

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

THURSDAY, JANUARY 14, 2016

The January 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.

Attendance:

Commission Members Present: Chairperson Calvin Christopher, Commissioners Mashoor Awad, Jamaal Bivens, Diaz Bonville, Whittona Burrell, Bernice Edwards, Stephen Elkins, Earnest Gulab, Michael J. Harpe, Rose Mary Hendrix, Gail Launay-Tarlecki, Janet Maull-Martin, Olga Ramirez, Walter Smith Jr., Roy Sudler Jr., Bob Watson Jr., and Rosemarie Williams.

Commission Members not present: Commissioners Erika Caesar (excused), Chok-Fun Chui (excused) Wallace Dixon (unexcused), Doug James (excused), Prameela Kaza (unexcused), Nancy Maihoff (excused), Lorenzo Murdaugh (excused) and Misty Seemans (excused).

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

Members of the public present: None

I Call to Order

The meeting was called to order by Chair Christopher at 7:06 p.m., followed by a period of silent meditation.

II Approval of Minutes

The minutes for the December SHRC meeting were submitted. A motion was made to accept the minutes with discussed revision. Motion was seconded. A vote was taken, motion carries with no opposition.

III Members of the Public Present

None.

IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
December Meeting – Chair Christopher expressed the December was a very good meeting and that for progress to happen we need to get more comfortable with uncomfortable conversations.			
Commission Training – Chair Christopher expressed appreciation for the staff and DAGs for developing and implementing a successful ½ day SHRC training workshop on The Hearing Process. He described the session as very valuable by all accounts. He recognized Commissioners for attending and commented that in the future such training may be deemed mandatory. Director Fullman expressed that the video of the training will be developed into a training tool.	Additional training to be scheduled.	Undefined	Undefined
	Training video to be developed into a training tool.	Director Fullman	Undefined
Apology for Slavery (HJR 10) – Chair Christopher reported a vote was taken by the General Assembly to pass the resolution. Commissioner Elkins advised he attended the vote and that the vote was 38 in favor, 2 abstained and 1 against. Chair Christopher indicated the question is what are the next steps following the passage of the apology. It is a call for action.			
Commission Vacancies – Chair Christopher reported the issue of Commissioner vacancies will be addressed by the Community Response Committee.	Review Commissioner Vacancies.	Community Response Committee	Undefined
Committee Strategic Actions for 2016 – Chair	Sub-committees to report	Chairs of Sub-	Monthly

<p>Christopher asked Chairs of Sub-committees to begin their Committee reports with progress on their strategic initiatives. Chair Christopher encouraged Commissioners to attend voter registration training</p>	<p>progress on strategic initiatives in monthly reports. Complete voter registration training.</p>	<p>committees All Commissioners</p>	<p>Undefined</p>
<p>Coalition on Race Relations in Delaware – Chair Christopher reported that he and Director Fullman are participating in meetings of like-minded individuals and organizations on the topic. Presently the conversations are being managed by the YWCA of DE and the United Way. He will provide updates as available.</p>	<p>Participate in upcoming meetings and reports to be provided.</p>	<p>Chair Christopher and Director Fullman</p>	<p>Ongoing</p>
<p>Black History Month / Human Relations Awareness Month – Chair Christopher stated that he will be charging the Public Awareness Committee to spearhead this.</p>	<p>Develop a plan for Black History Month / Human Relations Awareness Month.</p>	<p>Public Awareness Committee</p>	<p>Undefined</p>
<p>Fair Housing Conference – Chair Christopher reported that Fair Housing Month is April. The Division will look to plan the community conversations in each county as has been done in the past 2 years - Commission members will support the efforts.</p>	<p>Plan Fair Housing month activities.</p>	<p>Division staff with Commissioner support.</p>	<p>Undefined</p>
<p>Dover Human Relations Commission – Chair Christopher reported that the Chair of the Dover Human Relations Commission, S. Renee Smith resigned and that he has not received notice of her replacement. Chair Christopher indicated a relationship with the Dover Human Relations Commission will be maintained.</p>	<p>Meet with former Dover Human Relations Commission Chair S. Renee Smith.</p>	<p>Chair Christopher</p>	<p>Undefined</p>

V Director's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
The Statistical Report was discussed on the status of multiple complaints. Vincent Petroff and Kelly Fox responded to inquiries. An as of date will be added to future reports presented to the Commission.	As of date to be added to the Statistical Report.	Kelly Fox	Ongoing
<p>Director Fullman acknowledged the following Commissioners for their involvement in the community: Commissioner Awad opened a new restaurant (job creation, Dover); Commissioner Maull-Martin speaking on behalf of community residents (community engagement West Rehoboth).</p> <p>Director Fullman suggested voter education/ registration/turnout important in 2016. Commissioners will be informed of date for voter registrar training offered by the Dept. of Elections in each county.</p>			
Director Fullman distributed copies of the Summary of Findings Report produced by the Committee on Racism in State Government. It is reported that the full report has been sent to the Governor.			
Director Fullman distributed copies of a letter dated January 7, 2016 from ACLU to the DE Department of Education regarding Uniform Due Process Procedures for Alternative Placement Meetings and Expulsion Hearings. Director Fullman asked Commissioners to carefully review the letter for concerns that may be relevant the SHRC. She suggested the Legislative Committee review to determine the Commission's place in the discussion.	<p>Review ACLU letter, dated January 7, 2016.</p> <p>Send ACLU letter dated, January 7, 2016 electronically.</p>	<p>All Commissioners</p> <p>Director Fullman</p>	<p>Undefined</p> <p>Undefined</p>

<p>Director Fullman discussed hate crime information reported to DHR by the police. Commissioner Awad related information concerning hate crime and activity in the Muslim community. He indicated that individuals are reluctant to report incidents. Director Fullman encouraged a proactive approach to improving the climate.</p> <p>Commissioner Sudler asked if there was any update on the hate crime committed on a church in Smyrna. Chair Christopher stated that there were no surveillance tapes or witnessed to the incident. Chair Christopher also reported that the graffiti has been cleaned up by volunteers in the community. Chair Christopher that this is a criminal offense that would need criminal charges. At this time there has not been anyone to charge.</p>			
<p>Director Fullman indicated that to ensure the Division is able to fully support the action plans of the respective committees the plans should be shared as early as possible.</p>			
<p>Film and Discussion series – Director Fullman indicated that additional dates are to be scheduled for Cracking the Code. There is one scheduled on January 20th in New Castle County (Brandywine Library). Commissioners were encouraged promote the event and make plans to attend. Mr. Civil Rights will be run in the Carvel Building in Wilmington during February.</p> <p>Director Fullman asked Commissioners to contact the Division with and recommended films/documentaries..</p>	<p>Additional film and discussions to be scheduled.</p> <p>Commissioner attendance is encouraged for Film and Discussions.</p> <p>Contact Division with events that could include Film and Discussion</p>	<p>Director Fullman/Natalie Fountain</p> <p>All Commissioners</p> <p>All Commissioners</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

Commissioner Edwards asked if there was a list of films available. Director Fullman advised that Natalie Fountain has distributed that list, but she will send again.	Resend list of films	Director Fullman	Undefined
Martin Luther King Jr. Day 2016 Events - A list of activities planned by various organizations was previously emailed and is included in the written Director's report.			
Commissioner Sudler advised that the Alpha Phi Alpha fraternity is having a prayer breakfast at the Modern Maturity Center at 7am.	Email information to Kelly Fox	Commissioner Sudler	Undefined
Director Fullman asked Commissioners to share events with the Division so they can be distributed.	Communicate events to the Division	All Commissioners	Ongoing

VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<u>Public Awareness Committee</u> – Commissioner Launay-Tarlecki reported that a <i>Comcast Newsmakers</i> segment is scheduled on January 22.			
<u>Legislative Committee</u> – No report.			
<u>Community Response Committee</u> – No Report.			
<u>Governor's Council on Equal Employment Opportunity Committee</u> – Commissioner Launay-Tarlecki reported that the Committee met yesterday. DTI was reviewed during the meeting. The Committee has been making some moving forward			

<p>progress as in relates to affirmative action.</p> <p>On January 6th there was an article in the <i>News Journal</i> on the Interdenominational Ministers Action Council Of Delaware Inc. (IMAC) talking to individuals that have experienced inequality with State of Delaware hiring. A report was developed and presented to Governor Markell. Commissioner Launay-Tarlecki indicated Governor Markell will be bringing in an independent consultant to look at the state practices following this report.</p> <p>The next meeting will be February 3rd at 9:00 am in the Haslet Armory Commissioner Launay-Tarlecki asked Commissioners reach out to her for further details.</p>			
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VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p>Commissioner Launay-Tarlecki reported the Common Interest Community Ombudsman has expressed interest in attending a Commission meeting to share information about his work relative to the work of the Commission. Chair Christopher advised that all Commission meetings are open to the public. Commissioner Launay-Tarlecki indicated she would like to invite him to the meeting. She will communicate this to him.</p>	<p>Invite Common Interest Community Ombudsman to a meeting.</p>	<p>Commissioner Launay-Tarlecki</p>	<p>Undefined</p>

VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
None.			

IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p>Commissioner Launay-Terlecki's husband is filming a pilot for a new reality series.</p> <p>Commissioner Awad's daughter has been accepted to the University of Delaware.</p> <p>Commissioner Edwards asked for interest in attending the Sussex County MLK dinner on Saturday, January 16th.</p> <p>Commissioner Bivens advised that he was recently published in the latest of the <i>Delmarva African American Pride</i> magazine. As a result he has invited to be a keynote speaker at a NAACP banquet in New York next month.</p>			

XI Meeting Adjourned

The Commission meeting was adjourned at approximately 8:25 p.m. by Chair Christopher.