

AGENDA CITY OF LARAMIE, WYOMING

HUMAN RIGHTS AND RELATIONS COMMISSION REGULAR MEETING

CITY HALL, COUNCIL CHAMBERS, 406 IVINSON AVE
WEDNESDAY, APRIL 6, 2025, 5:30 PM

SPECIAL ACCOMMODATIONS. This facility is wheelchair accessible and accessible parking spaces are available. Requests for accommodations or interpretive services must be made at least 24 hours prior to this meeting. Please contact the City Clerk's office at 307-721-5220 for further information.

Zoom Link: https://cityoflaramie.zoom.us/j/85711203025?pwd=M1GFa4eV12Iz4W7E16q8YML05a5LZT.1a5LZT.1&ics=1744240790543&irclickid=~c6543836Y05WXRZPOPMDuvoni-a6YVWVSPVXYNOFCAurmc80UNKB&_gl=1

Meeting ID: 857 1120 3025
Passcode: 595023

1. Call to Order and Roll Call

2. Public Comments

Non-agenda related topics. No action can be taken. Please limit time to five (5) minutes.

3. Quorum Affirmation

4. Approval and Setting of the Agenda

A. MOTION BY _____, seconded by _____, that the following changes to the Agenda be approved:

MOTION CARRIED/FAILED by voice vote.

B. MOTION BY _____, seconded by _____, that the Agenda be set as submitted or changed.

MOTION CARRIED/FAILED by voice vote.

5. Disclosures by Members of Any Conflicts of Interest and/or Ex-parte Communications

6. Approval of Human Rights and Relations Commission Special Meeting Minutes from October 8, 2025 Recommended Motion:

I move to approve the minutes from the October 8, 2025 Special Meeting of the Human Rights and Relations Commission.

Documents:

[10 08 25 Minutes.pdf](#)

7. Business Items

8. Old Business

8.A. HRRC Subcommittee Recommendations

Documents:

[HRRC Subcommittee Recommendations 14 Jan 2026.pdf](#)

9. New Business

10. Next Meeting - April 8, 2026, 5:30 pm, City Hall, Council Chambers, 406 Ivinson Ave, Laramie, WY

11. Adjournment

MINUTES

CITY OF LARAMIE, WYOMING

HUMAN RIGHTS AND RELATIONS

COMMISSION REGULAR MEETING

CITY HALL, COUNCIL CHAMBERS, 406 IVINSON AVE
WEDNESDAY, OCTOBER 8, 2025, 5:30 PM

SPECIAL ACCOMMODATIONS. This facility is wheelchair accessible and accessible parking spaces are available. Requests for accommodations or interpretive services must be made at least 24 hours prior to this meeting. Please contact the City Clerk's office at *307- 721- 5220 for further information.*

Zoom Link:

<https://cityoflaramie.zoom.us/j/84754933680?pwd=cq06CX1xja0K2sQwAmlSlKanBUgQbd.1>

Meeting ID: 847 5493 3680

Passcode: 463688

MEETING CANCELED DUE TO LACK OF QUARUM – NO ACTION TAKEN

1. **Call to Order and Roll Call**
2. **Public Comments**
Non-agenda related topics. No action can be taken. Please limit time to five (5) minutes.
3. **Quorum Affirmation**
4. **Approval and Setting of the Agenda**
5. **Disclosures by Members of Any Conflicts of Interest and/or Ex-parte Communications**
6. **Approval of Human Rights and Relations Commission Special Meeting Minutes from July 9, 2025**

7. Business Items

7.A. Old Business

7.A.i. Report from Goal Planning Subcommittee

7.B. New Business

**8. Next Meeting – January 14, 2026, 5:30 pm, City Hall, Council Chambers,
406 Ivinson Ave, Laramie, WY**

9. Adjournment

Report from Goal Planning Subcommittee HRRC

Subcommittee for Goal Planning met and will present their recommendation for working on the set goals. Members: Burkett, Hulit- White, Liebl.

As recommended on 8 October 2025, there are 5 potential topics to set as goals.

1 – Research and creation of a lexicon, a useful definition of terms and language used by government, educational, and at large community organizations/individuals. Current politically charged words, neologisms, portmanteaus, comparison of how words and/or terms are used or misused, etc. The words/terms should be in accordance with the Laramie Municipal Code, the Wyoming Constitution, and the U.S. Constitution, particularly focused on the societal conditions in Laramie. Some examples requiring definition are ‘non-discrimination,’ ‘cultural awareness,’ ‘communities of color,’ ‘equity,’ ‘equality,’ ‘intersectionality,’ ‘structural,’ ‘liberty,’ etc.

Recommend a subcommittee of three to execute this project, either volunteers or appointed by the Commission Chair.

2 – Research and execute a survey of all organizations, agencies, clubs, and businesses operating within Laramie, to include the University, for discriminatory practices or bias. For example, there are approximately 300 clubs at the University of Wyoming; do any engage in discriminatory practices (such as would have to be defined in the above lexicon proposal). Example – do any of the religiously affiliated clubs not allow non-Christians or those Christians not of that denomination, to join? Does the Muslim Student Association allow non-Muslims to join, or does that club allow in only Sunni Muslims, vice Shia, Ibadi, Ahmedi, Druze, Sufis, etc? Is there discriminatory or harassing activity against or among the resident Greek societies (examination for exception of the ongoing federal suit concerning Kappa Kappa Gamma)? The Wyoming Institute of Technology and Laramie County Community College at Laramie would also be looked at. Surveying city public and private ventures would also be undertaken, recognizing the exemption of overtly discriminatory entities such as the Veterans of Foreign Wars (VFW, where a member must be a verified veteran of a war or designated expeditionary action) or the Eppson Center for Seniors (which has a legally allowed age bias). Clubs refers to entities such as the Laramie Garden Club, hiking clubs (Hiking Babes, for instance), outdoor clubs (Jacoby Ladies Club, for example), etc. There are at least 20 such within Laramie. Also, any county, state, and federal entities resident within Laramie should be looked at, such as the U.S. Army Recruiting station (they do draw external harassment, much of which involves foul language and slander). How are the municipal police and fire-fighting organizations viewed and treated? Do the municipal and county inspectors draw abuse? Some of this would need to be coordinated with the municipal authorities. Additionally, surveying of American Disability Act compliance, hiring practices, etc, should be looked at. It is likely that the great majority of interviews will show a clean bill of health, but the effort and any results would be worthwhile. Questions should be standardized, input from the entire HRRC Commission, not just the HRRC Subcommittee.

Recommend all members of the HRRC participate, with allocation of general geographic areas be apportioned by the HRRC Chair. Need the City Manager to approve.

3 – In keeping with the goal of the HRRC as an educational mechanism, would be the creation and presentation of information in discussions, conferences, briefings, mentoring and advising, on a variety of topics. Such topics can be items like the reality of American Disability Act (ADA) implementation, cultural presentations on minority or marginalized groups/individuals now present in Laramie, etc. Inherent is proffering to work with the University of Wyoming and the Laramie Police Department. If knowledge is not resident within the HRRC, solicitation for assistance can be done within the municipal administration or even the broader community.

Recommend discussion by the entire HRRC Commission to develop possible topics. Will need to be coordinated with the City Manager and City Council.

4 – The HRRC can be a mechanism to solicit community-oriented editorials from municipal population, said editorials to be published in a manner yet to be identified. Such means might be on an established city community board. Already existing possibilities which could be expanded to accommodate the solicited editorials could be the Laramie City ‘Ask Your Municipal Government Blog,’ the Laramie City ‘Public Comments,’ and the Laramie City ‘News Flash.’ The purpose is to give citizens of Laramie a platform to submit what they feel are important issues. Coordination with the municipal administration would be required, especially if coordination and guidance is required concerning the University of Wyoming.

Recommend this be discarded. Can discuss why.

5 – In keeping with the ‘Relations’ part of the HRRC, is assistance to the municipal authorities in training exercises, such as for media training of the city PIOs (Public Information Officers). The HRRC could provide ‘Red Team’ trainers to city officials who are reacting to a societal event where media are trying to pin down and/or misrepresent what city officials, of whatever branch. Of course, this would need to be with the concurrence of the Mayor, City Manager, and Police Chief. Training for city employees needs to be regular and robust. It is easy to respond to a weather event, but far more difficult to respond to an event like social upheaval, for example, like the 2020 George Floyd disruptions.

Recommend this be discarded. Can discuss why.

After discussion and way forward, recommend HRRC Goal Planning Subcommittee be disbanded. Also recommend HRRC Chair enact approved projects, as it has been eight months already since Subcommittee was formed.

Semper Fidelis, Vernie Liebl, HRRC Commission Member.