STATE HUMAN RELATIONS COMMISSION

**FULL COMMITTEE MEETING MINUTES**

DOVER, DELAWARE

**THURSDAY, March 13, 2014**

The March monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Executive Conference Room, Wilmington, Delaware.

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**Attendance:**

**Commission Members Present:** Chairperson Calvin Christopher. Commissioners Diaz Bonville, Whittona Burrell, Erika Caesar, Chok-Fun Chui, Wallace Dixon, Dr. Michael J. Harpe, Rose Mary Hendrix, Doug James, Gail Launay, Lorenzo Murdaugh, Olga Ramirez, Misty Seemans, Richard Senato, Walter Smith Jr., Roy Sudler, Robert Watson Jr., Rosemarie Williams, and Jaimie Wolfe.

**Commission Members not present:** Commissioners Bernice Edwards (excused), Stephen Elkins (unexcused), Earnest Gulab (excused), Prameela Kaza (excused), Nancy Maihoff (unexcused),

**Staff from Division of Human Relations Office:** Romona Fullman, Vincent Petroff and Kelly Fox

**Members of the public present:** None

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**I Call to Order**

The meeting was called to order by Commissioner Christopher at 7:09 p.m., followed by a period of silent meditation.

**II Approval of Minutes**

The minutes for the January SHRC meeting were submitted and approved.

**III Members of the Public Present**

None

**IV Chair’s Report**

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| ***Topic / Discussion*** | ***Actions to be Taken*** | ***Leaders*** | ***Due Date*** |
| FOIA – Chairperson Christopher discussed the importance of following FOIA guidelines. Item will remain as an agenda item. |  |  |  |
| Analysis of Impediments – Chair Christopher had previously put together a document of items the Commission can work on. He indicated that Commissioners should be attending community meetings and reviewing advertising for discriminatory items. |  |  |  |
| Commissioner Appointments and Reappointments – New Commissioners Harpe, Hendrix, Smith Jr., and Sudler were welcomed to the Commission. Chair Christopher encouraged new Commissioners to explore the subcommittees and express their desire to serve on Committees that interest them. |  |  |  |
| Sub-Committee strategies for 2014 – Chair Christopher indicated that Director Fullman previously put together a template to be used by Subcommittees to identify issues they would like to focus on. He has received Committees initiatives and he encouraged committees to move forward on them. |  |  |  |
| Motion for dismissal proceedings – Chair Christopher indicated that this is a proceeding not a hearing. It is for the panel to decide on the matter of dismissal. Oral arguments are not permissible at motion for dismissal proceedings. Director Fullman advised that this is an application for dismissal process. The decision does not have to be a panel; the decision can be made by the Chair. She reiterated that oral arguments are not permissible during this process. There is also a process of appeal that can be done once the application of dismissal is approved; parties have 10 days in which they can submit additional information for reconsideration. |  |  |  |
| Human Relations Awareness Month – Chair Christopher discussed the future of Human Relations month. Asked the Public Awareness Committee if we should continue with January being Human Relations Month. |  |  |  |
| Black History Month – Chair Christopher discussed Black History month and indicated this is something the Commissioner will continue to celebrate. |  |  |  |
| Fair Housing Month – Chair Christopher discussed Fair Housing month. He asked for all hands on deck to support the conference. He indicated this would be discussed further by Director Fullman. |  |  |  |
| Deputy Attorney General assistance – Chair Christopher met with Jeff Bullock, Secretary of State, to discuss the lack of support that the Division has been experiencing from the DAG office. Chair Christopher would like to see a dedicated DAG to be assigned to the Division. He will be following up with Jeff to express the concerns and disappointment of the Commission. He will be asking for a time frame for resolution. A discussion took place on the need of drafting legislation on this matter. It was decided that Chair Christopher will follow up with Jeff Bullock. A motion was made by Commissioner Sudler that the Commission start the process of drafting legislation in case it is needed going forward. The motion was seconded by Commissioner Senato. The motion passed with a show of hands. | Follow up with Jeff Bullock  Draft legislation to be on hand if needed, | Chair Christopher  Legislative Committee | March 27, 2014 |

**V Director’s Report**

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| ***Topic / Discussion*** | ***Actions to be Taken*** | ***Leaders*** | ***Due Date*** |
| Director Fullman will share the Director’s report electronically. | Director’s report to be emailed. | Director Fullman | March 14, 2014 |
| Director Fullman thanked Commissioner Dixon for his presence at the Budget Hearing. |  |  |  |
| Commission Initiated Complaints – Director Fullman recognized Commissioners Harpe, Ramirez and former Commissioner Schott for making referrals. She explained that Commission has the authority to investigate a situation and initiate a complaint if they feel it is necessary even if there is no Complainant. |  |  |  |
| STAND against Racism – Division has been asked if they would like to participate on 4/25/14. It is sponsored by the YWCA. Ideas that were discussed included showing a film or everyone wearing the color orange that day.  Commissioner Hendrix will check with her church to see the availability of showing a film there. She also indicated her church is working to get a license for showing films.  Director Fullman asked that Commissioners send ideas to Commissioner James on behalf of the Public Awareness Committee.  Commissioner Sudler asked if it would be appropriate to reach out to local Human Relations Commissions to ask them to partner with us. Director Fullman advised that the email she sent out can be shared with anyone.  Commissioner Sudler will reach out to the City of Dover Human Relations Commission. | Ideas for a call to action to be submitted to the Public Awareness Committee.  Commissioner Hendrix will contact her church on dates for showing a film.  Send ideas on participation to Commissioner James.  Contact the Dover Human Relations Commission to see if they would like to participate in STAND. | All Commissioners  Commissioner Hendrix  All Commissioners  Commissioner Sudler |  |
| Ban the Box – Director Fullman has previously forwarded information to Commissioners concerning this initiative. Director Fullman asked the Legislative Committee review this initiative. Commissioner Wolfe indicated that she will place that on the agenda for the next Legislative Committee meeting. | Initiative to be reviewed | Legislative Committee | April 10, 2014 |
| Fair Housing Conferences – There will be 3 separate conferences held this year; one in each county. Sussex and Kent counties conferences will occur in the evening. Sussex county will take place at 1st state Community Action Agency. Director Fullman advised that we need all Commissioners involvement in the conferences.  Commissioner Launay expressed concerns on the location in Sussex. Director Fullman expressed the reasons for selecting this location. |  |  |  |
| 50th anniversary of the passage of the Civil Rights Act and 60th anniversary of Brown vs. the Board of Education – Asked if they Commission would like to do something to recognize these occasions. Details are to be developed.  Commissioner Wolfe will check with her education colleagues for their interest.  Commissioner Sudler recommended partnering with Delaware State University to do a skit in relation to Brown vs. Board of Education.  Director Fullman asked Commissioner James for Public Awareness Committee look into this further. Commissioner James indicated that Public Awareness will take this on. | Review ideas for recognizing the anniversaries. | Public Awareness Committee |  |
| Name of Division – Director Fullman discussed the fact that the name “Division of Human Relations” may be causing confusion. Indicated that we received many inquiries concerning human relations. Asked that Commission consider the need to change the name of the Division. |  |  |  |

**VI Committee Reports**

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| ***Topic / Discussion*** | ***Actions to be Taken*** | ***Leader*** | ***Due Date*** |
| Public Awareness Committee – Commissioner James indicated that Professor Leland Ware of the University of Delaware will be doing a segment on Comcast News Makers on March 21st.  Commissioner James expressed his opinion that the Commission should continue with Human Relations Awareness Month. Commissioner Watson Jr. concurred.  Commissioner James expressed that in 2 years it is the 150th anniversary of the end of the Civil War.  Asked that all Commissioners email him or call him with ideas.  Commissioner James also expressed that the Committee is still working to get the loop made.  Commissioner James indicated a way to raise awareness of this Commissioner would be to take on WGMD. Chair Christopher asked if this is something he would like to take this on. Commissioner James volunteered to take this on. | Address matter of WGMD | Commissioner James |  |
| Governor’s Council on Equal Employment Opportunity Committee – GCEEO held their Human Resources Conference at Delaware State University today. In the morning there was the Governor’s Cabinet and a speaker, Armers Moncure. The afternoon was opened up to state human resources staff.  Commissioner Launay advised that Armers Moncure has a presentation on YouTube discussing unconscious bias. She also shared the link for an implicit association test from Harvard University: <https://implicit.harvard.edu/implicit/> |  |  |  |
| Legislative Committee – Commissioner Wolfe reminded Committees to submit their 5 legislative priorities to her by the next meeting. Commissioner Sudler provided his list of priorities to Commissioner Wolfe.  Disability Awareness Day is April 2nd. Event will take place on the 2nd floor of Legislative hall in Dover. There will be people available to discuss disability topics.  Centers for Medicare and Medicaid Services will be looking at regulations to make services more open to people who need them at a town hall meeting on 4/21. Location is to be determined. | S  ubmit legislative priorities to the Legislative Committee | All Subcommittees | April 9, 2014 |
| Community Response Committee – Commissioner Chui advised that during their meeting this evening they met with new Commissioners Smith Jr., and Harpe. She also welcomed Commissioner Hendrix and Sudler to the Commission. |  |  |  |

**VII Old Business**

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| ***Topic / Discussion*** | ***Actions to be Taken*** | ***Leader*** | ***Due Date*** |
| No old business. |  |  |  |

**VIII New Business**

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| ***Topic / Discussion*** | ***Actions to be Taken*** | ***Leader*** | ***Due Date*** |
| Commissioner Sudler advised that on 2/28/14 Chief James E. Hosfelt of the Dover Police Department contacted me to make me aware of an internal affairs investigation concerning Cpl. Webster of the Dover Police Department. He made the recommendation that the Commission reach out to Chief James E. Hosfelt, Mayor Carlton Carey and the Dover Human Relations Commission to see how we can be of assistance to them in this matter.  Chair Christopher asked that the Community Response Committee take this on. Commission Chui indicated her Committee will take this on, but will need more details. Commissioner Chui will email Commissioner Sudler with the names of the Committee members so he can forward information to her. | Email to be sent to obtain additional details on the incident. | Commissioner Chui. |  |
| Vincent Petroff reminded Commissioners to fill out and turn in travel reimbursement forms to Kelly Fox. |  |  |  |

**IX Good News**

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| ***Topic / Discussion*** | ***Actions to be Taken*** | ***Leader*** | ***Due Date*** |
| Commissioner Caesar shared that she accepted a new position with Ballard Spahr, LLP. She will be starting on Monday. |  |  |  |
| Commissioner Ramirez was appointed to the Delaware Advisory Committee. |  |  |  |
| Director Fullman advised that the City of Wilmington reestablished their Civil Rights Commission. |  |  |  |

**XI Meeting Adjourned**

The meeting was adjourned at 9:02 p.m.