there,  
4 there's a cultural barrier. One of the things  
5 that we had to keep in mind is for those folks,  
6 when you mention government, it's completely  
7 different from what we think.

8           You know, when they hear "government,"  
9 government is what had them in a refugee camp.  
10 You know, so government for them is machetes and  
11 machine guns, keeping them in a barricaded fence.  
12 You know, so when they hear "government is  
13 coming," they were a little alarmed. But we were  
14 able to relieve that, and they were more than  
15 appreciative that we had come.

16           As a result, though, we want to make sure  
17 that we go back as a follow-up and establish some  
18 relationships with some of the grassroots  
19 community organizations that are there and supply  
20 them with the resources that they may need so  
21 that they can carry things on and make sure that  
22 the folks there have what they need.

23           And I think what we do, and what we will

1 do when we go back, is we'll take some of our  
2 partnering agencies, or at least a representative  
3 from them, to be able to provide some additional  
4 information, whether it be health, faith based,  
5 whatever the case may be, social services, child  
6 service resources, whatever that may be, we want  
7 to be able to take those with us.

8           And last but not least, I'd like to  
9 mention, just from a notable case standpoint,  
10 there's been -- I'm not sure if you guys have  
11 been following the missing child piece, so, for  
12 example, the young lady that came up missing in  
13 Bloomington, there's been a lot of coverage on  
14 that.

15           However, ironically, there was a family  
16 here, a young woman whose son came up missing  
17 around the same time, and she feels that she has  
18 not received the -- not only the coverage, but  
19 the resources that have been given to others.  
20 And so, as a result, she's filed a complaint with  
21 the agency.

22           On one hand -- and we talked about this  
23 before -- we're not really sure that there's much

1 we can do because it's apples to oranges, for  
2 lack of a better phrase, whereas, you know, she's  
3 here in Indianapolis, the young lady in  
4 Bloomington is in Bloomington, two separate  
5 police departments, so on and so forth.

6 But because of the nature of that and the  
7 fact that the media coverage would probably  
8 resurface, I want you guys to be prepared as  
9 Commissioners, just in case it does come up, to  
10 be prepared to either answer questions or -- you  
11 know, I don't want you to be caught off guard  
12 with one of those, "What are you talking about?"  
13 kind of responses. So, more of an FYI on that  
14 piece.

15 It looks like they've come in. I just  
16 wanted you guys to see some of the new brochures.  
17 I wish we'd have brought some of the old ones. I  
18 don't know if you guys remember what the old  
19 brochures looked like, but we wanted to step up  
20 into the 21st Century, so --

21 COMM. CARTER: I think you have.

22 MR. SMITH: -- we have. And so, we  
23 rebranded a new logo, a new look. The idea is to

1 remain consistent. Before, we had -- I think we  
2 counted 16 separate brochures, and we printed a  
3 gazillion of them apiece. A lot of the  
4 information was redundant, so one of the things  
5 that we wanted to do was consolidate a lot of  
6 that information in one, so we went from 16  
7 brochures down to four, and made sure that we  
8 covered our areas.

9 One, obviously, is a general brochure that  
10 covers what the agency is and does from a general  
11 perspective. We obviously do one on housing.  
12 There's a focused one on disabilities, and then  
13 there's one on employment, which I think is  
14 titled Workplace Harassment.

15 A couple of things that we wanted to make  
16 sure that we focused on, obviously, and senior  
17 staff -- we had to work with the state's  
18 advertising agency, I guess, is what they call  
19 it, to do the logo. So, they produced a few,  
20 senior staff voted, and this is the logo that we  
21 ended up with.

22 Some of the focal points for the logo was  
23 the balance there, to signify equality. We

1 wanted the logo to have the name of the agency in  
2 the logo, which we didn't have before, so that  
3 the logo can stand on its own. The acronym  
4 that's tossed out a lot is ICRC, but if you don't  
5 work here, you have no idea what that means.

6 So, we wanted to incorporated all of that  
7 in there, and then the banner, obviously, "Equal  
8 Opportunity," is kind of the foundation of --  
9 it's basically everything that we are here. So,  
10 that was the gist behind that. The colors are  
11 state colors, and so we wanted to focus on that.

12 The brochures, some of the focal points  
13 for the brochures, we wanted to make sure that  
14 all of the pictures and depictions were as  
15 diverse as we could possibly make them, so we  
16 have a plethora of different nationalities there  
17 represented: Black, white, male, female, young,  
18 old.

19 And then as we opened it up, we wanted to  
20 make sure that it was clean, and so there was not  
21 just a lot of verbiage, because as we sat and  
22 talked about it, we kept in mind that most folks  
23 who get these, not very many people are going to

1 open up and really feel like reading all of this,  
2 so the information should be short and concise.

3 The idea is to have and provide the  
4 information so that, assuming you need it, the  
5 contact information is there and one can contact  
6 the office and gain or gather whatever additional  
7 information that they would need.

8 We wanted to capture the state seal or the  
9 state logo, which is in the bottom right-hand  
10 corner of the front, to continue to reiterate the  
11 fact that we are the state's Civil Rights  
12 Commission and not the Indianapolis Civil Rights  
13 Commission.

14 And one of the things that we have, the  
15 message that's been to the staff, is, like I  
16 said, consistency, so everything that goes out  
17 from here on out, once we get it in, letterhead,  
18 fax cover, envelopes, brochures, everything  
19 should be consistent with this look, this brand,  
20 this logo, et cetera.

21 COMM. RAMOS: Languages.

22 MR. SMITH: That's it. I'm sorry?

23 COMM. RAMOS: Languages.

1                   MR. SMITH: Languages, yes. So, we  
2 have -- the initial print-up is obviously in  
3 English, and instead of printing a bunch up  
4 initially, as we go and we travel throughout,  
5 what we'll do is take what we have and then have  
6 those translated into whatever language that we  
7 need.

8                   So, if we're going to a Hispanic  
9 community, obviously we'll have them printed up  
10 in Spanish, Burmese in Fort Wayne, or even here  
11 in Indianapolis, because I think Indianapolis'  
12 Burmese community is starting to catch up with  
13 Fort Wayne, but we'll have it translated over  
14 into Burmese as well, or wherever we go. There's  
15 a Somalian community here, immigrant community  
16 that's growing as well. We'll have to do some  
17 things with them.

18                   And so, we do have that covered, we just  
19 didn't print any off right now, but we will have  
20 that, and we have that -- not only that service,  
21 but that capability locked and ready to go.

22                   COMM. RAMOS: And they're  
23 downloadable?



1 MR. SMITH: They will be -- you mean  
2 on the Web?

3 COMM. RAMOS: Uh-huh.

4 MR. SMITH: Yes, they will on the Web  
5 so that folks can print them off, so you are  
6 correct on that.

7 And I forgot to mention, this is also the  
8 consistent look on the Web site. I'm not sure if  
9 you guys have had an opportunity to go and look  
10 on our Web site here as of late, but it is up to  
11 date, and Bradley Matthew -- or Meadows -- who is  
12 our communications guy, has done a really good  
13 job of keeping that up to date, so all of the  
14 information.

15 And one of the -- there will be a  
16 newsletter we will also do now that'll be sent  
17 out monthly that will highlight a lot of the  
18 things that, number one, in the communities and  
19 things that we're doing, where we're going.

20 Some of the press releases, we'll pick  
21 back up on that so that we can start to send out  
22 press releases on a lot of the cases that have  
23 gone through the ICRC process, especially notable

1 ones that the community should be aware of.

2 And there's been some talk floating  
3 around, and I think we're going to do this in  
4 conjunction with the newsletter, we'll do kind of  
5 a monthly video, where, you know, I guess I'll do  
6 a 60-second snippet about whatever the topic is.  
7 It could be education, it could be employment, it  
8 could be housing, whatever the case may be.

9 It could be fair housing month or whatever  
10 we're involved in or whatever -- you know, like,  
11 for example, one of the things that came around  
12 was the change in law about ex-offenders and the  
13 re-entry piece, and where I think it's an  
14 eight-year grace period.

15 So, the law now states that if your  
16 nose -- you've been clean for eight years, you  
17 can put in a request to have your record sealed,  
18 and if it's agreed that it's sealed, you can  
19 legally, on an application, state that you have  
20 not been convicted of a felony. That's big for  
21 us because we get -- we get a substantial amount  
22 of calls from ex-offenders, you know, about that.

23 So, you know, the video, we kind of

1 highlight things of that nature and things that  
2 we think the public should be aware of from an  
3 ICRC standpoint. I say that to say and follow up  
4 to your question, Commissioner, is that we'll do  
5 that and, in many cases, have that translated  
6 either -- and we have folks on staff who could do  
7 it in Spanish, so that wouldn't need to be  
8 translated, but in other languages like Burmese,  
9 like Somalian or what have you. We can have  
10 those translated into those languages as well.

11 COMM. RAMOS: Are you doing any blitz  
12 on this thing, mass mailing or e-blasts, or just  
13 with your --

14 MR. SMITH: Well, we will do --

15 COMM. RAMOS: I mean it's good news.  
16 It's very good news.

17 CHAIRPERSON BLACKBURN: It certainly  
18 is.

19 COMM. RAMOS: Yeah.

20 MR. SMITH: Yes, we will -- yes, the  
21 newsletter and everything will go out via  
22 e-blast. We're trying to build up our network  
23 base. We're in the preliminary talks about --

1 and got it approved, obviously. Through the  
2 state, everything has to be approved now, but to  
3 do a media campaign throughout the state that  
4 focuses on the agency and what we're doing, and a  
5 lot of that will highlight some of these things.

6 But as we send those out, like the  
7 newsletter -- and that's one of the reasons we  
8 wanted to put like a monthly correspondence out,  
9 so that we're continuously in the minds and eyes  
10 of those who we deal with on a regular basis.  
11 So, we'll have more news about how that develops  
12 once we get further.

13 Along with that, we've had some talks with  
14 Ball State University, kind of in con -- very  
15 similar to what we did with Butler University.  
16 I'm not sure if you guys remember. We teamed up  
17 with Butler University to do our radio PSA's. It  
18 was kind of a joint venture.

19 In that case, it was absolutely free of  
20 charge for us. The students got together, put  
21 together a series of PSA's on the topics that we  
22 gave them, most of which, because we did it  
23 during Fair Housing Month, that April-May piece

1 about housing.

2 One of the benefits of that, obviously, is  
3 the college kids tend to be pretty creative and  
4 innovative, and we wanted some PSA's that caught  
5 the ear, you know, and called folks' attention.  
6 And in return, they got an opportunity to add to  
7 their curriculum, you know, so the professor had  
8 an opportunity to give some hands-on practical  
9 experience to his class, and so that worked well.

10 So, now we're working with Ball State to  
11 do something similar, very similar, with video  
12 PSA's. That'll actually cost a few bucks for --  
13 you know, if for nothing else, the production  
14 piece. But all in all, we've got it approved to  
15 use those in our push for a media blitz.

16 And I know that was long, so I thank you  
17 guys for your patience, but I think that  
18 concludes the update for -- the Administrative  
19 Update for the day. So, any questions at all, or  
20 any additional questions?

21 CHAIRPERSON BLACKBURN: You've been  
22 busy. This is -- this is wonderful.

23 COMM. CARTER: Yeah.

1 MR. SMITH: Thank you.

2 CHAIRPERSON BLACKBURN: Yeah. I love  
3 it that we have new materials. It's not an  
4 exciting logo, but it's certainly an adequate  
5 one.

6 MR. SMITH: Yeah. From an artistic  
7 standpoint, it wasn't my first choice. It was  
8 difficult to find something that was stately.

9 CHAIRPERSON BLACKBURN: Yes, but it  
10 looks dignified and it's recognizable. I mean  
11 the scales of justice certainly convey --

12 MR. SMITH: Yeah.

13 CHAIRPERSON BLACKBURN: -- what our  
14 purpose is for them.

15 COMM. RAMOS: Great job.

16 CHAIRPERSON BLACKBURN: Yeah, good  
17 work.

18 COMM. CARTER: It's more peaceful  
19 than the --

20 COMM. GIDNEY: The gavel.

21 COMM. CARTER: -- than the hammer and  
22 sickle.

23 MR. LANGE: Hammer and sickle.

1 (Laughter.)

2 MR. SMITH: Hammer and sickle.

3 CHAIRPERSON BLACKBURN: Yeah, it  
4 sends a softer, gentler message.

5 COMM. CARTER: The hammer and  
6 equal --

7 COMM. CRENSHAW: I'm still going to  
8 slam down the hammer, but I'm going to do it  
9 softly.

10 MR. SMITH: Yeah, and hopefully --

11 CHAIRPERSON BLACKBURN: Yeah, this is  
12 good.

13 MR. SMITH: -- we'll get some good  
14 feedback. I guess we should also, too -- and I  
15 know I said I was done, but we've got a ton of  
16 things going on. Working with Bloomington.  
17 We'll be in Bloomington in --

18 MR. LANGE: September.

19 MR. SMITH: October.

20 MR. LANGE: September.

21 MR. BREWSTER: September 3rd.

22 MR. SMITH: September in Bloomington,  
23 in Evansville -- and we'll send an updated list,

1 I'll make sure -- please make a note, Christina,  
2 to do this -- send an updated events list to you  
3 guys. Bloomington in September, Evansville in  
4 October.

5 MR. LANGE: Late October, either  
6 the 27th or 28th.

7 MR. SMITH: Some talk about back to  
8 Fort Wayne perhaps in November, and then the idea  
9 was to do something towards the end of the year,  
10 obviously back here in Indianapolis, because we  
11 haven't been here, purposefully. We wanted to  
12 get away from Indianapolis, because everything we  
13 did was around Indianapolis throughout the year,  
14 but then come back in December.

15 So, the idea is to do something in  
16 December back here, and hopefully with that,  
17 celebrate the 50th year anniversary and do  
18 something relatively substantial back here in  
19 Indy. Still continuing with the CLE's. Those  
20 have been going very well, very well attended.

21 CHAIRPERSON BLACKBURN: By way of  
22 substantial celebration, do you mean a big dinner  
23 or something?



1 MR. SMITH: Well, what that is we  
2 have no idea yet. I mean the fact that it is the  
3 50-year anniversary, it is kind of -- but we  
4 didn't know. We were looking for something to  
5 put in this banner -- this is how it came up,  
6 something to put in this banner; right? And the  
7 first thing was let's put, you know, 1964 in  
8 Roman numerals, because that was the Civil  
9 Rights.

10 And then we said, "Well, why not put the  
11 year that the agency was founded? And then that  
12 pops up to be 50 years ago, and so we said, "Wow,  
13 do you realize that this is the 50th year? You  
14 know, we can't let this year go by without doing  
15 something," and so the talks are very, very  
16 primitive at this point, and if you guys -- if  
17 you have some suggestions, we're obviously open  
18 to that.

19 Substantial, I guess the level of  
20 substance would depend -- because of timing,  
21 we're what, five months away from December, and  
22 so we have to be able to produce whatever it is  
23 that we want to do, because whatever we want to

1 do, I want to make sure that it's quality,  
2 obviously, and that we do it well, and that it's  
3 significant. But we're open. We're open.

4 CHAIRPERSON BLACKBURN: I think you  
5 should have the banquet in the rotunda.

6 MR. SMITH: It sounds like you're  
7 volunteering.

8 (Laughter.)

9 MR. SMITH: You're the queen of all  
10 things banquet. I would love it. We can talk  
11 about it off-line.

12 CHAIRPERSON BLACKBURN: Yeah.

13 MR. SMITH: I -- like I said, I'm  
14 more than open, if anyone else has any ideas as  
15 well. The only idea that we know is we have to  
16 do something, and something, you know, relatively  
17 larger than just the average housing and seminars  
18 and panels and discussion things that we do. But  
19 what that is, no idea yet.

20 CHAIRPERSON BLACKBURN: And before  
21 all of the civil rights heroes have expired,  
22 bring one of them here to address the banquet.

23 COMM. CRENSHAW: Comm. Ramos was

1 asking if Mrs. King still does speeches. She's  
2 deceased now, Dr. King's wife, but her son does  
3 speeches, so maybe --

4 MR. SMITH: Yeah, he was just here,  
5 too.

6 COMM. CRENSHAW: -- if he was able  
7 to, or Reverend Al Sharpton.

8 COMM. RAMOS: Or Jackson.

9 MR. SMITH: Also, one thing, too, the  
10 budget plays a part in that as well, and I think  
11 all of that is definitely worthy of looking into.  
12 I have no idea what any of these folks would cost  
13 to bring in.

14 COMM. RAMOS: Sure. We might be able  
15 to get a sponsor for that.

16 CHAIRPERSON BLACKBURN: We got an  
17 excellent speech out of the mayor of some town in  
18 Mississippi. You know --

19 MR. LANGE: Oh, yeah, I remember  
20 that.

21 CHAIRPERSON BLACKBURN: -- it was  
22 quite a wonderful speech.

23 MR. SMITH: Yeah.

1                   CHAIRPERSON BLACKBURN: So, they  
2 don't have to be necessarily a name that everyone  
3 knows, but someone who has real substance and a  
4 sensational speaking style so that it's  
5 inspiring.

6                   MR. SMITH: Yeah, I agree. I agree.  
7 So, we'll look into all of these those, and if  
8 you guys can think of anyone else, let's  
9 definitely pursue that, because we need to put  
10 some meat to these -- to the thought within the  
11 next 30 days, I would say, you know, minimum.  
12 So, yeah, the 50-year thing caught me completely  
13 off guard, so I don't know if you guys were aware  
14 of that at all, but it got me. But hey, the ball  
15 went up, we caught it, we run with it, we'll  
16 figure it out.

17                   So, thanks. Sorry for the long-winded  
18 report.

19                   COMM. RAMOS: Maybe we should get  
20 Obama.

21                   COMM. GIDNEY: It's his 50th  
22 birthday.

23                   COMM. RAMOS: We might as well go

1 big.

2 MR. SMITH: Go big or go home; right?

3 Yeah, long-winded. So, we'll be obviously in  
4 touch with you guys prior to the next meeting,  
5 number one, to send an updated schedule of  
6 events; and then two, to kind of garner some  
7 thoughts from you guys about what the 50th should  
8 be and look like.

9 COMM. RAMOS: Good.

10 MR. SMITH: That's it for me.

11 CHAIRPERSON BLACKBURN: Excellent  
12 report.

13 Any questions remaining in your minds for  
14 the Director or anyone else on staff?

15 (No response.)

16 CHAIRPERSON BLACKBURN: Hearing none,  
17 this meeting is adjourned.

18 - - -  
19 Thereupon, the proceedings of  
20 July 22, 2011 were concluded  
at 12:02 o'clock p.m.  
- - -

21

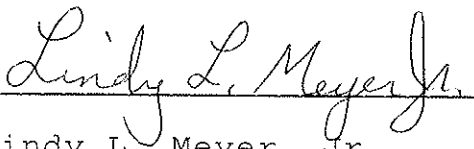
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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, July 22, 2011 in this matter and transcribed by me.



Lindy L. Meyer, Jr.,  
Notary Public in and  
for the State of Indiana.

My Commission expires October 27, 2016.

'08 [1] - 5:3

**1**

1 [2] - 15:2, 17:21  
 100 [1] - 2:9  
 11:21 [2] - 1:17, 3:1  
 12922 [1] - 1:22  
 12:02 [1] - 45:19  
 16 [2] - 29:2, 29:6  
 19 [2] - 4:22, 5:1  
 1964 [1] - 41:7

**2**

20 [4] - 4:22, 6:4, 6:14, 7:20  
 2011 [5] - 1:5, 1:17, 3:1,  
 45:19, 46:7  
 2012 [1] - 15:9  
 2016 [1] - 46:15  
 21st [1] - 28:20  
 22 [5] - 1:5, 1:17, 3:1, 45:19,  
 46:7  
 27 [1] - 46:15  
 27th [1] - 40:6  
 28th [1] - 40:6

**3**

30 [1] - 44:11  
 30th [2] - 15:5, 15:7  
 317 [1] - 1:23  
 350 [1] - 23:22  
 3rd [1] - 39:21

**4**

402 [1] - 1:16  
 46032 [1] - 1:22  
 46204 [1] - 2:9

**5**

50 [2] - 15:2, 41:12  
 50-year [4] - 14:18, 15:10,  
 41:3, 44:12  
 500 [1] - 5:10  
 50th [5] - 14:16, 40:17,  
 41:13, 44:21, 45:7

**6**

60-second [1] - 34:6

**7**

750 [1] - 5:9

**8**

848-0088 [1] - 1:23

**A**

a.m [2] - 1:18, 3:1  
 able [10] - 18:6, 19:3, 20:8,  
 22:12, 26:14, 27:3, 27:7,  
 41:22, 43:6, 43:14  
 above-captioned [1] - 1:10  
 absence [1] - 4:4  
 absolutely [1] - 36:19  
 accept [5] - 8:13, 9:6, 10:12,  
 11:19, 13:12  
 ACCURATE [1] - 1:21  
 achieved [1] - 5:4  
 acronym [1] - 30:3  
 add [1] - 37:6  
 added [1] - 4:9  
 addition [1] - 22:2  
 additional [3] - 27:3, 31:6,  
 37:20  
 address [1] - 42:22  
 addressed [1] - 6:15  
 adequate [1] - 38:4  
 adjourned [1] - 45:17  
 adjustments [1] - 23:8  
 Adminis [1] - 12:16  
 administration [1] - 17:2  
 Administrative [2] - 14:5,  
 37:18  
 adopt [1] - 3:9  
 adopted [1] - 16:3  
 adoption [1] - 3:7  
 advertising [1] - 29:18  
 advocacy [1] - 25:4  
 African [1] - 16:21  
 African-American [1] - 16:21  
 agencies [1] - 27:2  
 agency [15] - 5:18, 5:20,  
 14:11, 14:17, 15:2, 15:11,  
 21:8, 22:23, 25:19, 27:21,  
 29:10, 29:18, 30:1, 36:4,  
 41:11  
 agenda [3] - 3:6, 3:7, 9:4  
 ago [2] - 15:3, 41:12  
 agree [3] - 7:20, 44:6  
 agreed [2] - 18:13, 34:18  
 Agreement [1] - 8:11  
 agreement [2] - 8:13, 20:11  
 ahead [1] - 22:18  
 Al [1] - 43:7

alarmed [1] - 26:13  
 Albany [1] - 16:12  
 alleviate [1] - 24:21  
 Alpha [2] - 1:11, 2:3  
 Ambulance [1] - 14:4  
 American [2] - 16:21, 25:11  
 amount [1] - 34:21  
 anniversary [3] - 14:18,  
 40:17, 41:3  
 answer [1] - 28:10  
 apiece [1] - 29:3  
 apologize [2] - 13:9, 14:10  
 Appeals [1] - 9:23  
 APPEARANCES [1] - 2:1  
 apples [1] - 28:1  
 application [1] - 34:19  
 appraisal [1] - 5:5  
 appreciative [2] - 25:17,  
 26:15  
 approval [1] - 3:7  
 approve [1] - 3:9  
 approved [4] - 22:14, 36:1,  
 36:2, 37:14  
 April [1] - 36:23  
 April-May [1] - 36:23  
 area [2] - 16:12, 19:6  
 areas [1] - 29:8  
 artistic [1] - 38:6  
 assessment [1] - 7:21  
 assign [1] - 12:14  
 assuming [4] - 5:21, 18:21,  
 22:14, 31:4  
 assured [1] - 22:11  
 attended [1] - 40:20  
 attention [1] - 37:5  
 available [1] - 25:16  
 Avenue [2] - 1:22, 2:9  
 average [1] - 42:17  
 awarded [2] - 5:5, 5:22  
 aware [3] - 34:1, 35:2, 44:13  
 Aye [36] - 3:13, 3:14, 3:15,  
 3:16, 3:17, 3:18, 8:17,  
 8:18, 8:19, 8:20, 8:21,  
 8:22, 9:13, 9:14, 9:15,  
 9:16, 9:17, 9:18, 10:17,  
 10:18, 10:19, 10:20, 10:21,  
 10:22, 11:23, 12:1, 12:2,  
 12:3, 12:4, 12:5, 13:17,  
 13:18, 13:19, 13:20, 13:21,  
 13:22

**B**

background [1] - 20:15  
 balance [1] - 29:23  
 ball [2] - 22:18, 44:14  
 Ball [2] - 36:14, 37:10  
 bank [1] - 22:1  
 banner [3] - 30:7, 41:5, 41:6

banquet [3] - 42:5, 42:10,  
 42:22  
 barricaded [1] - 26:11  
 barrier [2] - 26:3, 26:4  
 Barry [1] - 2:4  
 base [1] - 35:23  
 based [1] - 27:4  
 basic [1] - 25:11  
 basis [1] - 36:10  
 Baynard [2] - 2:4, 10:1  
 BAYNARD [12] - 3:15, 8:19,  
 9:8, 9:10, 9:15, 10:2,  
 10:19, 12:2, 12:17, 12:19,  
 13:3, 13:19  
 BEFORE [1] - 1:1  
 behalf [1] - 2:10  
 behind [1] - 30:10  
 Bend [1] - 16:12  
 benefits [1] - 37:2  
 better [3] - 19:9, 20:16, 28:2  
 between [3] - 8:12, 14:22,  
 15:5  
 big [4] - 34:20, 40:22, 45:1,  
 45:2  
 birthday [1] - 44:22  
 bit [6] - 22:23, 23:19, 24:2,  
 24:16, 24:17, 24:19  
 Black [4] - 15:13, 16:1,  
 18:22, 30:17  
 BLACKBURN [59] - 3:3,  
 3:12, 3:18, 3:21, 4:18,  
 5:23, 6:8, 6:22, 7:3, 7:6,  
 7:9, 7:18, 7:22, 8:2, 8:5,  
 8:8, 8:10, 8:16, 8:22, 9:2,  
 9:11, 9:18, 9:21, 10:4,  
 10:11, 10:16, 10:22, 11:2,  
 11:8, 11:12, 11:18, 11:22,  
 12:5, 12:8, 12:13, 12:18,  
 13:7, 13:11, 13:16, 13:22,  
 14:2, 15:7, 35:17, 37:21,  
 38:2, 38:9, 38:13, 38:16,  
 39:3, 39:11, 40:21, 42:4,  
 42:12, 42:20, 43:16, 43:21,  
 44:1, 45:11, 45:16  
 Blackburn [2] - 1:11, 2:3  
 blast [1] - 35:22  
 blasts [1] - 35:12  
 blitz [2] - 35:11, 37:15  
 Bloomington [7] - 27:13,  
 28:4, 39:16, 39:17, 39:22,  
 40:3  
 board [2] - 6:13, 17:14  
 bode [1] - 20:7  
 Bonds [1] - 10:7  
 booth [5] - 18:19, 18:20,  
 19:14, 19:20, 20:1  
 bottom [1] - 31:9  
 Brad [1] - 14:13  
 Bradley [1] - 33:11  
 branch [1] - 18:6

brand [1] - 31:19  
 Brantley [1] - 14:3  
 Brenda [1] - 10:7  
**BREWSTER** [2] - 15:22,  
 39:21  
 Brewster [1] - 2:8  
 Brighton [1] - 1:22  
 bring [4] - 14:13, 17:22,  
 42:22, 43:13  
 brochure [1] - 29:9  
 brochures [9] - 14:14, 15:20,  
 28:16, 28:19, 29:2, 29:7,  
 30:12, 30:13, 31:18  
 brought [2] - 16:10, 28:17  
 bucks [4] - 5:9, 6:17, 6:18,  
 37:12  
 budget [1] - 43:10  
 build [1] - 35:22  
 builds [1] - 22:20  
 bunch [1] - 32:3  
 Burmese [8] - 16:20, 25:1,  
 25:4, 25:6, 32:10, 32:12,  
 32:14, 35:8  
 business [3] - 3:4, 8:6, 8:8  
 busy [1] - 37:22  
 Butler [2] - 36:15, 36:17

## C

camp [1] - 26:9  
 campaign [1] - 36:3  
 campus [1] - 18:2  
 campuses [1] - 17:16  
 capability [1] - 32:21  
 captioned [1] - 1:10  
 capture [1] - 31:8  
 Care [1] - 14:4  
 career [2] - 19:20, 20:7  
 Carmel [1] - 1:22  
 carry [3] - 4:12, 18:11, 26:21  
 Carter [2] - 2:3, 10:5  
**CARTER** [17] - 3:10, 3:16,  
 6:17, 8:15, 8:20, 9:16,  
 10:6, 10:20, 11:20, 12:3,  
 13:14, 13:20, 28:21, 37:23,  
 38:18, 38:21, 39:5  
 case [13] - 11:4, 11:7, 11:13,  
 11:14, 12:20, 13:4, 14:3,  
 23:13, 27:5, 27:9, 28:9,  
 34:8, 36:19  
 cases [17] - 4:8, 10:3, 10:7,  
 12:15, 13:1, 13:8, 20:12,  
 20:20, 20:22, 21:5, 21:14,  
 21:22, 22:2, 22:4, 23:3,  
 33:22, 35:5  
**CATALAN** [3] - 12:23, 13:4,  
 13:9  
 Catalan [1] - 2:13  
 catch [2] - 23:6, 32:12

caught [4] - 28:11, 37:4,  
 44:12, 44:15  
 celebrate [3] - 14:20, 15:4,  
 40:17  
 celebration [1] - 40:22  
 center [1] - 25:4  
 Center [4] - 1:15, 2:8, 10:8  
 Century [1] - 28:20  
 certainly [3] - 35:17, 38:4,  
 38:11  
**CERTIFICATE** [1] - 46:1  
 certify [1] - 46:5  
 cetera [1] - 31:20  
 Chair [3] - 10:2, 10:6, 14:8  
**CHAIRPERSON** [59] - 3:3,  
 3:12, 3:18, 3:21, 4:18,  
 5:23, 6:8, 6:22, 7:3, 7:6,  
 7:9, 7:18, 7:22, 8:2, 8:5,  
 8:8, 8:10, 8:16, 8:22, 9:2,  
 9:11, 9:18, 9:21, 10:4,  
 10:11, 10:16, 10:22, 11:2,  
 11:8, 11:12, 11:18, 11:22,  
 12:5, 12:8, 12:13, 12:18,  
 13:7, 13:11, 13:16, 13:22,  
 14:2, 15:7, 35:17, 37:21,  
 38:2, 38:9, 38:13, 38:16,  
 39:3, 39:11, 40:21, 42:4,  
 42:12, 42:20, 43:16, 43:21,  
 44:1, 45:11, 45:16  
 Chairperson [2] - 1:12, 2:3  
 change [3] - 16:18, 16:20,  
 34:12  
 changed [4] - 6:14, 15:15,  
 19:2, 23:19  
 changing [1] - 16:16  
 chapters [2] - 17:7, 17:18  
 charge [1] - 36:20  
 Charles [1] - 2:5  
 child [2] - 27:5, 27:11  
 choice [1] - 38:7  
 Christina [2] - 2:13, 40:1  
 City [1] - 46:4  
 civil [2] - 20:19, 42:21  
**CIVIL** [2] - 1:2, 2:7  
 Civil [8] - 1:11, 3:4, 16:4,  
 22:7, 25:13, 31:11, 31:12,  
 41:8  
 civilization [1] - 25:12  
 class [2] - 25:8, 37:9  
**CLE's** [1] - 40:19  
 clean [2] - 30:20, 34:16  
 closing [1] - 20:18  
**CM** [1] - 1:21  
 collaborating [1] - 16:15  
 college [2] - 6:21, 37:3  
 colors [2] - 30:10, 30:11  
 coming [3] - 4:13, 14:21,  
 26:13  
 Comm [7] - 10:1, 10:5, 11:3,  
 12:9, 12:17, 12:19, 42:23

**COMM** [83] - 3:10, 3:11, 3:13,  
 3:14, 3:15, 3:16, 3:17,  
 6:17, 7:5, 8:14, 8:15, 8:17,  
 8:18, 8:19, 8:20, 8:21, 9:8,  
 9:9, 9:10, 9:13, 9:14, 9:15,  
 9:16, 9:17, 10:2, 10:6,  
 10:13, 10:14, 10:15, 10:17,  
 10:18, 10:19, 10:20, 10:21,  
 11:4, 11:11, 11:14, 11:20,  
 11:21, 11:23, 12:1, 12:2,  
 12:3, 12:4, 12:10, 12:17,  
 12:19, 13:3, 13:14, 13:15,  
 13:17, 13:18, 13:19, 13:20,  
 13:21, 21:9, 21:12, 21:15,  
 21:18, 21:23, 28:21, 31:21,  
 31:23, 32:22, 33:3, 35:11,  
 35:15, 35:19, 37:23, 38:15,  
 38:18, 38:20, 38:21, 39:5,  
 39:7, 42:23, 43:6, 43:8,  
 43:14, 44:19, 44:21, 44:23,  
 45:9  
 comment [1] - 3:23  
**COMMISSION** [4] - 1:2, 2:2,  
 2:7, 2:11  
 Commission [9] - 1:11, 2:10,  
 3:4, 6:1, 22:8, 25:14,  
 31:12, 31:13, 46:15  
 Commissioner [1] - 35:4  
 Commissioners [6] - 6:4,  
 7:10, 7:11, 9:22, 12:14,  
 28:9  
 communications [1] - 33:12  
 communities [1] - 33:18  
 community [11] - 16:19,  
 16:20, 16:21, 25:2, 25:3,  
 26:19, 32:9, 32:12, 32:15,  
 34:1  
 compensate [1] - 7:14  
 Complainant [1] - 9:23  
 complaint [4] - 24:1, 24:7,  
 24:10, 27:20  
 completely [2] - 26:6, 44:12  
 con [3] - 23:14, 23:17, 36:14  
 concern [1] - 22:9  
 concerns [1] - 23:20  
 concise [1] - 31:2  
 concluded [1] - 45:19  
 concludes [1] - 37:18  
 Conclusions [1] - 9:3  
 condensed [1] - 20:5  
 Conference [1] - 1:15  
 conjunction [1] - 34:4  
 Consent [1] - 8:11  
 consent [1] - 8:13  
 consequence [1] - 21:7  
 consider [1] - 23:2  
 considering [1] - 7:19  
 consistency [1] - 31:16  
 consistent [4] - 19:21, 29:1,  
 31:19, 33:8

consolidate [1] - 29:5  
 contact [2] - 31:5  
 contend [1] - 19:11  
 context [2] - 19:22, 20:2  
 continue [3] - 10:3, 12:12,  
 31:10  
 continues [1] - 16:6  
 continuing [2] - 20:10, 40:19  
 continuously [1] - 36:9  
 conversation [2] - 19:23,  
 21:1  
 conversations [3] - 15:17,  
 17:13, 20:10  
 convey [1] - 38:11  
 convicted [1] - 34:20  
 Cook [2] - 2:13, 3:22  
 corner [1] - 31:10  
 Corp [1] - 10:9  
 correct [2] - 33:6, 46:6  
 correspondence [1] - 36:8  
 cost [4] - 18:12, 18:17,  
 37:12, 43:12  
 counted [1] - 29:2  
 counters [1] - 24:18  
 country [1] - 25:9  
 County [2] - 1:14, 46:4  
 couple [2] - 14:9, 29:15  
 Court [1] - 46:3  
 cover [1] - 31:18  
 coverage [3] - 27:13, 27:18,  
 28:7  
 covered [2] - 29:8, 32:18  
 covering [1] - 21:17  
 covers [1] - 29:10  
 created [1] - 15:2  
 creative [1] - 37:3  
 Crenshaw [2] - 2:5, 11:3  
**CRENSHAW** [19] - 3:14,  
 8:18, 9:9, 9:14, 10:15,  
 10:18, 11:4, 11:11, 11:14,  
 12:1, 13:18, 21:9, 21:12,  
 21:15, 21:18, 21:23, 39:7,  
 42:23, 43:6  
 Cricket [1] - 11:5  
 cultural [1] - 26:4  
 curriculum [1] - 37:7  
 curve [1] - 22:18  
 customer [1] - 23:12

## D

d/b/a [1] - 1:21  
 dandy [1] - 19:15  
 Daniels [1] - 1:21  
 date [2] - 33:11, 33:13  
 David [1] - 2:3  
 Dawn [1] - 9:5  
 days [2] - 20:5, 44:11  
 deal [3] - 15:18, 17:3, 36:10



deals [1] - 16:19  
 deceased [1] - 43:2  
 December [3] - 40:14, 40:16, 41:21  
 deep [1] - 24:13  
 definitely [2] - 43:11, 44:9  
 demographics [1] - 16:16  
 Dep [1] - 2:8  
 departments [1] - 28:5  
 depictions [1] - 30:14  
 Deputy [1] - 11:16  
 details [1] - 18:11  
 develops [1] - 36:11  
 diem [2] - 6:4, 6:12  
 different [2] - 26:7, 30:16  
 difficult [1] - 38:8  
 dignified [1] - 38:10  
 dinner [1] - 40:22  
 directly [1] - 12:16  
 director [1] - 21:2  
 Director [3] - 2:8, 14:6, 45:14  
 Director's [1] - 11:16  
 Director/Secretary [1] - 2:7  
 disabilities [1] - 29:12  
 discuss [1] - 4:20  
 discussion [6] - 16:8, 17:4, 18:3, 18:9, 18:10, 42:18  
 distance [2] - 7:1, 7:13  
 distinguished [1] - 14:6  
 diverse [2] - 17:1, 30:15  
 don'ts [1] - 25:11  
 done [3] - 16:5, 33:12, 39:15  
 dos [1] - 25:11  
 down [4] - 16:12, 22:5, 29:7, 39:8  
 downloadable [1] - 32:23  
 Dr [1] - 43:2  
 draft [2] - 24:7, 24:10  
 drafted [1] - 24:1  
 drops [1] - 22:4  
 Duly [1] - 6:10  
 duly [1] - 7:16  
 during [1] - 36:23

## E

e-blast [1] - 35:22  
 e-blasts [1] - 35:12  
 e-mail [1] - 15:19  
 ear [1] - 37:5  
 education [5] - 16:2, 16:3, 16:10, 18:12, 34:7  
 educational [1] - 17:10  
 EEOC [5] - 20:11, 20:17, 20:21, 21:16, 22:21  
 effect [2] - 5:14, 15:1  
 effort [1] - 6:2  
 eight [2] - 34:14, 34:16  
 eight-year [1] - 34:14

either [3] - 28:10, 35:6, 40:5  
 employment [7] - 19:5, 19:8, 19:13, 20:3, 20:19, 29:13, 34:7  
 Employment [1] - 19:6  
 end [4] - 4:5, 14:23, 24:14, 40:9  
 ended [1] - 29:21  
 engagement [2] - 16:9, 16:14  
 English [1] - 32:3  
 entry [1] - 34:13  
 envelopes [1] - 31:18  
 equal [4] - 19:12, 20:2, 20:19, 39:6  
 Equal [1] - 30:7  
 equality [1] - 29:23  
 especially [1] - 33:23  
 essentially [1] - 6:1  
 establish [1] - 26:17  
 et [1] - 31:20  
 Evansville [3] - 10:8, 39:23, 40:3  
 event [1] - 15:5  
 events [2] - 40:2, 45:6  
 ex [2] - 34:12, 34:22  
 ex-offenders [2] - 34:12, 34:22  
 example [3] - 21:20, 27:12, 34:11  
 examples [2] - 14:11, 15:20  
 exceeded [1] - 5:8  
 Excellent [1] - 45:11  
 excellent [1] - 43:17  
 exciting [1] - 38:4  
 exhibit [2] - 18:23, 19:1  
 existence [2] - 14:17, 15:11  
 expectations [3] - 5:8, 5:11, 5:22  
 expense [1] - 18:17  
 experience [1] - 37:9  
 expired [1] - 42:21  
 expires [1] - 46:15  
 explain [1] - 25:22  
 Expo [3] - 15:13, 16:1, 18:22  
 expressed [1] - 6:9  
 extremely [1] - 25:6  
 eyes [1] - 36:9

## F

fact [8] - 3:6, 4:15, 6:14, 19:11, 25:18, 28:7, 31:11, 41:2  
 Fact [1] - 9:3  
 failed [1] - 23:4  
 Fair [1] - 36:23  
 fair [6] - 18:23, 19:5, 19:8, 19:20, 20:7, 34:9  
 faith [1] - 27:4  
 faltering [1] - 21:20  
 family [1] - 27:15  
 far [1] - 23:13  
 favor [6] - 3:12, 8:16, 9:12, 10:16, 11:22, 13:16  
 fax [1] - 31:18  
 feedback [1] - 39:14  
 felony [1] - 34:20  
 female [1] - 30:17  
 fence [1] - 26:11  
 few [2] - 29:19, 37:12  
 Fifty [1] - 6:17  
 fifty [1] - 6:18  
 figure [1] - 44:16  
 filed [1] - 27:20  
 fill [1] - 22:16  
 financial [2] - 3:22, 4:4  
 Findings [1] - 9:3  
 findings [1] - 9:7  
 first [4] - 23:4, 25:18, 38:7, 41:7  
 fiscal [1] - 4:5  
 fit [1] - 19:8  
 five [2] - 23:23, 41:21  
 floating [1] - 34:2  
 flooded [1] - 20:21  
 focal [2] - 29:22, 30:12  
 focus [3] - 19:4, 19:6, 30:11  
 focused [2] - 29:12, 29:16  
 focuses [1] - 36:4  
 folks [14] - 17:22, 19:14, 23:22, 24:4, 25:3, 25:5, 25:9, 25:20, 26:5, 26:22, 30:22, 33:5, 35:6, 43:12  
 folks' [1] - 37:5  
 follow [3] - 17:11, 26:17, 35:3  
 follow-up [1] - 26:17  
 following [2] - 15:6, 27:11  
 Food [2] - 13:5, 13:6  
 foregoing [1] - 46:5  
 forgot [1] - 33:7  
 Fort [5] - 16:19, 25:1, 32:10, 32:13, 40:8  
 forth [1] - 28:5  
 forward [3] - 17:11, 19:17, 20:12  
 foundation [1] - 30:8  
 founded [1] - 41:11  
 four [2] - 10:3, 29:7  
 frame [1] - 15:3  
 framework [2] - 15:10, 15:15  
 free [1] - 36:19  
 fresh [1] - 25:9  
 Friday [2] - 1:17, 46:7  
 front [2] - 24:13, 31:10  
 froze [2] - 5:3, 5:18  
 full [1] - 20:7

funneled [1] - 20:21  
 FYI [1] - 28:13

## G

gain [1] - 31:6  
 Garcia [1] - 12:17  
 Garcia's [3] - 12:19, 13:1, 14:3  
 garner [2] - 19:7, 45:6  
 gather [1] - 31:6  
 gavel [1] - 38:20  
 gazillion [1] - 29:3  
 general [4] - 19:5, 24:6, 29:9, 29:10  
 generate [1] - 21:7  
 generates [2] - 22:22  
 gentler [1] - 39:4  
 GG [1] - 9:5  
 Gidney [1] - 2:5  
 GIDNEY [13] - 3:11, 3:17, 7:5, 8:14, 8:21, 9:17, 10:13, 10:21, 11:21, 12:4, 13:21, 38:20, 44:21  
 gist [1] - 30:10  
 given [2] - 5:13, 27:19  
 goals [1] - 5:5  
 Government [2] - 1:15, 2:8  
 government [7] - 5:19, 6:13, 26:6, 26:8, 26:9, 26:10, 26:12  
 Governor [1] - 5:3  
 Governor's [2] - 4:5, 4:15  
 grabbed [1] - 14:12  
 grace [1] - 34:14  
 grade [1] - 8:1  
 gradually [1] - 24:15  
 grassroots [1] - 26:18  
 Great [1] - 38:15  
 ground [1] - 23:6  
 group [1] - 16:13  
 groups [1] - 16:11  
 grow [1] - 4:11  
 growing [2] - 22:2, 32:16  
 grows [1] - 22:15  
 Grubb [1] - 13:4  
 guard [2] - 28:11, 44:13  
 guess [6] - 5:1, 18:20, 29:18, 34:5, 39:14, 41:19  
 guns [1] - 26:11  
 guy [1] - 33:12  
 guys [14] - 6:12, 27:10, 28:8, 28:16, 28:18, 33:9, 36:16, 37:17, 40:3, 41:16, 44:8, 44:13, 45:4, 45:7

**H**

hammer [3] - 38:21, 39:5, 39:8  
 Hammer [2] - 38:23, 39:2  
 hand [2] - 27:22, 31:9  
 handle [1] - 22:8  
 hands [1] - 37:8  
 hands-on [1] - 37:8  
 happy [1] - 4:16  
 Harassment [1] - 29:14  
 heads [1] - 5:20  
 health [1] - 27:4  
 hear [3] - 6:19, 26:8, 26:12  
 Hearing [3] - 8:10, 10:7, 45:16  
 held [1] - 22:13  
 help [3] - 16:15, 20:9, 24:23  
 hereby [1] - 46:5  
 heroes [1] - 42:21  
 hiccups [1] - 4:14  
 highest [1] - 5:7  
 highlight [3] - 33:17, 35:1, 36:5  
 hire [2] - 22:14, 24:22  
 hiring [1] - 19:16  
 Hispanic [2] - 16:18, 32:8  
 hold [1] - 22:6  
 home [1] - 45:2  
 hopefully [2] - 39:10, 40:16  
 hoping [1] - 24:15  
 Housing [2] - 11:15, 36:23  
 housing [6] - 26:2, 29:11, 34:8, 34:9, 37:1, 42:17  
 HR [1] - 19:19  
 hub [1] - 17:17

**I**

ICRC [3] - 30:4, 33:23, 35:3  
 idea [12] - 15:4, 17:14, 21:2, 28:23, 30:5, 31:3, 40:8, 40:15, 41:2, 42:15, 42:19, 43:12  
 ideas [2] - 14:22, 42:14  
 Illinois [2] - 21:12, 21:19  
 imagine [1] - 6:20  
 immigrant [1] - 32:15  
 immigrants [1] - 25:8  
 Inc [4] - 8:12, 9:5, 10:8, 11:5  
 inclined [1] - 7:20  
 incorporated [1] - 30:6  
 increase [2] - 6:4, 24:16  
 increased [1] - 24:15  
 increases [2] - 4:21, 5:2  
 Increases [1] - 4:23  
 incur [1] - 18:13  
 INDIANA [3] - 1:1, 1:21, 2:7

Indiana [15] - 1:10, 1:14, 1:17, 1:22, 2:8, 2:9, 3:3, 16:11, 20:15, 21:14, 22:2, 22:4, 46:4, 46:13  
 Indianapolis [10] - 1:16, 2:9, 17:17, 18:1, 28:3, 31:12, 32:11, 40:10, 40:12, 40:13  
 Indianapolis' [1] - 32:11  
 Indy [1] - 40:19  
 influx [1] - 16:16  
 information [11] - 12:11, 20:4, 25:21, 27:4, 29:4, 29:6, 31:2, 31:4, 31:5, 31:7, 33:14  
 initial [4] - 4:7, 22:9, 24:10, 32:2  
 initiative [1] - 17:8  
 innovative [1] - 37:4  
 inquiries [3] - 23:21, 23:22, 24:6  
 inspiring [1] - 44:5  
 instead [1] - 32:3  
 intake [3] - 23:20, 24:4, 24:6  
 interesting [1] - 25:7  
 inventory [2] - 22:5, 22:15  
 investigate [1] - 12:12  
 investigation [2] - 11:7, 24:3  
 investigative [4] - 24:5, 24:9, 24:12, 24:20  
 involved [3] - 18:10, 25:23, 34:10  
 ironically [1] - 27:15  
 issue [2] - 6:16, 16:4  
 issues [1] - 26:2  
 it'll [1] - 18:4  
 IVE [1] - 17:6  
 Ivy [4] - 17:13, 17:16, 18:1, 18:13

**J**

Jackson [1] - 43:8  
 Jamal [1] - 2:7  
 job [4] - 19:16, 19:23, 33:13, 38:15  
 jobs [1] - 19:13  
 joint [1] - 36:18  
 Josh [2] - 15:18, 23:15  
 Joshua [1] - 2:8  
 Jr [3] - 1:13, 46:2, 46:11  
 Judith [1] - 14:3  
 JULY [1] - 1:5  
 July [5] - 1:17, 3:1, 15:2, 45:19, 46:7  
 June [2] - 15:5, 15:7  
 jurisdiction [1] - 21:13  
 justice [1] - 38:11

**K**

K-through-12 [1] - 16:10  
 Karl [1] - 9:5  
 keep [1] - 26:5  
 keeping [2] - 26:11, 33:13  
 kept [1] - 30:22  
 kid [1] - 6:20  
 kids [1] - 37:3  
 Kind [2] - 15:12, 20:15  
 kind [20] - 6:12, 14:18, 15:15, 16:5, 17:11, 17:17, 18:23, 19:18, 20:23, 22:17, 25:20, 28:13, 30:8, 34:4, 34:23, 36:14, 36:18, 41:3, 45:6  
 King [1] - 43:1  
 King's [1] - 43:2  
 knows [1] - 44:3  
 kudos [1] - 4:17

**L**

lack [1] - 28:2  
 lacking [1] - 22:6  
 lady [2] - 27:12, 28:3  
 lagging [1] - 23:13  
 LaGrone [1] - 10:8  
 LANGE [6] - 12:21, 38:23, 39:18, 39:20, 40:5, 43:19  
 Lange [1] - 2:12  
 language [1] - 32:6  
 languages [2] - 35:8, 35:10  
 Languages [3] - 31:21, 31:23, 32:1  
 larger [1] - 42:17  
 last [7] - 4:22, 5:1, 5:13, 15:12, 15:14, 17:12, 27:8  
 Late [1] - 40:5  
 late [1] - 33:10  
 Laughter [2] - 39:1, 42:8  
 Lavos [1] - 17:21  
 Law [1] - 9:3  
 law [2] - 34:12, 34:15  
 Leagues [1] - 17:20  
 lean [1] - 17:6  
 learned [1] - 14:16  
 least [4] - 7:1, 22:4, 27:2, 27:8  
 Lee [1] - 8:12  
 legally [1] - 34:19  
 legislation [1] - 15:1  
 legislature [1] - 6:16  
 less [1] - 23:23  
 letterhead [1] - 31:17  
 level [2] - 5:9, 41:19  
 Leverage [1] - 17:8  
 leverage [1] - 17:15  
 light [3] - 6:13, 14:19, 17:8

Lindy [3] - 1:12, 46:2, 46:11  
 line [2] - 4:20, 42:11  
 linguistic [1] - 26:3  
 list [3] - 12:23, 39:23, 40:2  
 listed [4] - 9:4, 12:15, 12:20, 13:8  
 live [1] - 18:2  
 local [3] - 17:7, 17:18, 18:1  
 locally [1] - 18:4  
 locked [1] - 32:21  
 logo [12] - 14:12, 15:21, 28:23, 29:19, 29:20, 29:22, 30:1, 30:2, 30:3, 31:9, 31:20, 38:4  
 long-winded [2] - 44:17, 45:3  
 look [6] - 28:23, 31:19, 33:8, 33:9, 44:7, 45:8  
 looked [1] - 28:19  
 looking [3] - 24:17, 41:4, 43:11  
 looks [2] - 28:15, 38:10  
 love [2] - 38:2, 42:10

**M**

machetes [1] - 26:10  
 machine [1] - 26:11  
 Madam [4] - 10:2, 10:6, 12:20, 14:7  
 mail [1] - 15:19  
 mailing [1] - 35:12  
 major [1] - 15:13  
 majority [1] - 17:1  
 male [1] - 30:17  
 manner [1] - 22:10  
 Mason [1] - 9:5  
 mass [1] - 35:12  
 Master [1] - 8:12  
 materials [1] - 38:3  
 matter [3] - 1:10, 4:15, 46:7  
 Matthew [1] - 33:11  
 mayor [1] - 43:17  
 Meadows [1] - 33:11  
 mean [5] - 33:1, 35:15, 38:10, 40:22, 41:2  
 means [1] - 30:5  
 meat [1] - 44:10  
 media [4] - 17:20, 28:7, 36:3, 37:15  
 mediate [1] - 23:4  
 mediation [1] - 23:5  
 meet [1] - 5:10  
 meeting [5] - 3:5, 3:8, 23:15, 45:4, 45:17  
 MEETING [1] - 1:5  
 MEMBERS [1] - 2:2  
 mention [4] - 6:3, 26:6, 27:9, 33:7

message [2] - 31:15, 39:4  
 met [3] - 5:21, 25:2, 25:4  
 metrics [2] - 4:6, 4:7  
 Meyer [3] - 1:12, 46:2, 46:11  
 Michigan [1] - 21:17  
 midst [1] - 14:15  
 might [4] - 6:2, 6:3, 43:14, 44:23  
 mileage [2] - 7:14  
 mind [2] - 26:5, 30:22  
 minds [2] - 36:9, 45:13  
 minimum [1] - 44:11  
 minutes [2] - 3:8, 3:9  
 missing [5] - 12:11, 23:16, 27:11, 27:12, 27:16  
 Mississippi [1] - 43:18  
 money [1] - 18:13  
 monitor [1] - 18:5  
 month [2] - 23:22, 34:9  
 Month [1] - 36:23  
 monthly [3] - 33:17, 34:5, 36:8  
 months [2] - 5:13, 41:21  
 most [3] - 7:10, 30:22, 36:22  
 mother [1] - 17:17  
 motion [8] - 3:8, 4:13, 8:13, 9:6, 10:12, 11:16, 11:19, 13:12  
 move [1] - 9:22  
 moved [8] - 3:10, 8:14, 9:8, 9:9, 10:13, 11:20, 13:14, 19:4  
 moving [2] - 16:22, 23:2  
 MR [53] - 4:2, 4:23, 6:6, 6:10, 6:19, 7:2, 7:8, 7:16, 7:19, 7:23, 8:4, 12:21, 14:7, 15:9, 15:22, 15:23, 21:11, 21:13, 21:16, 21:19, 22:1, 28:22, 31:22, 32:1, 33:1, 33:4, 35:14, 35:20, 38:1, 38:6, 38:12, 38:23, 39:2, 39:10, 39:13, 39:18, 39:19, 39:20, 39:21, 39:22, 40:5, 40:7, 41:1, 42:6, 42:9, 42:13, 43:4, 43:9, 43:19, 43:23, 44:6, 45:2, 45:10  
 MS [3] - 12:23, 13:4, 13:9

## N

N103 [1] - 2:9  
 NAACP's [1] - 17:20  
 name [2] - 30:1, 44:2  
 nationalities [1] - 30:16  
 nature [4] - 4:10, 18:16, 28:6, 35:1  
 necessarily [2] - 19:13, 44:2  
 need [8] - 22:16, 26:20, 26:22, 31:4, 31:7, 32:7,

35:7, 44:9  
 negotiated [2] - 20:11, 23:10  
 network [1] - 35:22  
 New [2] - 8:8, 16:12  
 new [7] - 14:12, 16:16, 25:8, 28:16, 28:23, 38:3  
 news [3] - 35:15, 35:16, 36:11  
 newsletter [4] - 33:16, 34:4, 35:21, 36:7  
 next [7] - 5:9, 5:14, 5:15, 19:22, 20:1, 44:11, 45:4  
 none [2] - 8:10, 45:16  
 normal [1] - 5:2  
 North [2] - 2:8, 2:9  
 north [1] - 7:7  
 Northwest [1] - 16:11  
 nose [1] - 34:16  
 notable [2] - 27:9, 33:23  
 Notary [3] - 1:13, 46:3, 46:12  
 note [3] - 4:3, 15:18, 40:1  
 noted [3] - 6:3, 6:10, 7:17  
 nothing [1] - 37:13  
 November [1] - 40:8  
 number [5] - 20:5, 21:5, 25:13, 33:18, 45:5  
 Number [1] - 22:20  
 numbers [1] - 24:14  
 numerals [1] - 41:8

## O

o'clock [3] - 1:18, 3:1, 45:19  
 Obama [1] - 44:20  
 obviously [22] - 5:11, 15:5, 15:12, 16:3, 16:19, 18:15, 19:6, 22:11, 24:19, 26:2, 29:9, 29:11, 29:16, 30:7, 32:2, 32:9, 36:1, 37:2, 40:10, 41:17, 42:2, 45:3  
 October [4] - 39:19, 40:4, 40:5, 46:15  
 OF [3] - 1:1, 1:5, 1:21  
 off-line [2] - 4:20, 42:11  
 offenders [2] - 34:12, 34:22  
 offering [1] - 19:13  
 office [2] - 7:10, 31:6  
 Office [2] - 4:5, 4:16  
 offices [1] - 20:20  
 Ohio [6] - 20:17, 21:10, 21:17, 21:20, 21:21, 22:6  
 old [4] - 8:6, 28:17, 28:18, 30:18  
 once [3] - 6:18, 31:17, 36:12  
 One [9] - 14:9, 19:10, 22:12, 23:1, 23:20, 24:18, 26:4, 29:9, 37:2  
 one [29] - 5:14, 6:2, 8:11, 15:13, 16:2, 17:16, 19:2,

19:6, 20:7, 22:20, 25:13, 25:21, 27:22, 28:12, 29:4, 29:6, 29:11, 29:12, 29:13, 31:5, 31:14, 33:15, 33:18, 34:11, 36:7, 38:5, 42:22, 43:9, 45:5  
 ones [2] - 28:17, 34:1  
 open [7] - 19:1, 22:13, 31:1, 41:17, 42:3, 42:14  
 opened [2] - 20:23, 30:19  
 Opportunities [1] - 11:15  
 opportunity [5] - 21:1, 24:22, 33:9, 37:6, 37:8  
 Opportunity [1] - 30:8  
 opposed [6] - 3:19, 8:23, 9:19, 10:23, 12:6, 13:23  
 oranges [1] - 28:1  
 Order [1] - 9:4  
 organizations [3] - 15:14, 17:19, 26:19  
 OTHER [1] - 2:11  
 outlets [1] - 17:21  
 outreach [1] - 4:9  
 outs [1] - 25:11  
 outside [1] - 18:17  
 Outside [1] - 5:2  
 own [3] - 22:6, 24:3, 30:3

## P

p.m [1] - 45:19  
 packet [1] - 12:11  
 paid [2] - 7:14, 20:13  
 Pak [1] - 8:12  
 Pamela [2] - 2:13, 3:22  
 panel [3] - 16:8, 17:4, 18:3  
 panels [1] - 42:18  
 parent [2] - 16:9, 16:14  
 parenting [2] - 16:11, 16:13  
 part [5] - 6:2, 17:3, 17:5, 24:23, 43:10  
 participate [2] - 18:3, 20:8  
 participating [2] - 18:7, 18:16  
 partnering [1] - 27:2  
 partners [1] - 20:17  
 pass [1] - 14:10  
 past [1] - 16:6  
 patience [1] - 37:17  
 Paula [1] - 15:19  
 pay [4] - 5:2, 5:14, 5:15, 8:1  
 peaceful [1] - 38:18  
 people [1] - 30:23  
 per [2] - 6:4, 6:12  
 percent [1] - 23:23  
 Perez [1] - 13:5  
 performance [1] - 5:5  
 perhaps [1] - 40:8  
 period [3] - 5:15, 34:14

person [2] - 6:23, 25:20  
 perspective [3] - 6:23, 25:15, 29:11  
 phrase [1] - 28:2  
 pick [1] - 33:20  
 pictures [1] - 30:14  
 piece [8] - 14:16, 20:3, 23:11, 27:11, 28:14, 34:13, 36:23, 37:14  
 places [1] - 24:19  
 plays [1] - 43:10  
 plethora [1] - 30:16  
 point [4] - 18:22, 22:15, 24:4, 41:16  
 points [2] - 29:22, 30:12  
 police [1] - 28:5  
 Pope [1] - 9:5  
 popped [1] - 26:1  
 pops [1] - 41:12  
 population [1] - 16:18  
 position [2] - 22:13, 22:20  
 possibly [1] - 30:15  
 practical [1] - 37:8  
 Pramuk [1] - 11:15  
 preliminary [1] - 35:23  
 prepared [2] - 28:8, 28:10  
 PRESENT [1] - 2:11  
 present [2] - 25:13, 25:19  
 presenting [1] - 16:2  
 press [2] - 33:20, 33:22  
 pressure [1] - 21:3  
 pretty [4] - 4:10, 4:16, 22:19, 37:3  
 previous [1] - 16:7  
 primary [1] - 19:2  
 primitive [2] - 17:15, 41:16  
 print [3] - 32:2, 32:19, 33:5  
 print-up [1] - 32:2  
 printed [2] - 29:2, 32:9  
 printing [1] - 32:3  
 probable [2] - 10:10, 11:17  
 proceedings [2] - 45:18, 46:6  
 PROCEEDINGS [1] - 1:9  
 process [6] - 14:21, 23:20, 24:12, 24:16, 25:22, 33:23  
 produce [1] - 41:22  
 produced [1] - 29:19  
 production [1] - 37:13  
 professor [1] - 37:7  
 promised [1] - 22:11  
 proposition [1] - 22:3  
 provide [5] - 18:15, 20:3, 25:14, 27:3, 31:3  
 PSA [1] - 25:5  
 PSA's [4] - 36:17, 36:21, 37:4, 37:12  
 PUBLIC [1] - 1:5  
 public [3] - 3:5, 35:2

Public [3] - 1:13, 46:3, 46:12  
 punished [2] - 23:9, 23:10  
 purpose [1] - 38:14  
 purposefully [1] - 40:11  
 pursue [1] - 44:9  
 push [1] - 37:15  
 put [8] - 34:17, 36:8, 36:20,  
 41:5, 41:6, 41:7, 41:10,  
 44:9

## Q

quality [1] - 42:1  
 queen [1] - 42:9  
 questions [4] - 28:10, 37:19,  
 37:20, 45:13  
 quite [2] - 7:13, 43:22  
 quo [1] - 4:11  
 quorum [1] - 3:6

## R

radio [1] - 36:17  
 Radio [1] - 17:21  
 raise [5] - 5:6, 5:9, 5:11,  
 5:13, 5:22  
 raises [3] - 5:3, 5:17, 5:20  
 Ramos [3] - 2:4, 12:9, 42:23  
 RAMOS [22] - 3:13, 8:17,  
 9:13, 10:14, 10:17, 11:23,  
 12:10, 13:15, 13:17, 31:21,  
 31:23, 32:22, 33:3, 35:11,  
 35:15, 35:19, 38:15, 43:8,  
 43:14, 44:19, 44:23, 45:9  
 re [1] - 34:13  
 re-entry [1] - 34:13  
 reading [1] - 31:1  
 ready [1] - 32:21  
 real [1] - 44:3  
 realize [1] - 41:13  
 really [4] - 4:19, 27:23, 31:1,  
 33:12  
 reasons [2] - 19:3, 36:7  
 rebranded [1] - 28:23  
 rebranding [2] - 14:11, 14:15  
 recap [1] - 15:12  
 received [1] - 27:18  
 recently [1] - 5:4  
 recognizable [1] - 38:10  
 recommend [1] - 10:9  
 recommendation [3] - 10:12,  
 11:6, 11:19  
 recommendations [1] -  
 13:13  
 record [1] - 34:17  
 redundant [1] - 29:4  
 refer [1] - 20:2  
 refreshments [1] - 18:15

refugee [1] - 26:9  
 regard [2] - 14:21, 16:18  
 regular [2] - 18:23, 36:10  
 reiterate [1] - 31:10  
 relates [3] - 16:1, 16:9, 16:15  
 relations [1] - 22:21  
 relationships [1] - 26:18  
 relatively [3] - 17:1, 40:18,  
 42:16  
 releases [2] - 33:20, 33:22  
 relieve [1] - 26:14  
 relieves [1] - 21:5  
 relieving [1] - 21:3  
 remain [1] - 29:1  
 remaining [1] - 45:13  
 remand [1] - 11:6  
 remanded [1] - 13:6  
 remember [3] - 28:18, 36:16,  
 43:19  
 rephrase [1] - 18:14  
 report [4] - 3:22, 4:1, 44:18,  
 45:12  
 Report [1] - 9:22  
 Reporter [1] - 46:3  
 REPORTING [1] - 1:21  
 represent [1] - 7:12  
 representative [1] - 27:2  
 represented [1] - 30:17  
 request [1] - 34:17  
 require [1] - 11:9  
 required [1] - 20:6  
 requirement [1] - 19:19  
 residing [1] - 46:3  
 resources [4] - 25:16, 26:20,  
 27:6, 27:19  
 response [9] - 3:20, 8:7, 8:9,  
 9:1, 9:20, 11:1, 12:7, 14:1,  
 45:15  
 responses [1] - 28:13  
 restructured [1] - 16:5  
 result [3] - 24:14, 26:16,  
 27:20  
 resulting [1] - 23:23  
 resurface [1] - 28:8  
 return [1] - 37:6  
 revenue [2] - 21:7, 22:23  
 Reverend [1] - 43:7  
 review [1] - 12:15  
 revised [1] - 3:6  
 right-hand [1] - 31:9  
 RIGHTS [2] - 1:2, 2:7  
 rights [2] - 20:19, 42:21  
 Rights [8] - 1:11, 3:4, 16:4,  
 22:7, 25:13, 31:11, 31:12,  
 41:9  
 Robert [1] - 2:12  
 Roman [1] - 41:8  
 Room [2] - 1:16, 2:9  
 rotunda [1] - 42:5

round [3] - 16:3, 17:10, 18:8  
 RPR/CP [1] - 1:21  
 run [1] - 44:15

## S

salary [2] - 4:21, 4:23  
 sat [3] - 23:14, 23:15, 30:21  
 scales [1] - 38:11  
 schedule [1] - 45:5  
 School [1] - 10:9  
 schools [3] - 16:15, 16:17,  
 16:23  
 seal [1] - 31:8  
 sealed [2] - 34:17, 34:18  
 Second [6] - 3:11, 8:15,  
 10:14, 10:15, 11:21, 13:15  
 second [1] - 9:10  
 secondly [1] - 25:15  
 Secondly [1] - 22:21  
 see [4] - 8:4, 18:7, 21:23,  
 28:16  
 seminars [1] - 42:17  
 Senate [1] - 2:9  
 Send [1] - 15:19  
 send [9] - 15:19, 23:3, 23:5,  
 25:20, 33:21, 36:6, 39:23,  
 40:2, 45:5  
 sends [1] - 39:4  
 senior [2] - 29:16, 29:20  
 sensational [1] - 44:4  
 sense [1] - 14:20  
 sent [2] - 24:10, 33:16  
 separate [2] - 28:4, 29:2  
 September [5] - 39:18,  
 39:20, 39:21, 39:22, 40:3  
 series [1] - 36:21  
 service [4] - 6:9, 23:12, 27:6,  
 32:20  
 services [2] - 25:14, 27:5  
 session [2] - 3:4, 3:5  
 set [1] - 4:13  
 severe [1] - 16:17  
 Sharpton [1] - 43:7  
 Shelby [2] - 1:14, 46:4  
 Shelbyville [1] - 46:4  
 short [2] - 25:5, 31:2  
 shot [1] - 25:5  
 sickle [3] - 38:22, 38:23, 39:2  
 side [2] - 7:7, 15:18  
 signed [2] - 4:15, 24:11  
 significant [1] - 42:3  
 signify [1] - 29:23  
 similar [3] - 36:15, 37:11  
 simply [1] - 11:9  
 site [3] - 18:7, 33:8, 33:10  
 sits [1] - 20:17  
 sitting [1] - 22:19  
 six [1] - 5:13

slam [1] - 39:8  
 Smith [2] - 2:7, 21:2  
 SMITH [45] - 4:2, 4:23, 6:6,  
 6:10, 6:19, 7:2, 7:8, 7:16,  
 7:19, 7:23, 8:4, 14:7, 15:9,  
 15:23, 21:11, 21:13, 21:16,  
 21:19, 22:1, 28:22, 31:22,  
 32:1, 33:1, 33:4, 35:14,  
 35:20, 38:1, 38:6, 38:12,  
 39:2, 39:10, 39:13, 39:19,  
 39:22, 40:7, 41:1, 42:6,  
 42:9, 42:13, 43:4, 43:9,  
 43:23, 44:6, 45:2, 45:10  
 snippet [1] - 34:6  
 social [1] - 27:5  
 society [1] - 25:12  
 softer [1] - 39:4  
 softly [1] - 39:9  
 Somalian [2] - 32:15, 35:9  
 someone [2] - 24:22, 44:3  
 son [2] - 27:16, 43:2  
 sorry [2] - 12:18, 31:22  
 Sorry [1] - 44:17  
 sounds [1] - 42:6  
 South [2] - 1:15, 16:12  
 space [2] - 19:1, 19:5  
 Spanish [2] - 32:10, 35:7  
 sparked [1] - 20:23  
 SPD [1] - 19:18  
 speaking [2] - 6:23, 44:4  
 Speaking [1] - 25:1  
 speech [2] - 43:17, 43:22  
 speeches [2] - 43:1, 43:3  
 sponsor [2] - 15:14, 43:15  
 sponsors [1] - 16:2  
 sponsorship [3] - 15:16,  
 16:6, 17:6  
 STAFF [1] - 2:11  
 staff [12] - 3:23, 4:21, 5:4,  
 5:21, 17:2, 20:8, 22:17,  
 29:17, 29:20, 31:15, 35:6,  
 45:14  
 stand [1] - 30:3  
 standpoint [5] - 23:7, 23:12,  
 27:9, 35:3, 38:7  
 start [3] - 9:23, 24:12, 33:21  
 starting [2] - 23:6, 32:12  
 state [16] - 5:19, 6:13, 7:12,  
 16:22, 17:8, 17:9, 17:19,  
 17:22, 20:16, 25:19, 30:11,  
 31:8, 31:9, 34:19, 36:2,  
 36:3  
 STATE [1] - 1:1  
 State [4] - 1:13, 36:14, 37:10,  
 46:13  
 state's [5] - 19:19, 22:7,  
 25:15, 29:17, 31:11  
 stately [1] - 38:8  
 states [1] - 34:15  
 status [1] - 4:11

<p> <b>statutory</b> [2] - 6:11, 7:12  <b>stay</b> [1] - 15:6  <b>step</b> [1] - 28:19  <b>Steven</b> [1] - 2:4  <b>Still</b> [1] - 40:19  <b>still</b> [5] - 18:10, 19:20, 23:11, 39:7, 43:1  <b>streamed</b> [2] - 18:2, 18:4  <b>Street</b> [1] - 1:16  <b>students</b> [1] - 36:20  <b>style</b> [1] - 44:4  <b>submit</b> [1] - 4:4  <b>submitted</b> [1] - 4:6  <b>substance</b> [2] - 41:20, 44:3  <b>substantial</b> [3] - 34:21, 40:18, 40:22  <b>Substantial</b> [1] - 41:19  <b>suburbs</b> [1] - 16:22  <b>suggestions</b> [1] - 41:17  <b>supply</b> [1] - 26:19  <b>surrounding</b> [1] - 20:16  <b>Susan</b> [2] - 11:13, 11:14  <b>sustain</b> [1] - 10:10  <b>Swain</b> [1] - 8:12         </p>	<p> <b>town</b> [2] - 7:7, 43:17  <b>traditionally</b> [1] - 16:23  <b>Traditionally</b> [1] - 18:19  <b>traffic</b> [3] - 19:7, 19:10, 19:21  <b>transcribed</b> [1] - 46:8  <b>transcript</b> [1] - 46:6  <b>transferred</b> [1] - 24:8  <b>translated</b> [6] - 25:6, 32:6, 32:13, 35:5, 35:8, 35:10  <b>Transportation</b> [1] - 11:5  <b>travel</b> [2] - 17:23, 32:4  <b>Trevis</b> [1] - 9:6  <b>Trucking</b> [1] - 9:5  <b>true</b> [1] - 46:5  <b>try</b> [2] - 23:3, 25:10  <b>trying</b> [1] - 35:22  <b>tuned</b> [1] - 15:6  <b>twice</b> [1] - 5:12  <b>two</b> [4] - 9:4, 10:7, 28:4, 45:6  <b>Tyson</b> [2] - 13:5, 13:6         </p>	<p> <b>video</b> [4] - 25:5, 34:5, 34:23, 37:11  <b>virtual</b> [1] - 17:10  <b>Viva</b> [1] - 17:21  <b>volunteer</b> [1] - 6:1  <b>volunteering</b> [1] - 42:7  <b>vote</b> [1] - 11:9  <b>voted</b> [1] - 29:20         </p>
<p style="text-align: center;"><b>T</b></p> <p> <b>table</b> [3] - 16:3, 17:11, 18:8  <b>tabled</b> [1] - 13:1  <b>talks</b> [3] - 35:23, 36:13, 41:15  <b>teach</b> [1] - 25:10  <b>team</b> [1] - 19:19  <b>teamed</b> [1] - 36:16  <b>Tech</b> [4] - 17:14, 17:16, 18:1, 18:13  <b>Tehiji</b> [1] - 2:5  <b>tend</b> [1] - 37:3  <b>that'll</b> [1] - 33:16  <b>That'll</b> [1] - 37:12  <b>THE</b> [1] - 1:1  <b>Thereupon</b> [1] - 45:18  <b>they've</b> [1] - 28:15  <b>thoughts</b> [1] - 45:7  <b>thousand</b> [1] - 5:8  <b>throughout</b> [9] - 16:21, 17:7, 17:9, 17:19, 17:22, 18:12, 32:4, 36:3, 40:13  <b>timeliness</b> [1] - 4:8  <b>timely</b> [2] - 22:10, 23:11  <b>timing</b> [2] - 23:7, 41:20  <b>titled</b> [1] - 29:14  <b>together</b> [2] - 36:20, 36:21  <b>ton</b> [1] - 39:15  <b>topic</b> [1] - 34:6  <b>topics</b> [1] - 36:21  <b>tossed</b> [1] - 30:4  <b>touch</b> [1] - 45:4  <b>towards</b> [1] - 40:9         </p>	<p style="text-align: center;"><b>U</b></p> <p> <b>Ulysses</b> [1] - 11:5  <b>under</b> [1] - 13:8  <b>underneath</b> [1] - 5:10  <b>undersigned</b> [1] - 46:2  <b>unit</b> [2] - 24:9, 24:20  <b>University</b> [3] - 36:14, 36:15, 36:17  <b>up</b> [29] - 14:22, 17:11, 19:14, 20:18, 21:21, 22:5, 23:19, 26:1, 26:17, 27:12, 27:16, 28:9, 28:19, 29:21, 30:19, 31:1, 32:2, 32:3, 32:9, 32:12, 33:10, 33:13, 33:21, 35:3, 35:22, 36:16, 41:5, 41:12, 44:15  <b>upcoming</b> [1] - 4:11  <b>update</b> [1] - 37:18  <b>Update</b> [2] - 14:5, 37:19  <b>updated</b> [3] - 39:23, 40:2, 45:5  <b>upheld</b> [1] - 13:5  <b>uphold</b> [1] - 11:16  <b>upwards</b> [1] - 23:21  <b>Urban</b> [1] - 17:20         </p>	<p style="text-align: center;"><b>W</b></p> <p> <b>walking</b> [1] - 19:14  <b>Washington</b> [1] - 1:16  <b>Wayne</b> [5] - 16:19, 25:1, 32:10, 32:13, 40:8  <b>Web</b> [4] - 33:2, 33:4, 33:8, 33:10  <b>Webster</b> [1] - 21:2  <b>week</b> [4] - 15:12, 15:13, 16:7, 17:12  <b>West</b> [1] - 1:16  <b>whereas</b> [1] - 28:2  <b>white</b> [2] - 17:1, 30:17  <b>whole</b> [2] - 7:12, 14:15  <b>wife</b> [1] - 43:2  <b>William</b> [1] - 1:21  <b>win</b> [2] - 21:4  <b>win-win</b> [1] - 21:4  <b>winded</b> [2] - 44:17, 45:3  <b>wish</b> [1] - 28:17  <b>woman</b> [1] - 27:16  <b>wonderful</b> [2] - 37:22, 43:22  <b>Workplace</b> [1] - 29:14  <b>worthy</b> [1] - 43:11  <b>Wow</b> [1] - 41:12         </p>
		<p style="text-align: center;"><b>Y</b></p> <p> <b>year</b> [13] - 4:5, 4:12, 14:16, 14:23, 15:6, 15:15, 34:14, 40:9, 40:13, 40:17, 41:11, 41:13, 41:14  <b>years</b> [8] - 4:22, 6:5, 6:15, 7:20, 15:2, 34:16, 41:12  <b>young</b> [4] - 27:12, 27:16, 28:3, 30:17         </p>
	<p style="text-align: center;"><b>V</b></p> <p> <b>valued</b> [1] - 6:9  <b>Vanderburgh</b> [1] - 10:9  <b>venture</b> [1] - 36:18  <b>verbiage</b> [1] - 30:21  <b>versus</b> [11] - 8:12, 9:5, 9:6, 10:7, 10:8, 11:5, 11:15, 13:5, 13:6, 14:3, 24:5  <b>via</b> [1] - 35:21         </p>	<p style="text-align: center;"><b>Z</b></p> <p> <b>zero</b> [1] - 23:7         </p>