SPECIAL DOVER HUMAN RELATIONS COMMISSION

The Special Dover Human Relations Commission (DHRC) meeting was held on July 27, 2017 at 6:03 p.m. with Chairman Henderson presiding. Members present were Mr. Fleming, Mr. Gaddis, Mrs. Herbert, Ms. Mullen, Mr. Offredo, and Reverend Paige.

AGENDA ADDITIONS/DELETIONS

Reverend Paige moved for approval of the agenda, seconded by Mr. Gaddis and unanimously carried.

Election of Committee Chair - Education Committee

Mr. Henderson advised that Mr. Fleming had expressed an interest in serving as Chair of the Education Committee and asked if there were further nominees.

Mr. Gaddis nominated Mr. Fleming to serve as Chair of the Education Committee, seconded by Reverend Paige. Mr. Fleming was unanimously elected to serve as Chair of the Education Committee.

DHRC Committee Updates

Government Policy, Programs, and Practices Committee (Gaddis)

Mr. Gaddis advised that there was no report for the Government Policy, Programs, and Practices Committee.

Community Engagement Committee (Mullen)

Ms. Mullen stated that St. Andrew's Lutheran Church had reached out to her because she serves on the White Oak/Towne Point Civic Association. She noted that she had not yet responded to St. Andrews and she asked if she could represent the DHRC or should represent the White Oak/Towne Point community when interacting with them. Responding, Mr. Henderson indicated that he had seen Reverend Mark Walters, Pastor, St. Andrew's Lutheran Church, earlier in the day at a Rotary Club meeting, and Reverend Walters had provided Mr. Henderson with a formal letter stating that St. Andrew's wanted to get together and ask questions. Mr. Henderson indicated that he would provide this letter to Ms. Mullen and discuss it with her. He advised that this would be an excellent contact for the DHRC, noting that Reverend Walters seemed willing to do outreach for the DHRC.

Ms. Mullen stated that the Church the Body of Christ on Townsend Boulevard was also very interested in what the DHRC does, and she was waiting for the development of a DHRC brochure to move forward. Mr. Henderson stated that he would never say no to churches and noted that he may also approach some churches.

Mrs. Herbert informed members that she had been working with the National Council on Agricultural Life and Labor Research (NCALL) Restoring Central Dover community engagement forum planning group, and Ms. Mullen had also been doing so when she is available. Mrs. Herbert advised that it is easier for her to attend than Ms. Mullen because Mrs. Herbert does not work. She

stated that the group had established an over-arching topic for a series of forums, and the topic was the things that one should know about education. Mrs. Herbert advised that the first forum, scheduled for September 30, 2017, would address available sources to help with education. She explained that this session would relate to services that exist both inside and outside the public schools to support students and families, how families can learn about these services and take advantage of them, and where the gaps are.

Mrs. Herbert advised that another forum would be held on November 4, 2017 regarding how external forces and systems, such as poverty, economics, crime, the criminal justice system, and the political system, can work at cross-purposes to students' success, and how changes in these areas can bridge some of the gaps identified. She indicated that there had been discussion about placing a special emphasis on crime, since crime was a hot and timely topic in the community. Mrs. Herbert indicated that a third forum would be held on January 27, 2018 regarding transitions from high school to college and would be aimed at high school freshmen and sophomores. She stated that this session would be delivered in large part by Delaware State University (DSU) and Wesley College students and would possibly include breakout sessions for students of different ages, so that content could be better targeted to what students need to know and when.

Mrs. Herbert asked if this series of forums was something that was appropriate for the DHRC, stating that she felt the first forum was appropriate because it was about resources. She also asked if she should continue to attend the NCALL forum group planning meetings or if this should fall under the purview of Mr. Fleming and the Education Committee.

Responding to Mr. Henderson, Mrs. Herbert stated that the community engagement forum planning group was part of NCALL, and NCALL had involved Wesley College, DSU, Wesley College Drug and Alcohol Education, and Central Middle School. She explained that Dr. Chanda Jackson, Community Engagement Specialist, NCALL, oversees the entire program. Mrs. Herbert advised that a member of the State Human Relations Commission (SHRC) had been involved in an initial housing forum put on by the group when the SHRC was working on housing; however, she had taken herself off the planning group because the next series of forums proposed was not about housing. Mrs. Herbert suggested that if the DHRC did not participate in any of the other forums, they may want attend the first to talk to families about educational resources and bring DHRC pamphlets. She explained that the forum planning group had not yet developed a title for the event. Mrs. Herbert noted that the group had been meeting every two (2) weeks at 10:00 a.m. on Fridays, and the next meeting was scheduled for Friday, August 4, 2017 at 10:00 a.m. at the Midnight Roast Coffee Shop at Wesley College.

Mr. Gaddis noted that he had taught high school for 33 years, and he suggested that the transitions workshop scheduled for January 27, 2017 not be confined to high school to college transitions. He indicated that he would like kids to have the ability to transition from high school to employment, apprenticeships, technical schools, etc. Mr. Gaddis expressed his opinion that there had always been too much emphasis on college and that credence and value should be given to working. He

explained that some young people have their own ideas, do not want to go to college, and want to work and do something productive with their lives, and there is a need to help them as well.

Mr. Henderson stated that the forums were worth looking into. Mrs. Herbert advised that the planning group seemed to be concerned about whether or not parents would come and bring their kids and wanted to start advertising early; however, Mrs. Herbert indicated that more focus was needed before advertising. She stated that the group was doing very well and putting in the time that was needed for the forums. Mrs. Herbert stated that she had attended a previous forum put on by the group in April 2017 which was very successful. She noted that the group was working to make central Dover better and must hold their events in that area; therefore, the three (3) forums would be held at Wesley College, and Central Middle School would be involved.

Mr. Henderson stated that the forums sounded great, Mrs. Herbert could educate members about the sessions, and they could attend some of them. Mrs. Herbert suggested bringing the DHRC's brochure. She stated that she was unsure how the DHRC would fit into the forums; however, the forum planning group wanted the DHRC to provide any resources that members knew of, noting that Dr. Jackson needed this information to be sent to her. Mrs. Herbert noted that she herself had not been in Dover long enough to know all of the available resources. She stated that there was a resource called Parent, Inc. that she had never heard of which is very helpful to parents.

Mrs. Herbert advised that the planning group had mentioned only the transition from high school to college in regard to the forum planned regarding transitions. She noted that a lot of parents and kids would be cut out if other transitions, such as technical school and work transitions, were not included. Mrs. Herbert agreed with Mr. Gaddis's previous comments that the high school to college focus may be too narrow.

Ms. Mullen informed members that she had recommended to the planning group that they focus on the middle school to high school transition. She noted that a lot of children are being lost at an early age because they are becoming involved in other things that are offered to them. Ms. Mullen expressed the need to condition children's mindsets to think about college well before high school. She concurred with Mr. Gaddis and Mrs. Herbert that there was a need to consider children who are not interested in college.

Mr. Henderson noted that the forums would apply to the DHRC Education Committee, as well as to the Communications Committee for marketing. He advised that if the DHRC could be a conduit of information to advertise and make people aware, it will have fulfilled its role as a commission. Mr. Henderson indicated that the DHRC could advertise that they are in touch with NCALL and that symposiums would be held. He stated that events could be advertised to the community and members' districts by way of brochures, radio, and social media, such as Facebook and Twitter.

Responding to Mrs. Herbert, Mr. Henderson stated that Mr. Fleming could be involved with the forums due to his role on the Education Committee. Mrs. Herbert stated that she thought other

members should be included in these types of events. She expressed her hope that Mr. Fleming could come to the next planning group meeting scheduled for August 4, 2017.

Education Committee (Fleming)
Mr. Fleming apologized for missing the previous DHRC meeting, stating that he had forgotten that the meeting time was 6:00 p.m. and had come at 7:00 p.m. He noted that his attendance would have provided a quorum for the meeting and apologized for taking up members' time by not being present on time.

Mr. Fleming stated that he had thought members could get exposure for the DHRC by walking in the Fourth of July parade wearing their DHRC shirts; however, he had brought this up at the last minute and members may not have been available. Mr. Fleming recommended that the DHRC participate in these type of events as often as they can so that people know who they are. He stated that all members would not have to walk, but if more than one (1) or two (2) people could participate, this would help expose the Commission to the Dover community.

Mr. Fleming noted that an article in the Delaware State News earlier in the week regarding the Student Excellence Equals Degree (SEED) program stated that one (1) of the legislators was upset because he did not think taxpayers should be paying to send other people's children to school. Mr. Fleming expressed his opinion that this legislator was completely off base and that SEED is an excellent program. He advised that education is not just about degrees and noted that there are many technical programs, such as solar energy, etc. Mr. Fleming expressed his hope that some of the SEED money would work its way into technical programs for high school graduates. He stated that the SEED program is a wonderful opportunity for the citizens of Delaware to transition into higher education, including both technical and degree programs. He encouraged members to find and read this Delaware State News article, which he stated they would find very enlightening. Mr. Fleming estimated that 98% of those who commented in the newspaper the day after the article was published were in favor of the SEED program and helping kids to obtain higher education.

Communications Committee (Paige)
Reverend Paige advised that she had no report. She noted that she and Ms. Mullen had agreed to work together, since communications overlaps with the community engagement. She noted that Ms. Mullen had performed outreach with radio networks; however, Reverend Paige stated that she had not been involved and they would correct this for next month.

Liaison to State Human Relations Commission
During the Dover Human Relations Commission Workshop held on May 25, 2017, members considered a Review of DHRC Strategic Plan 2015-2018 Long-Term Objectives and Development of Work Plans. Members discussed objective C.2., "Develop an understanding with the State Human Relations Commission that will delineate the roles and procedures of the two Commissions in the solution of alleged discrimination complaints which fall within the jurisdiction of the State Human Relations Commission and identify and maintain specific ways the two Commissions will work together." Members discussed appointing a member of the DHRC as a Liaison to the State Human Relations Commission (SHRC) to accomplish this goal.

Mr. Henderson nominated Mrs. Herbert to serve as Liaison to the State Human Relations Commission.

Mr. Gaddis moved to close the floor for nominations, seconded by Reverend Paige. Mrs. Herbert was unanimously elected to serve as Liaison to the State Human Relations Commission.

Mrs. Herbert stated that she had spoken to Ms. Annette Fletcher, Delaware Division of Human Relations, who had encouraged her to attend SHRC meetings, and Mrs. Herbert had attended one (1). She advised that Ms. Fletcher had explained that a public forum is held before the meetings; however, Mrs. Herbert did not observe this and, since they did not have the open forum, she indicated her belief that not many people attend meetings. Mrs. Herbert advised that she attended the SHRC meeting by herself, no one had asked her why she was there, and she was eventually invited to the table. She explained that Ms. Kelly Brown, Delaware Division of Human Relations, takes meeting notes and handles meeting business in Dover. Mrs. Herbert indicated that the meeting is a virtual meeting and is conducted using television, so that those in Wilmington can see participants from southern Delaware. She advised that it was suggested that she talk to Ms. Brown and ask to be placed on an agenda.

Mrs. Herbert informed members that she would like to have their feedback regarding establishing a connection with a member of the SHRC who is not from Dover. She explained that she believed that a representative from Dover would already be enmeshed in what is going on in Dover, and she favored being connected with someone who has an unbiased opinion in case questions needed to be asked of the SHRC. Mrs. Herbert advised that she was experiencing difficulty having phone calls returned by the SHRC and noted that SHRC members, like DHRC members, are volunteers. Mrs. Herbert indicated that she wanted to find out how the DHRC and SHRC can interact with each other, noting that she was not absolutely positive that they can.

In response to Mr. Henderson, Mrs. Herbert indicated that source of the SHRC meetings is in Wilmington and meetings are run by Mr. Calvin Christopher, Chair, SHRC. She indicated that her phone number had been provided to Mr. Christopher; however, he had not returned the call. Mrs. Herbert reiterated that everyone that sits at the SHRC table is a volunteer, with the exception of Ms. Brown in Dover and Ms. Fletcher in Wilmington.

Mr. Gaddis asked what insight Mrs. Herbert was hoping to obtain by connecting with a SHRC member outside of Dover. Responding, Mrs. Herbert stated that she would not know this until she talks to a contact to find out what the SHRC does, versus the DHRC. She noted that during the DHRC Workshop of May 25, 2017, members had discussed subpoenas and other matters. Mrs. Herbert stated that the DHRC handles Dover and the SHRC covers the entire State, which includes Dover, and she wanted clarification so that the DHRC does not step on toes or do something that the SHRC is supposed to do. She also noted that connecting with the SHRC relates to long-term goal C.2. of the DHRC Strategic Plan 2015-2018, and is something the DHRC is supposed to do.

Mr. Henderson suggested that he accompany Mrs. Herbert to the next meeting and perhaps this connection could be clarified. Mrs. Herbert noted that neither she nor her SHRC contact would be making decisions; however, there was a need to have a bridge to obtain information. She informed members that Mr. Roy Sudler, City Council Representative for the Fourth District, and Kent County Representative to the SHRC, represents the Dover area on the SHRC. She indicated that she had nothing against Mr. Sudler; however, she had noticed that he had not attended some of the SHRC meetings, and she noted that he may be busy and not have the time.

Reverend Paige stated that she had excused herself from the conversation. She advised that Mr. Sudler represents Dover on the SHRC and formerly chaired the DHRC.

Mrs. Herbert explained that she knew Mr. Sudler and had no problem with him. She acknowledged that he would be much closer than some of the other SHRC members who come from all over the State to attend the meetings.

Mr. Henderson advised that he would like to attend an SHRC meeting. In response to Mr. Henderson, Mrs. Herbert stated that she was unsure of the SHRC's meeting schedule but it was her recollection that meetings are held on the second Thursday of the month at the Cannon Building on Silver Lake Boulevard. She advised that Mr. Henderson could attend with her, and stated that she would contact Ms. Brown first, tell her that they would be coming, and obtain information from her about the meeting date and time. She indicated that she had spoken with Ms. Brown previously and informed her about the long-term objective in C.2 of the DHRC Strategic Plan 2015-2018. Mr. Henderson stated that he and Mrs. Herbert would attend the August SHRC meeting together.

DHRC Participation in Radio Segment

During the Dover Human Relations Commission (DHRC) Workshop of May 25, 2017, Ms. Mullen informed members that she had an opportunity to participate in a radio talk show segment and asked if this would be permissible. Responding, Mrs. Stein indicated that this item could be placed on a meeting agenda for members' consideration and, if they chose, participation could be recommended to Council.

Ms. Mullen advised that she had been in communication with Ms. Benita Gassi from the Ms. Benita Show TV and Radio Network, who had advised her that the cost of DHRC's participation on the radio would be $125. Ms. Mullen explained that, if members chose to proceed, coverage would be on four (4) networks, including Bomb Baby Radio, Hottest Live Radio, Media Angel TV and Radio, and ACT Boom TV, and there would be continuous advertising and a 15-minute interview segment with a member of the DHRC. Ms. Mullen advised that participation would allow the DHRC to update and educate the public on what the Commission is about, its missions and goals, and how the DHRC can help the community. She noted that Ms. Gassi had also offered to provide Twitter and Facebook services, which Mr. Henderson stated would be fine, noting that he is not familiar with this type of media. Ms. Mullen stated that she would have to do some research if members wanted to proceed.

Reverend Paige advised, having been in radio herself, that she was not in favor of paying $125 for what the DHRC wants to do. She stated that the DHRC is public service and, in her opinion, there should be no cost for members to discuss who the DHRC is and what they do, and the radio station should invite the DHRC in for this purpose. Reverend Paige noted that radio station WWDE at Delaware State University (DSU) broadcasts beyond DSU and suggested WDOV as well. She indicated that she is acquainted with Ms. Gassi and had no problems with her; however, she was not in favor of paying $125. Reverend Paige advised that she could understand paying this amount to purchase a $125 advertising package but not to inform the community about the DHRC.

Ms. Mullen and Mrs. Herbert concurred. Ms. Mullen stated that the $125 cost had been mentioned at the end of her conversation with Ms. Gassi, and she had then advised Ms. Gassi that she wanted to take this information back to the Commission.

In response to Mr. Gaddis, Ms. Mullen stated that she was unsure if the radio stations mentioned by Ms. Gassi were licensed. Mr. Gaddis advised that every licensed radio station is required to provide public service time as part of federal licensing. Reverend Paige stated that she was unsure if Ms. Gassi is licensed, noting that Ms. Gassi mostly does internet radio. Reverend Paige advised that Reverend Shonde Greene broadcasts on Faith 1510 in Wilmington, and interviews can be recorded for later broadcast. She indicated that Faith 1510, WWDE, and WDOV are stations in the area with wide listenership that would cover the diverse population that the DHRC is trying to target.

Mrs. Herbert noted that Ms. Gassi may not recognize that the DHRC is a public service entity.

Reverend Paige advised that she could work with Commissioner Mullen further on this matter, reiterating that communications and community engagement overlap.

In response to Mr. Henderson, Ms. Mullen noted that Ms. Gassi had also mentioned blogs and other things. She suggested deferring this item until she and Reverend Paige can collaborate. She stated that radio is a good resource and avenue to utilize to get word out to the public and expressed the desire to reach all segments of people, rather than catering to one (1) type of population.

Ms. Mullen moved to defer this matter until she and Reverend Paige could collaborate, seconded by Mr. Gaddis and unanimously carried.

Development of DHRC Brochure

Referring to the brochure entitled, "Dover Human Relations Commission," formerly circulated by the DHRC and provided by Mr. Fleming, Mr. Henderson advised that he liked the beautiful logo.

During their meeting of April 10, 2017, Council considered the Development of a Concise Statement - Mission and Functions of DHRC and approved the DHRC's recommendation to accept the concise statement as written. Mr. Gaddis expressed concern that the brochure did not include the concise statement that he and Reverend Paige had developed and was approved by the Commission.

Mrs. Stein explained that the brochure being reviewed was used by the Commission previously and had been provided by Mr. Fleming. She noted that it was included to provide members a starting point for a new brochure. Mr. Henderson advised that the brochure was from years ago. He stated that numbers and other things would change and advised that the mission statement could be the first thing to change.

Mr. Henderson asked if Mr. Gaddis could take on the task of looking over the excellent but outdated brochure. He stated that this was not intended as a slight to Mr. Fleming and suggested that Mr. Fleming could perhaps do some fine tuning on the brochure.

Mr. Gaddis noted that Reverend Paige had also been involved in developing the concise mission statement.

Referring to the Mission Statement in the brochure, Mrs. Herbert indicated that she was disturbed by the third paragraph, which stated that "The Commission is authorized to inquire into incidents of inter-group conflicts, disputes and alleged discrimination within the City and to make recommendations to the Mayor and City Council for action to alleviate such conflicts." Based on the DHRC Workshop held on May 25, 2017, she expressed her understanding that the DHRC is an advisory Commission and noted that this statement sounded more investigative. Mrs. Herbert stated that if the DHRC was allowed to inquire into incidents, this should be listed in the brochure; however, she was unsure that a decision had been made and if the DHRC was allowed to do this. Responding, Mr. Henderson stated that he recalled that it was concluded that issuing subpoenas and getting involved in every small matter was not something that the DHRC would be doing. Mr. Fleming and Reverend Paige concurred. Reverend Paige stated that members had discussed possibly looking into this further down the road, but not now.

Reverend Paige stated that she saw the previous brochure as a guideline so that members would know what is needed in the new brochure. She noted that she was delighted to see Mr. Jon Offredo, DHRC Commissioner, Fourth District, when she walked in the door, stating that she did not know that he was a Commissioner. Reverend Paige advised that she had asked Mr. Offredo if he would help her with communications, noting that Mr. Offredo has experience with The News-Journal. She recommended that she and Mr. Offredo work on the brochure together, stating that she viewed the brochure as falling under communications. Reverend Paige noted that anyone else who wanted to work on the brochure could also do so.

Mr. Gaddis moved to recommend that Reverend Paige and Mr. Offredo work on the brochure, as well as anyone else who wants to do so, seconded by Mr. Henderson and unanimously carried.

Mr. Henderson stated his understanding that Reverend Paige, Mr. Offredo, and Mr. Gaddis would work on the brochure and provide a product at the next meeting.

At Mr. Henderson's request, Mr. Jon Offredo advised that he resides in the Fourth District, and he and his fiancee rent an apartment on The Green above The Delaware Store. He stated that he has

been living in Dover for approximately four (4) years and had been a reporter for three (3) of those years at the News-Journal, covering Legislative Hall and the City of Dover. Mr. Offredo stated that he quit this job approximately one (1) year ago and now works for the State of Delaware, Public Defender's Office, where he does legislative policy and communications work. He indicated that he is happy to help in any way possible.

Update of DHRC Webpage
By unanimous consent, this item was deferred due to time constraints.

Sponsorship of Educational Symposium
By unanimous consent, this item was deferred due to time constraints.

DHRC Vacancies
By unanimous consent, this item was deferred due to time constraints.

Mr. Gaddis moved for adjournment, seconded by Reverend Paige and unanimously carried.

Meeting adjourned at 7:02 p.m.

Theodore A. Henderson
Chair

TAH/JS/dk
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