

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

**THURSDAY, FEBRUARY 11, 2016**

The February 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, 4<sup>th</sup> Floor Executive Conference Room, Wilmington, Delaware.

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**Attendance:**

**Commission Members Present:** Chairperson Calvin Christopher, Commissioners Mashoor Awad, Jamaal Bivens, Diaz Bonville, Erika Caesar, Chok-Fun Chui, Bernice Edwards, Earnest Gulab, Michael J. Harpe, Doug James, Prameela Kaza, Gail Launay-Tarlecki, Nancy Maihoff, Janet Maull-Martin, Olga Ramirez, Walter Smith Jr., and Roy Sudler Jr.. DAG: Zoe Plerhoples.

**Commission Members not present:** Commissioners Whittona Burrell (excused), Wallace Dixon (unexcused), Stephen Elkins, Rose Mary Hendrix (excused), Lorenzo Murdaugh (excused), Misty Seemans (excused), Bob Watson Jr., and Rosemarie Williams (excused).

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

**Members of the public present:** Rosemary Davis and Deborah Gilbert-White.

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**I Call to Order**

The meeting was called to order by Chair Christopher at 7:10 p.m., followed by a period of silent meditation.

**II Approval of Minutes**

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

**III Members of the Public Present**

No expressions.

#### IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Death Penalty Repeal Bill - Chair Christopher summarized the failure of the bill as a setback. He believes bill will be reintroduced. He asked that the Legislative Committee look for ways to partner to support the bill. Director Fullman advised Commissioners of Moral Mondays events coordinated by Complexities of Color. Commissioner Sudler indicated that he spoke with Donald Morton, one of the leaders of the movement. He indicated that they are interested in partnering with the Commission to support this bill.	Look for opportunities to partner to support death penalty repeal bill.	Legislative Committee	Undefined
Committee Strategic Action Plans- Chair Christopher asked each Sub-Committee identify 1 or 2 strategic initiatives they plan to work on this year and that updates be reported at monthly meetings.	Identify 1 or 2 strategic initiatives that want to work on.	All Sub-Committee Chairs	Undefined
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
Discussion About Race Relations in Delaware - Chair Christopher indicated he continues to participate in meetings of a group discussing Race Relations in Delaware. The group is made up of representatives of different organizations with a shared interest in ending racism. Also discussions are taking place to determine what is next following the apology for slavery. There is a meeting next week.	Meeting updates to be provided.	Chair Christopher	Ongoing
Black History Month - Chair Christopher reported that			

<p>Director Fullman has been sending out information on events that are taking place. He commended Commissioners Ramirez, Sudler and Watson for attending the apology for slavery signing.</p>			
<p>Fair Housing Conference - Chair Christopher advised there is one meeting prior to the Fair Housing Conference. More information to be discussed in the Director's report.</p>			
<p>Dover Human Relations Commission - Chair Christopher reported that there has been a change in leadership of the Dover Human Relations Commission. Commissioner Sudler confirmed the resignation of the Chair of the Dover Human Relations Commission. The new chair has been identified as Theodore Henderson. Commissioner Sudler advised Mr. Henderson to reach out to the State Human Relations Commission to continue the relationship between the Commissions. Chair Christopher stated that he welcomes the conversation.</p>			
<p>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. Chair Christopher asked Commissioners to provide feedback on areas that additional training is needed.</p> <p>The recent hearing training was videotaped and is being developed into a training tool that will be made available to Commissioners upon completion. Zoe Plerhoples indicated that she will send out the PowerPoint that was utilized in the training.</p>	<p>Training tool to be developed and distributed.</p> <p>Email PowerPoint presentation</p>	<p>Director Fullman</p> <p>Zoe Plerhoples</p>	<p>Undefined</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>
Directors Report to be sent electronically.	Email Directors Report	Director Fullman	Following meeting
Director Fullman advised that by not attending the DOS JFC hearing, the SHRC missed the opportunity to remind the legislature and public of the important service the SHRC to Delawareans – protecting against discrimination.			
Director Fullman advised that Commissioners who have been actively engaged in the Commission's work have been thanked in the Directors report that was distributed. She encouraged Commissioners to wear their badges when engaged in community activities.			
Film and Discussion series – Director Fullman expressed that she is excited about the Film and Discussion series. A proposed schedule was distributed to the Commissioners.			
Natalie Fountain discussed the Film and Discussion series proposed schedule. She will send an email and requests Commissioners respond with ability to participate. Commissioners Sudler and Ramirez expressed interest in participating in an event March 19 <sup>th</sup> .	Email Film and Discussion schedule  Respond with ability to participate	Natalie Fountain  All Commissioners	Undefined  Undefined
Mediation Training – Director Fullman communicated details for an upcoming training opportunity for Mediation Training. She asked Commissioners to communicate their interest and	Communicate interest in training via email to Director Fullman	Interested Commissioners	For April training respond by tomorrow or Monday. For October training response

ability to commit to the training.			needed by March.
<p>Delaware Legislation –</p> <p>Apology for Slavery - Director Fullman recommended actions for consideration:</p> <ul style="list-style-type: none"> <li>• Letter to the Governor thanking him for supporting and signing the resolution</li> <li>• Letter to the bill sponsors for advancing the legislation</li> </ul> <p>Repeal of Delaware Death Penalty - Director Fullman expressed the urgency of taking whatever actions the SHRC plans during the short opportunity before the next and final vote on the bill. 1-2 suggested actions were discussed.</p>			
<p>Proposed Department of Education Regulation – As a follow-up to the letter distributed last month protesting a proposal from the state Department of Education that opponents say would make it too easy for schools to suspend and expel kids, Director Fullman advised she received an update indicating the State Board did not approve the regulation.</p>			
<p>Homeless Bill of Rights – Director Fullman reported that Senator Townsend plans to advance this bill that was tabled last session, with modifications. He is looking for an administrative process for enforcement of the rights. He has asked if the process that the Division of Human Relations has is compatible with the bill. Homelessness is not a protected class under our governing statutes. Director Fullman and Chair Christopher are part of an ongoing discussion on the Commission’s possible role.</p>			

White Privilege Conference – Director Fullman reported that there is an upcoming White Privilege Conference. She will email additional information.	Email information concerning White Privilege Conference	Director Fullman	Undefined
Statistical Report – Vince Petroff discussed the changes to the Statistical Report that was distributed to all Commissioners.			

## VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p><u>Public Awareness Committee (PAW)</u> – Commissioner James expressed that he felt the Film and Discussion series that is being presented have been presented have provided tremendous PR and have been very educational.</p> <p>Commissioner James thanked Vincent Petroff for the recent Comcast Newsmakers segment that he has done. Another segment is being scheduled.</p> <p>Commissioner James reported that he has spoken with Commissioner Launay-Tarlecki about doing an interview with the Cape Gazette regarding the Apology for Slavery. .</p> <p>Commissioner James identified the Committee’s initiatives/objectives as:</p> <ol style="list-style-type: none"> <li>1. More Film and Discussions for 2016.</li> <li>2. More Comcast Newsmakers segments</li> <li>3. Complete interview with the Cape Gazette regarding the Apology for Slavery. Additional publications to be considered.</li> </ol>	Interview to be scheduled with the Cape Gazette	Commissioner James	Undefined
<u>Legislative Committee (LEG)</u> – Chair Christopher			

<p>reported that Commissioner Seemans was not present at the meeting. However the following initiatives have been identified.</p> <ol style="list-style-type: none"> <li>1. Death penalty</li> <li>2. Homeless Bill of Rights</li> <li>3. Review Bylaws</li> <li>4. Review Regulations.</li> </ol> <p>Commissioner James suggested reaching out to Brian Stevenson in regards to the Death Penalty repeal.</p>			
<p><u>Community Response Committee (CRC)</u> – Commissioner Maihoff reported that the Committee has reviewed how the Committee is defined under the by-laws. Once the review is complete of the revisions Commissioner Maihoff will send to Chair Christopher and Commissioner Caesar.</p> <p>The Committee are starting the process of developing a mentoring manual for Commissioners. Chair Christopher will send a previous version to Commissioner Maihoff.</p>	<p>Review the CRC responsibilities under the by-laws. Send review to Chair Christopher and Commissioner Caesar</p> <p>Develop mentoring manual</p> <p>Send prior version of mentoring manual</p>	<p>Commissioner Maihoff</p> <p>Commissioner Maihoff</p> <p>Chair Christopher</p>	<p>Undefined</p> <p>Undefined</p> <p>Undefined</p>
<p><u>Governor’s Council on Equal Employment Opportunity Committee (GCEEO)</u> – Commissioner Launay-Tarlecki reported that the February 3<sup>rd</sup> meeting’s agenda included an ongoing review of all state departments AAEEO reports and report findings to the Governor. This is an ongoing process until report is complete.</p> <p>State HR conference is to be held May 19<sup>th</sup> at Delaware State University. The format of the conference this year will be set up differently and will discuss unconscious bias. Additional information is being reviewed for presentation.</p>			

<p>As a result of the Interdenominational Ministers Action Council Of Delaware Inc. (IMAC) review the State will be hiring a Human Resources consultant to review the State's Human Resource practices.</p> <p>Commissioner Launay-Tarlecki participating in a conference call this morning interviewing Tiffany Janna.</p> <p>The next GCEEO meeting is scheduled March 2, 2016, 9:00 a.m...</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 that the Common Interest Community Council in Sussex County held a meeting this past Saturday. She is a member of the Council and 2 Subcommittees. She will share details of the next meeting.</p> <p>Commissioner Launay-Tarlecki reported she attended the Sussex County's Cheer event on January 16<sup>th</sup> for Dr. Martin Luther King. She stated that Commissioners Edwards, Hendrix, Director Fullman and Natalie Fountain also attended.</p>	<p>Communicate details for next 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>
<p>None.</p>			



**IX Good News**

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

**XI Meeting Adjourned**

The Commission meeting was adjourned at approximately 8:50 p.m. by Chair Christopher.