

**JAMES D. LEACH**

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October 11, 2013

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Re: Proposed Ordinance No. 5964

October 11, 2013  
Mayor and Council Members  
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Dear Mayor and Council Members:

I strongly support proposed Ordinance No. 5964 to allow local processing of discrimination complaints.

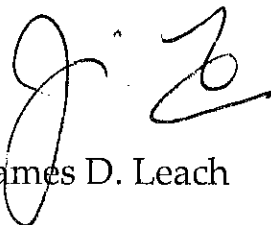
First, it is far preferable to process discrimination complaints in face-to-face local hearings rather than through the paper-intensive system that currently exists through the Human Relations Commission. A local system that allows people to appear in person promotes both justice and the appearance of justice.

Second, the state Human Relations Commission, in my experience, often does not seem to "get it" in terms of discrimination complaints. I am not sure why this is, but in my experience it has been true for many years.

Third, local resolution of issues, when possible, is in preferable to resolution by people far away. Local resolution promotes workable local solutions that can solve problems and allow everyone to move forward.

I make these observations based on having lived in this community from 1979 to the present, and having worked extensively with poor and Native people.

Respectfully submitted,



James D. Leach

JDL/jlo