# DOVER HUMAN RELATIONS COMMISSION

# AGENDA

APRIL 25, 2012 - 7:00 P.M. - Council Chambers - City Hall - City of Dover

Public comments are welcomed on any item and will be permitted at appropriate times. When possible, please notify the City Clerk (736-7008 or e-mail at cityclerk@dover.de.us) should you wish to be recognized.

1. Call to Order/Roll Call

2. Moment of Silence

3. Agenda Additions/Deletions

4. Adoption of Minutes
   A. February 22, 2012
   B. March 28, 2012

5. Comments/Presentations from Members of the Community
   This segment is provided to extend the opportunity to the general public to share their questions, thoughts, comments, concerns, and complaints. Discussion of any item appearing on the agenda is prohibited. Citizen comments are limited to three (3) minutes, and this segment will not exceed 30 minutes.

6. Chair's Report (Sudler)

7. Committee Reports
   A. School Programs (Wasfi)
   B. Community Programs (Allen-Pyne)
   C. Assessment (Edamatsu)

8 Unfinished Business

   A. Adoption of By-Laws, Articles I - III

   B. Establishment of Survey Variables for Chapter 58, Article II – Human Relations Commission Section 58-31 – Purpose, (2) Monitoring; Develop Ways to Measure and Monitor Community Relations, particularly those of Intergroup Conflict.

   C. Review of Commissioner's Cessation of Gang Formation Resolution Input for Final Draft Scheduled for May 2012.

9. New Business

   A. Scheduling DHRC Special Forums

      1) Community & Student Involvement in Resolving Race Hate Crimes in Communities & Higher Learning Institutions

      2) Race Relations Study Circles Implemented in Delaware's School Systems

   B. Recommendations and Review of March 28, 2012 Community Outreach Meeting

10. Discussion
    A. Race Hate Crime Training Seminar - April 27, 2012 at Delaware State University

11. Scheduling of the Next Regular Meeting

12. Announcements

13. Adjournment by 9:00 P.M.



THE AGENDA ITEMS AS LISTED MAY NOT BE CONSIDERED IN SEQUENCE. THIS AGENDA IS SUBJECT TO CHANGE TO INCLUDE THE ADDITION OR THE DELETION OF ITEMS, INCLUDING EXECUTIVE SESSIONS.

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**March's Report**

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On **March 3, 2012 @ approximately 2 p.m.** at Wilmington University's Duberstein Admissions Center; 320 North Dupont Highway Newcastle, Delaware, a theatrical play called **"GIVE ME THE BALLOT... MY VOICE MATTERS"**
Featuring the life-story of Fannie Lou Hamer
Performed by: Mzuri Moyo and Healing Through Sound Music, Inc.
The life-story of Fannie Lou Hamer focused on slavery, the importance of a good education.
This

On **March 3, 2012 @ approximately 7 p.m. @** Central Middle School located in Dover, Delaware, I attended the Theatre Play "Torn Between Two Fathers", which elaborated on a Social Problem where some mothers don't disclose the truth about their child's biological father. The child at age 17 had to face the reality of deciding just how to function in this encourage everyone to see "Torn Between Two Fathers".

On **March 7, 2012, @ approximately 9:16 a.m**. I left a voicemail message for Chief Harry Downs of the Delaware State University Police Department to offer him the opportunity to express exactly how imperative it is to cooperate with law enforcement agencies when helping to resolve race hate crimes and other related incidents.

On **March 12, 2012 @ approximately 4:03 p.m**., I visited Delaware State University's Counseling, and Public Safety Division see if they would be willing to partner with the City of Dover's DPD & DHRC to discuss the value of Community and Student Involvment when helping Law Enforcement Agencies in resolving race hate crimes and other related incidents.

On **March 12, 2012 @ approximately 11:45 a.m.,** I spoke with Curtis Coleman who retired from the Capital School District as a Counselor for Dover High School 1980 – 90 in regards to remedies for dealing with emotional and social challenges after being a victim of a race hate crime. Mr. Coleman said that He would be more than willing to present on that topic.

On **March 12, 2012 @ approximately 7:00 p.m**, I attended the City of Dover's Council Meeting. Some of the issues discussed were

1. Housing for Sex Offenders and Zoned Areas being viewed as Concentration Camps
2. Request for Extensions on Time Allotted to Cure City Housing Violation Codes

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**DRAFT -1 DHRC -SPECIAL FORUM APRIL ? 2012**

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**COMMUNIITY & STUDENT INVOLVEMENT IN RESOLVING RACE HATE CRIMES**

**IN COMMUNITIES & HIGHER LEARNING INSTITUTIONS**

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**PURPOSE:** To increase the Community and Student's Co-operation and Involvement in not just Race Hate Crimes, but all forms of crime in Dover and the State of Delaware. In addition, to review Counselor's Remedies for dealing with Emotional and Social Challenges after being a victim of a Race Hate Crime and or Other Related Incidents.

**I. The <u>Ground Rules for this evening's Special Forum are as follows;</u>**

1). Audience Members will have **3** minutes to voice their concerns during question \ answer period

2). Citizens who contacted the City Clerk's Office will speak first

3). All questionnaires and written testimonies are to be submitted to the commission

4). Please reframe from side conversations when citizens are speaking

5). The Community Meeting will end by **9:00 p.m.**

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**AGENDA**

Call to Order

Moment of Silence

**1. Chief's Presentation**

- ✓ **A).** a-1 & 2. Chief James E. Hosefelt Jr. of the Dover Police Dept. **DPD**

**A).** a-1 & 2. Chief Harry Downs Jr. of the Delaware State University Police Dept. **DSUPD**

**2.Counselor's Presentation**

- ✓ **B).**-1 & 2 DSU – Counseling Division
- ✓ **B).**-1 & 2 Curtis Coleman – Dover High School Counselor [19? - ?] **DHS**
- ✓ **B).**-1&2 Rev. John Moore Sr. – Spiritual Counselor \ United Way

**1]. CHIEF'S VIEW ON THE VALUE OF COMMUNITY INVOLVEMENT IN RESOLVING RACE HATE CRIMES & OTHER RELATED INCIDENTS**

**A).** How Essential it is for Community Leaders and Students to assist Law Enforcement Agencies, when Resolving Race Hate Crimes and other Related Incidents

**a-1.** Different ways an individual can assist Law Enforcement Agencies without Fear of Retaliation or Duress

**a-2.** Success Rate in resolving crimes with community involvement versus without it?

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

## 2]. COUNSELOR'S REMEDIES FOR VICTIMS OF RACE HATE CRIMES & OTHER RELATED INCIDENTS

**B).** How children and adults can deal with social and emotional anguish, after encountering a Race Hate Incident

**b-1.** What are the first components of identifying when you have an emotional problem, who and when to contact them?

**b-2.** How can Students and Family Members assist a love one or peer after discovering they have been a victim of a race hate crime or other related incidents

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**Draft - 1**

Roy Sudler, Jr. [DHRC – Chairman] **March 12, 2012**

City of Dover

Mr. Rodriguez [City Solicitor]
City of Dover

**RE:** DHRC - Powers & Duties Workshop

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On **January 25, 2012, @ approximately 7:47 p.m.** the DHRC voted to obtain a better understanding as to why the Intake Form submitted by Dr. Joe Burden Jr. concerning the 3/5 Racial Slur Index Cards were removed from February's Agenda 2012. In an effort to help the DHRC stay within its purview with clearer operational procedures, the commission would like to conduct a workshop under your leadership on the Powers and Duties of the Commission granted by the Mayor and City Council of Dover, Delaware.

Below are two sections that the commission would like for you to discuss first upon your earliest convenience. We thank you in advance for assisting us and we look forward to working closer with You, Mayor, and City Council of Dover, Delaware.

## ARTICLE II. HUMAN RELATIONS COMMISSION

### Sec. 58-31. Purpose.

(2) *Monitoring.* Develop ways to measure and monitor community relations, particularly those that are sources of intergroup conflict;

### Sec. 58-33. Organization; quorum; meetings; rules of procedure; limitation of functions; agreements; compensation; legal counsel; reports.

(e) *Functions limited.* The commission shall not involve itself in activities or functions already assigned by law or decree to other governmental bodies

Respectfully Submitted by: _____ .

Roy Sudler, Jr. DHRC – Chairman **2012**

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

## Dover Human Relations Commission (Committee)

*To promote and develop an environment of fairness and respect among its citizens; develop ways to measure and monitor community relations; prevent and resolve issues of human relations, etc.*

**Enabling Legislation:** Code - Section 58-32

**Membership; Appointed by:** 15; Mayor: 5 Members; Council President based upon recommendations of Council: 10 Members/Confirmed by Council

**Other Members:** None

**Criteria:** Residents of the City.

**Terms; Term Expires:** 3 Years; February

**Meeting Date/Time:** 4th Wednesday/7:00 p.m.

**Meeting *Location:** Council Chambers at City Hall

*unless specified otherwise on agenda/notice

**Compensation for Members:** Shall serve without compensation.

CityManagers@cityofdover.com accepts e-mail on behalf of the Human Relations Commission

### ARTICLE II. HUMAN RELATIONS COMMISSION

### Sec. 58-31. Purpose.

The city council has deemed it to be in the best interest of the city to establish a human relations commission to include members who are broadly representative of the entire community and who are committed to a philosophy of inclusion, intergroup cooperation, and fair treatment that will effectively help the city meet the following needs:
(1) *Fairness, respect.* Promote and develop an environment of fairness and respect among its citizens;
(2) *Monitoring.* Develop ways to measure and monitor community relations, particularly those that are sources of intergroup conflict;
(3) *Intergroup relations.* Involve all segments of the community in understanding and appreciating the benefits of positive intergroup relations;
(4) *Issues.* Offer a range of programs and services that will help its residents and neighborhoods prevent and resolve issues of human relations; and
(5) *Intergroup conflict.* Develop ways of anticipating, preparing for, and relieving community tensions arising from intergroup conflict.
(Code 1981, § 2-16; Ord. of 2-11-2002)

### Sec. 58-32. Established; composition; appointment; representation; holding other office; removal from office; terms of office; vacancies; reappointments.

(a) *Established.* There is hereby established an advisory commission to be known as the "City of Dover Human Relations Commission," to carry out the objectives as described in this article.
(b) *Composition; appointment.* The commission shall consist of 15 members, all residents of the city. Five of these members shall be appointed by the mayor and confirmed by the city council. Ten of these members shall be appointed by the president of the council, based upon recommendations from the council and confirmed by the council.
(c) *Representation.* In selecting the membership of the commission, the mayor and

president of the council and the council shall take particular care to ensure that the commission is broadly representative of racial, religious, gender and ethnic groups residing in the city.
(d) *Holding other office; removal.* No member of the commission shall hold any elected or appointed office under the government of the United States or the state, county, or city, or be a candidate for any such office. The mayor or the city council president may remove members of the commission, with the concurrence of the city council, for substantial neglect of duty, or gross misconduct in office.
(e) *Terms of office; vacancies.* A member of the commission shall be appointed for a term of office of three years and until his successor has been appointed and has qualified. The appointees shall be appointed for staggered terms of office. When a vacancy occurs in the membership of the commission, it shall be filled by appointment for the unexpired portion of the term in the same manner as the original appointment.
(f) *Reappointments.* Members may be reappointed.
(Code 1981, § 2-17; Ord. of 2-11-2002)

**Sec. 58-33. Organization; quorum; meetings; rules of procedure; limitation of functions; agreements; compensation; legal counsel; reports.**

(a) *Organization.* The human relations commission shall annually elect its own chairperson to preside over its meetings and may create and fill such other offices and committees among its members as may be found necessary and proper for its effective organization.
(b) *Quorum.* A majority of the membership of the commission shall constitute a quorum and, if a quorum is present, a vacancy on the commission shall not impair the right of the remaining members to exercise all the powers of the commission.
(c) *Meetings.* The commission shall hold such meetings as may be deemed necessary for the completion of its purposes, responsibilities and functions. Regular meetings shall be held at least once per month unless there is no business to be considered by the commission. Special meetings may be called by the chairperson or three members of the commission.
(d) *Rules of procedure.* The commission is also authorized to adopt rules of procedure for the conduct of its meetings.
(e) *Functions limited.* The commission shall not involve itself in activities or functions already assigned by law or decree to other governmental bodies.
(f) *Agreements.* The commission may enter into agreements and build partnerships with other entities and organizations for the purpose of more efficiently and effectively carrying out its responsibilities.
(g) *Compensation.* Members of the commission shall receive no compensation.
(h) *Legal counsel.* The city solicitor shall provide legal counsel to the commission and shall be the legal representative of the commission in connection with its duties hereunder, on a case-by-case basis, or determine that outside counsel is needed and obtain such outside counsel for a particular matter.
(i) *Reports.* The commission shall make such reports to the mayor and city council as shall be periodically necessary. An annual report of its accomplishments and a summary of its recommendations, as appropriate, shall be sent to the mayor and the city council.
(Code 1981, § 2-18; Ord. of 2-11-2002)

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**DRAFT - 1**

**RESOLUTION: CESSATION OF GANG FORMATION IN**

**DOVER, DELAWARE**

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**Whereas:** Gangs are a group of individuals consisting of three or more persons who's demoralizing influence, common interest, attitude and graffiti signs significantly contribute to the commission of disruptive behavior and criminal enterprises in the City of Dover.

**Whereas:** Gang Organization in Dover and Kent County has increased over the last few years cultivating an environment of Psychic Imprisonment, Mistrust and Fear among all citizens of Dover.

**Whereas:** Gang Culture & Interest has played a significant role in Student Dropout Rates, Senseless Murders, Drug Activity, and Random Acts of Violence, often leaving innocent bystanders paralyzed and dramatized for life.

**Whereas:** Gang Graffiti promoting Hate, Fear and Danger has defaced Public and Private Sector Facilities, impeding upon Home and Business Owners Right's to market or enjoy their property absent of unwelcomed and unauthorized graffiti signs.

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**Be it Resolved:** that the Constituents of Dover, Delaware, Mayor, City Council, Dover Police Department, and the Dover Human Relations Commission have seen enough of the Gang Growth and Development in our Communities and will merge resources and efforts to intensify the Pursuit of Eliminating Gang Formation and Unwelcomed Graffiti Signs in Dover, Delaware.

**Be it Further Resolved:** that we will accomplish this goal and establish a New Community Involvement Paradigm for Gang Prevention and Cessation by:

**Recommendations:**

1). Cleaning up our streets together, showing resistance to Gang Formation and Unwelcomed Graffiti Signs through Unity and Clear Purpose

2). Increasing Individual's Awareness and Accountable for Reporting known Gang Activity and or Formation in Your Community.

3). Strengthen Parent & Family Involvement

4). Implementing Additional Intervention & Summer Programs

5). Provide Additional Funding to the Police Department to orchestrate Mini – Police Stations in targeted areas of high volumes of Crime and Gang Activity

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**April 5, 2012**

Submitted to: Legislative, Finance & Administration Committee
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As an update to Chair Sudler's Self-Review and Recommendations for how the DHRC could operate more effectively within the purview of its mission statement, the Commission has moved forward towards implementing three out of the eight recommendations accepted and approved by the Legislative, Finance & Andministration Committee.

**R-(1).** That an in-depth discussion be held with city Council and the DHRC to clarify the intended goals and expectations of the Commission, as described in (Code 1981, & 2-20; Ord. of 2-11-2002).

On **January 26, 2012, @ approximately 3:30 p.m**. Council President Tom Leary and I met to discuss a possible date and time for the DHRC and City Council to sit down together and review the purpose, functions, and responsibilities of the DHRC in accordance with the Powers and Duties Granted by the Mayor and City Council for clearer detailed guidelines.
The meeting went well and I am looking forward to establishing a healthier relationship between the Mayor, City Council and the Dover Human Relations Commission.

**R-(4).** That the DHRC foster more collaborative relationships / Partnerships with other appropriate groups / organizations in working to accomplish the Commission's objectives (i.e., faith-based groups, YMCA, Dover Police, NAACP, etc).

On **March 12, 2012, @ approximately 4:03 p.m**., I visited Delaware State University's Counseling and Public Safety Division to see if they would be willing to partner with the City of Dover's DPD & DHRC to discuss the value of Community and Student Involvement when helping Law Enforcement Agencies in Resolving Race Hate Crimes and Other Related Incidents.

On **March 28, 2012, @ approximately 9:24 p.m.,** the DHRC voted to partner with the Social Action Commission of Mt. Zion A.M.E. Church, Outreach Ministries and the Dover Police Department in an effort to discuss implementing strategies and programs for Residents of Dover to "Stop the Violence and Turn In Unregistered Firearms" to the Dover Police Department without any repercussions for Offenders and Non – Offenders of the Law.

**R-(6).** That the City Solicitor conducts a workshop for DHRC Member's, on "How to Interpret the DHRC Powers, Duties and City Codes Granted by the Mayor & City Council".

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

Mr. Rodriguez [City Solicitor] **April 12, 2012**
City of Dover

**RE:** DHRC - Workshop on Powers & Fiduciary Duties

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(e) *Functions limited.* The commission shall not involve itself in activities or functions already assigned by law or decree to other governmental bodies

At this time, that will conclude Chair Sudler's Update Report on Recommendations Implemented and Approved by the Legislative, Administrative & Finance Committee.

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

**Announcement from Chair to All DHRC- Commissioners:**

**On April 27, 2012 @ 8 a.m. – 4 p.m. Free Training**
INVESTIGATING & PROSECUTING HATE CRIMES
***MATTHEW SHEPARD and JAMES BYRD, JR.***
***THE HATE CRIMES PREVENTION ACT OF 2009***

**Special Guest Speakers Include:**
***Judy Shepard – Mother of Matthew Shepard***

***Dave O'Malley – Former Chief of Police, Laramie, Wyoming***
**Delaware State University**
**Martin Luther King, Jr. Student Service Center**
**Parlors A and B**
**1200 N. DuPont Highway**
**Dover, DE 19901**
**Registration 8:00 a.m. 9:00 a.m.**
**Conference Concludes at 4:00 p.m.**
To register for this conference please visit:
**(Ctrl + Click to open link, if necessary)**
**http://hatecrimesconference.eventbrite.com/**

## PROGRAM OVERVIEW

On October 18, 2009, the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act of 2009 was signed into law by President Obama. This landmark legislation gives federal authorities broader jurisdiction to prosecute violent hate crimes. Specifically, this new hate crimes law makes it a federal crime to willfully inflict bodily injury against another person, or to attempt to do so with a dangerous weapon or explosive because of the person's race, color, religion, or national origin, or, if the
crime affected interstate commerce, because of the person's actual or perceived religion, national origin,
gender, sexual orientation, gender identity, or disability.
This training seminar is designed to provide law enforcement officers and community groups with an overview of the federal hate crimes statute and with strategies to identify, investigate, prosecute, and
prevent hate crimes. By gaining a better understanding of the federal hate crimes law, participants will
be better prepared to protect those who may be targets of bias-motivated violence. Those attending will also leave this seminar better equipped to identify and report hate crime incidents to law enforcement.

And, law enforcement representatives will be able to more effectively identify, investigate and prosecute
hate crime violations.
Federal law enforcement officials and attorneys from the U.S. Department of Justice, Civil Rights

# DHRC 2012

Chairman's Report
Submitted by: Roy Sudler, Jr.

Division, will conduct interactive training sessions on the federal hate crimes statutes and provide guidance on effective enforcement strategies. The seminar will also feature expert panels comprised of
state and federal law enforcement officials who will engage in interactive discussions with the participants to address issues related to identifying, reporting and investigating violations of federal hate
crimes laws. Participants will be encouraged to participate in the interactive discussions to foster enhanced cooperation and understanding between community organizations and law enforcement representatives.

**WHO SHOULD ATTEND?**

Law Enforcement Command Staff
Line Officers
Victim Advocates & Service Providers
Non-Governmental Community Groups
State and Federal Prosecutors
Community Leaders
Interested Citizens

**For questions regarding this training contact:**
**Kim Reeves, U.S. Attorney's Office, (302) 5736277,**
**ext. 16287**