

**STATE HUMAN RELATIONS COMMISSION
EXECUTIVE COMMITTEE MEETING MINUTES
DOVER, DELAWARE**

THURSDAY, JULY 12, 2012

The July monthly meeting of the Delaware Human Relations Commission was held by video-conference at the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, in Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Executive Conference Room, Wilmington, Delaware. The meeting was called to order by Chairperson Calvin Christopher at 7:15 p.m., followed by a period of silent meditation.

COMMISSION MEMBERS PRESENT

Chairperson Calvin Christopher, Vice-Chairperson Gail Launay and Diaz Bonville, Erika Caesar, Wallace Dixon, Doug James and Robert Watson were present.

COMMISSION MEMBERS NOT PRESENT

Commissioners Mashoor Awad, Nathan Barnett, Jamaal Bivens, Whittona Burrell, Chok-fun Chui, Bernice Edwards, Stephen Elkins, Earnest Gulab, Marian Harris, Prameela Kaza, Wayne Keller, Nancy Maihoff, Lorenzo Murdaugh, Lois Myers, Olga Ramirez, Eli Ramos, Peter Schott, Rosemarie Williams, Jamie Wolfe were excused. Deputy Attorney General Barbara Gadbois was not present at the meeting.

APPROVAL OF THE MINUTES

The June & July 2012 minutes will be submitted for approval at the Full Commission Meeting in September, 2012 meeting.

MEMBERS OF THE PUBLIC PRESENT

Sheryl Paquette, Administrative Specialist III, Dept. of Professional Regulations. Sheryl is the former Coordinator of Voter Registration for the Commission. There is a need for someone to assume that responsibility. Deb Greer from Department of Elections can review the responsibilities of that role with the new person.

CHAIRPERSON'S REPORT

Marie Payne, the new (temporary) Administrative Specialist, III was introduced to Executive Committee members who were present..

Executive Committee Assignments and Reassignments for sub-committees

- Chairperson Christopher is asking the Chairs of each sub-committee to look at the composition of their committees and make recommendations for changes, also to look at their roles as Chairperson to see if they want to continue. There are two Commissioners who need to be assigned; Commissioner Williams and Commissioner Keller.
- Commissioner Caesar has been appointed to the Legislative Committee because of her multi-talented skill base.

- Chairperson Christopher received an email from former Commissioner Richard Sinata who is interested in returning to the Commission. He is an inactive member due to health issues and would like to return. Commissioner Christopher welcomes his return, but wants to make sure the Commission agrees before making the recommendation to the Governor.

Committee Calendar Postings

- **Reminder** - State Law requires all committee meetings to be posted on the State's website, along with an agenda and minutes. Minutes will be posted once approved, but the meeting and agenda must be posted at least two weeks prior to the meetings.

July / August Executive Committee Meetings

- July and August meetings are designated for the Executive Committee; however, all Commissioners are encouraged to attend.

AI Recommendations

- The Analysis of Impediments study recommended the need for fair housing training. Fair Housing training has begun in various places.

Voter Registration

- Director Fullman thanks Peter Schott and Stephen Elkins who used their Voter Registration training to register voters.
- A reminder went out to recommend all Commissioners with Voter Registrar training to meet with community groups, churches and attend community events to help the public get registered to vote in preparation for this upcoming election, targeting communities with very low Voter Registrations.
- Director Fullman suggested contacting the Department of Elections to determine which communities have the lowest Voter Registration and/or turn out. She suggested Peter Schott to assume that responsibility, since he has already started the process and seem to have some familiarity.
- Director Fullman encourages the Chair to assign Coordinators to each County giving them the responsibility of Voter Registration initiatives that would include setting goals for registering Voters Statewide in targeted communities, as well as build relationships to show a strong presence in the community; (Peach Festival, Festival Hispano, etc.). DCW will be participating in many of these events, please sign up to share a table with them.
- The Election will be in November. We need to act on our plans to get people up and running in time to vote. Keep in mind and be aware of the activities happening in various communities and get involved.
- There are some women from DCW who want to be trained for voter registration.

50th SHRC Anniversary

- Chairperson Christopher remains committed to the 50th Anniversary Celebration. He met with Director Fullman and Commissioner Caesar and has assigned Commissioners Caesar and Bonville to take the lead on this project, along with Commissioners Kaza and Williams. This will be the focus of the Commission going forward.
- All Commissioners are asked to be involved with the Anniversary Celebration in some way to make this event a success.
- The Commission has narrowed down possible dates of 10/27/12 or 11/3/12.

DIRECTORS REPORT

- Director Fullman encourages the Commission to take advantage of the University of Delaware's Basic Mediation Course. Gayle expressed an interest. She took the training 12 years ago, but feels that she could benefit from it again.
- Investigators Hungria and Mirro have taken the four-day training and said the training is excellent. The training is being offered to all Commissioners.
- The training is 4 full days and will be held on October 2, 3, 9 and 10, 2012 at Buena Vista in New Castle. Some topics are; conflict resolution and mediation, roles and responsibilities of a mediator, skills for dealing with difficult dynamics and emotions, and more.
- The cost of the training is \$750.00 if registered before August 1, 2012, \$825.00 if registered after that date. The Commission will pay for the training for those who would like to attend if seats are available.
- Director Fullman was asked to be a Moderator at a Mayoral Debate for the City of Wilmington. She thinks that it would be good for Human Relations to be involved in these types of events.

Legislation

- HB9 – Felon Voting Rights Act (racial impact on felons).
- The Legislation passed the House and is now in the Senate. HB9 must pass in the 2nd and final Session in January 2013. The Commission has voted to fully support HB9.
- Director Fullman calls for a process to express the Commission's support to the public. Whether we write letters, testify or inform the public by having public discussions, etc., we need to decide what the Commission will do to express their support.
- Gayle made a suggestion to put updates on the website of what the Commission supports.

Commission's (Contractual) Budget

- The FY14 Budget starts this summer. The Budget has decreased.
- The Division gets money from HUD to process cases. Monies are also used for; training, equal accommodations work, study circles for racial inclusions, etc.
- DCW initially had a contractual budget of \$75,000, but now has \$61,000 to be used between the combined agencies for stenographers, transcribers for EA cases, etc.
- We need to prepare the Budget for any activities we want to plan. If there are specific projects or initiatives, each committee should plan their goals, objectives and activities. It would be helpful while Committees are meeting this summer to identify some activates you want to do.
- A Human Relations Awareness Month activity should be planned, perhaps for January. Director Fullman has a project planning form that she will send to everyone.
- The Aburrow's case has reached a confidential settlement and is over.
- The City of Wilmington has a Fair Housing Ordinance that protects against discrimination. One of the criticisms about the City's Fair Housing Ordinance, there is no one to enforce it. The City use to have a Civil Rights Commission, but no longer does.
- Director Fullman will meet with the City of Wilmington to form a partnership and/or relationship.
- The City of Dover has requested training. We have scheduled the Fair Housing training for the Planning Commission.
- A Training the Trainer Program will begin soon.

COMMITTEE REPORTS

Public Awareness: (Doug James, Chairperson)

- January is Human Relations Awareness Month. Doug joked about Commissioners participating in a Polar Bear Plunge on January 1st.

- Commissioner James was contacted by a reporter who is going to do an article on former Commissioner Bill Johnston for the Delaware Beach Life.
- Director Fullman looked at the documentary film. Doug thought the film was good because it was about an African American who fought for his Country and accomplished some great things, but had to put up with horrible stuff. He thought this movie would be great to mention in the film the Commission is doing.
- Commissioner Christopher gave Commissioner James the go ahead to keep pushing ahead with the film.

Legislative Committee: (Chairperson, Jamie Wolfe is not present)

- Nothing to report.

Equal Employment Opportunity Committee: (Gail Launay, Chairperson)

- The GCO has not met since they held their Summit. However, they will be meeting at the Hazlet Armory on July 19, 2012 at 9:30am to review the comments about the Summit and to hear the input from the Members of the State.
- Gayle attended a meeting two weeks ago for the report writing committee. They met with various HR Directors in the State to hear how they feel about the process being used to write the report.
- There have been stumbling blocks in the system because the PHRST HR System is not accumulating data properly. Everyone uses the PHRST System for various reasons.
- Gayle suggested unifying the data to make it easier for the HR Directors to give the Governor's Counsel what they need.
- A meeting was held and the results will be given before the meeting on the 19th. The meetings are open to the public; however, you will attend as a member of the public and not in your Human Relations Commission hat. Only people who are allowed to speak at the meeting and are recognized are the Council members themselves.

OLD BUSINESS

None

NEW BUSINESS

None

GOOD NEWS

Commissioner Wallace Dixon was appointed Chaplin for the City of Dover.

ADJOURNMENT

A motion to adjourn was made, seconded, and approved at 9:00 p.m.