

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

**THURSDAY, June 8, 2017**

The June 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 Arts Conference Room, Wilmington, Delaware.

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**Attendance:**

**Commission Members Present** Chairperson Calvin Christopher. Commissioners Jamaal Bivens, Diaz Bonville, Whittona Burrell, Erika Caesar, Bernice Edwards, Earnest Gulab, Kerri Harris, Doug James, Prameela Kaza, Gail Launay-Tarlecki, Lorenzo Murdaugh, Olga Ramirez, Walter Smith Jr., Roy Sudler Jr., Robert Watson Jr. and Dolores Finger Wright. DAG Carla Jarosz.

**Commission Members not present:** Commissioners Mashoor Awad (excused), Chok-Fun Chui (excused), Rose Mary Hendrix (excused), Jordan Hines (unexcused), Nancy Maihoff (excused), and Rosemarie Williams (excused).

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

**Members of the public present:** Julie Fedele

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**I Call to Order**

The meeting was called to order by Chair Christopher at 5:40 p.m. followed by a period of silent meditation.

**II Approval of Minutes**

The minutes for the May SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Ramirez. Motion was seconded by Commissioner Kaza. A vote was taken, motion carries with no opposition.

**III Members of the Public Present**

Julie Fedele from the Division of Research joined the Commissioners to discuss the Joint Legislative Oversight & Sunset Committee (JLOSC) draft legislation.

#### IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
<p>Joint Legislative Oversight &amp; Subset Committee (JLOSC) Recommendations – Chair Christopher lead a discussion regarding the JLOSC recommendations that were presented at the April Commission meeting.</p> <p><b>Recommendation 1</b> – Commission shall continue, subject to any further recommendations adopted by the JLOCS.</p> <p><b>Recommendation 2</b> – The size of the Commission will be reduced from 28 to a number to be determined. The number will be 18.</p> <p><b>Recommendation 3</b> – The recommendation was to change the language in regards to a quorum. The language has been changed to a majority of Commission members as opposed to the prior number of 10.</p> <p><b>Recommendation 4</b> – The Commission shall provide to JLOSC proposed amendments to its governing statute to include language standard to boards and commissions as it relates to removing Commissioners. Currently the only requirement was attendance. Language has been added to include gross inefficiency, neglect of duty, malfeasance, misfeasance or nonfeasance in office to the attendance requirement.</p> <p><b>Recommendation 5</b> – The Commission shall make every effort to add a video location, which will allow for Sussex County members and public to participate</p>			

<p>in meetings. Venues are being reviewed to add a video conference location in Sussex County.</p> <p><b>Recommendation 6</b> - The Commission shall provide to JLOSC proposed amendments to its governing statute to include references to its powers and duties in Chapter 45, Title 6 (Equal Accommodations), and Chapter 46, Title 6 (Fair Housing Act.) For example, add to &amp;3004, Title 31, the following: “(4) Fulfill its duties as provided in Chapter 45 of Title 6”. Language has been added.</p> <p><b>Recommendation 7</b> – The Commission shall be released from review upon the enactment of recommended and/all legislation.</p>			
<p>Review of Draft Legislation - Chair Christopher advised Commissioners were emailed the draft proposed legislation in advance of the meeting to review. Also, copies of the draft legislation are in the Commissioner’s packets.</p> <p>Some topics from the recommendations and draft legislation required further clarification and a vote of Commissioners..</p> <p>One of those items was the term of the Chairperson. The reason for the difference in the term of the Chair varies from the term of remainder Commissioners. The Chair serves at the pleasure of the Governor. This removes the term limitation for the Chair. The Chair can be removed by the Governor and a new Chair be appointed. There is an option that Chair is appointed by the Governor or the elected by the members of the Commission. Chair Christopher</p>			

opened the matter for discussion.

Commissioner Watson asked if the Chair is elected by the Commission does the Governor have to approve. Chair Christopher responded no. Julie Fedele confirmed this is correct.

Commissioner Sudler made a motion that the Chair be elected by the Commission from the membership of the Commission. The motion was seconded by Commissioner Kaza. Following discussion a vote was taken. The results were 13 in favor – Commissioners Bivens, Bonville, Caesar, Edwards, Gulab, Harris, Kaza, James, Ramirez, Smith, Sudler, Watson and Finger Wright. 1 opposed – Commissioner Burrell.

The next topic was the appointment of the Executive Committee. Currently the SHRC Chair chairs the Executive Committee and appoints the remaining 6 members – Committee chairs plus one. The new language states the Chair may appoint the remaining 6 Executive Committee members after consulting with the Commission as a whole body regarding which members to appoint. Commissioner Burrell asked if the consultation would take place at a regular meeting or a special meeting. Chair Christopher advised it would be an agenda item at a regular meeting. The date of the election of the Executive Committee is to be determined following the reduction of Commission members. Motion was made to adopt the new language by Commissioner Burrell. The motion was seconded by Commissioner Watson. A vote was taken – 14 in favor – Commissioners Bivens, Bonville, Burrell, Caesar, Edwards, Gulab, Harris, James, Kaza, Ramirez, Smith, Sudler, Watson, and Finger Wright. No opposition. Motion carries.

The draft legislation includes language to increase the stipend for Commissioners serving on a hearing panel from \$500 to \$1500.00 per year at \$50 per hearing.

Chair Christopher shared that currently the Commission is at 26 members. There have been 3 Commissioners who have elected early retirement - Stephen Elkins, J. Michael Harpe and Janet Maull-Martin. One additional Commissioner who has expressed they will be electing early retirement within a year. Attendance requirements will be one of the items reviewed to reduce membership. Commissioner Sudler advised that in effort to allow new members to continue he exercise the option to not seek reappointment when his term expires in December 2017. A request was made for Commissioner Sudler to submit a letter.

DAG Jarosz advised a vote would need to be taken to concerning the approval of the language in the draft legislation. Commissioner Caesar shared that 2 typographical errors were found in the legislation. A motion was made by Commissioner Ramirez to approve the language in the draft legislation, subject to the correction of the typographical errors. The motion was seconded by Commissioner Kaza.

Commissioner Sudler questioned how the reduction to a number of 18. Chair Christopher stated he believed that the JLOSC had intended to reduce below the number of 18. They reviewed size of Commissions in other states it was found the size of this Commission was far greater than larger states. Commissioners Watson and Ramirez shared that at the number of 28 there were still difficulties in making the quorum of

<p>10 needed to conduct Commission business. Following further discussion among Commissioners; Commissioner Sudler requested the pertinent sections of the minutes highlighted and shared with the whole Commission. Kelly Brown shared that all minutes are published on the State’s Public meeting calendar following approval. Chair Christopher advised the entire Commission is not requesting this. Commissioner Sudler asked that it be sent to him and he would forward it to the entire Commission. Director Fullman shared that the JLOSC mentioned during the process that size of many Commissions are being reduced. Julie Fedele confirmed that this is correct. Commissioner Harris inquired if there was a requirement of how often a Committee is required to meet. Chair Christopher replied that no, but that can be addressed in the Commission By-laws. At the close of the discussion a vote was taken. 14 In favor - Commissioners Bivens, Bonville, Burrell, Caesar, Edwards, Gulab, Harris, Kaza, Launay-Tarlecki, Ramirez, Smith, Sudler, Watson and Finger Wright. 1 opposed – Commissioner James. Motion carries.</p>			
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**Director’s Report**

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Director Fullman shared that the Director’s Report will be sent electronically.	Send Director’s report electronically.	Director Fullman	Undefined
Director Fullman shared that the budget year is coming to a close. She requested Commissioners submit any receipts or requests for reimbursements to be submitted ASAP	Submit and receipts requests for reimbursement.	All Commissioners	ASAP
Director Fullman shared that Investigator Nicole Alston-Jackson has submitted her resignation to the			

<p>Division. She has been nominated and confirmed to a Magistrate position in Kent County. She is the 2<sup>nd</sup> Division Investigator to accept a Magistrate position. The Division will be submitting a request to fill the vacancy,</p>			
<p>Director Fullman share that there is a Joint Finance Committee proposal to eliminate the Delaware Commission for Women from the budget that is shared with the Division of Human Relations. Additionally there is proposed legislation to create an Office of Human Resources. Under that legislation there is a bill to add an Office of Women’s Advancement under the Office of Diversity and Inclusion.</p>			
<p>Director Fullman advised there will be a vote on the draft legislation for the JLOSC at noon on June 15<sup>th</sup> in the Senate Majority Caucus Room if Commissioners wish to attend. Julie Fedele confirmed.</p> <p>Director Fullman expressed the importance of having an active Legislative Committee to monitor proposed legislation such as the Homeless Bill of Rights.</p>			
<p>Director Fullman shared a community engagement opportunity on June 15<sup>th</sup>, 6:00 pm – 8:30 pm at the Bear Library. The sponsor of the event is the ACLU of Delaware. Topic of the forum is Rights of Immigrants.</p>			
<p>Director Fullman reminded Commissioners that the collaborative “Community Café” evolved from the film &amp; discussion forum with leadership from Natalie Fountain.</p>			

Director Fullman advised that the film & discussion forum can be an effective tool for building inclusive communities however Commissioners need to be more committed to the effort to be successful.			
Director Fullman will send a link to a webinar from today. Dr. Richard Rothstein confirming that the governmental segregation by race has created the wealth gap in different communities, economic gap and the educational gap was intentional.	Electronically send link for Dr. Richard Rothstein's 6/8/17 webinar.	Director Fullman	Undefined

## 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 thanked Commissioner Chui for participating in the recent Comcast Newsmakers segment. He reported the segments should restart in September. There has been a request from Comcast to present information on specific topics, not just a general overview of the Division.</p> <p>Commissioner James is gathering information on how Utah is addressing the homelessness issue. He hopes to have information to present at the next Commission meeting. Director Fullman advised she sent a link to a report discussing this state and other topics to Commissioners. Director Fullman advised she has a meeting with Dr. Gilbert-White, an advocate of the Homeless Bill of Rights, tomorrow.</p>			
<u>Legislative Committee (LEG)</u> – No report.			
<u>Community Response Committee (CRC)</u> – No report.			

<p><u>Governor’s Council on Equal Employment Opportunity Committee (GCEEO)</u> – Commissioner Launay-Tarlecki reported the Committee did meet yesterday. She shared that there are 2 pieces of legislation, Senate Bill #2 and House Bill # 4 that may affect the GCEEO. It is being proposed that the Office of Management and Budget is to become the Department of Human Resources. It is proposed that this will have a Cabinet Secretary and 4 Divisions – Statewide Benefits Office, Division of Human Resources, Division of Diversity and Inclusion, and Division of Labor Relations. Under the current proposed legislation the Division of Diversity and Inclusion will assume oversight for the GCEEO. She is seeking to have an amendment added to address the oversight of the GCEEO. Director Fullman advised if this bill passes and becomes a law it will supersede the Executive Order that established the GCEEO.</p> <p>Commissioner Launay-Tarlecki advised the next meeting of the GCEEO has not been scheduled at this time. She expressed concern if the GCEEO will continue beyond June. She encourages Commissioners to contact their Representatives to share the important work the GCEEO does.</p> <p>Commissioner Harris asked for all Commissioners to be involved and show up at events when legislation is being voted on. She inquired if a Commissioner attends and event can they speak as a Commissioner or do they have to speak as a private citizen. Can they issue a statement on behalf of the Commission? DAG Jarosz responded that if the statement is discussed, voted on and approved at a public meeting they can read the statement approved by the Division. If the statement has not been approved by the Commission they can speak as a private citizen, but identify themselves as a</p>	<p>Contact Commissioner’s Representatives to discuss the important work that the GCEEO does.</p>	<p>All Commissioners</p>	<p>ASAP</p>
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<p>Commissioner. Commissioner Launay-Tarlecki moved that a statement is drafted and approved tonight so Commissioners can contact their Representatives.</p> <p>Commissioner Launay-Tarlecki read a statement she drafted concerning SB2 and HB4 for the Commission to utilize. Commissioner Launay-Tarlecki made a motion was made that a letter is to be drafted with the substance that was read. It is understood that the letter may be tweaked. The motion was seconded by Commissioner Edwards and Harris. Following a discussion a vote was taken. Motion passed with no opposition. Director Fullman will draft the letter. Chair Christopher will sign the letter.</p>	Draft letter SB2 and HB4.	Director Fullman	Undefined
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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 Watson provided a summary of the funds available in the Commission Sunshine Fund. Following a discussion was made to purchase a \$50.00 gift card and a card of congratulations each for DAG Plerhoples and Commissioner Harris out of the Sunshine funds.</p>	Purchase 2 \$50.00 gift cards and 2 card of congratulations	Commissioner Watson	Undefined
<p>Commissioner Caesar expressed a willingness to assist Commissioner Harris with the Coalition.</p>			

**VIII New Business**

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
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**IX Good News**

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p>DAG Jarosz shared that DAG Plerhoples. Had a baby boy Sunday, May 28<sup>th</sup>. His name is Max.</p> <p>Commissioner Harris shared that she and her wife had a baby boy Sunday, June 4<sup>th</sup>.</p> <p>Commissioner Bivens shared he was recently elected as new Senior Pastor of St. Mary's Missionary Baptist Church in Princess Anne. Invitations to be sent for an event on the weekend of August 12<sup>th</sup> and 13<sup>th</sup>.</p> <p>Commissioner Bonville shared he will be traveling to Seoul South Korea for 9 days this Summer.</p> <p>Commissioner Finger Wright shared she was recently named the 2017 Educator of the Year by the National Association of University Women.</p>			

**XI Meeting Adjourned**

The Commission meeting was adjourned at approximately 7:30 p.m. by Chair Christopher.